Gaurav Sapkal

Full Stack Software Developer

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SUMMARY

Full Stack Developer with 3+ years of experience building **AI-powered hiring tools** at Expertia AI. Part of the **4-member founding engineering team**, delivering dashboards, CMS, NLP filters, and job-automation flows that reduced posting time by **60%** and improved Core Web Vitals to ~70. Skilled in **Next.js**, **React**, **Node.js**, **MongoDB**, and **OpenAI**.

WORK EXPERIENCE

Full Stack Software Developer, *Expertia AI*   Jan 2023 – Jan 2026 | Bangalore, India

Key Responsibilities & Achievements

- Built AI-driven job-posting automation (AI JD, skill recommendations, hidden criteria, smart filters), reducing recruiter posting time by **~60%**.
- Developed backend APIs and microservices using Node.js, Express, and MongoDB aggregation pipelines with optimized indexes.
- Implemented GPT-based matching and NLP → filter logic for automated screening and improved candidate discovery.
- Created modular dashboards and reusable UI components using Tailwind, shadcn/ui, Zustand, and Framer Motion.
- Improved Core Web Vitals from ~30–40 to **~70** through SSR/SSG/ISR optimization, caching, and image handling.
- Built the Agency Link Management System for candidate submissions by external agencies.
- Integrated PostHog analytics and feature flags for funnel insights and controlled rollouts.

Impact

- Reduced content publishing effort by **50%** through a CMS-based blogging system.
- Improved SEO and platform performance through core web vitals and SSR optimization.
- Delivered core modules that contributed to strong early product adoption and growth.

SKILLS

Languages: JavaScript (ES6+), TypeScript, Java

Frontend: React.js, Next.js, Tailwind CSS, shadcn/ui, Zustand, Redux Toolkit, Framer Motion, Responsive UI, Component Architecture, Data Visualization, Form Handling, SEO Optimization

Backend: Node.js, Express.js, MongoDB, Mongoose, Aggregation Pipelines, REST APIs, Auth, Webhooks, Queue Flows, API Optimization, Error Handling, Integration with Analytics (PostHog)

AI & Automation: OpenAI API, GPT-based Screening, NLP → Filter Logic, Text Processing Pipelines

Cloud & Deployment: AWS (EB, S3, CloudFront), Vercel, CI/CD, Docker

Tools & Dev Practices: Git, GitHub, Postman, MongoDB Compass, Swagger

PROJECTS (AT EXPERTIA AI)

Image Generation Automation

Role: Full Stack Developer

Tech: Node.js, Puppeteer, AWS S3

- Built an automated system that generates custom job images using Puppeteer based on job details.
- Stored and served images via AWS S3 and linked them to job posts as Open Graph assets.
- Improved social media job previews and engagement through dynamic OG image generation.

Blogging Platform (CMS Integration)

Role: Full Stack Developer

Tech: Next.js, Payload CMS, Node.js

- Developed a full CMS-powered blogging platform with custom schemas, layouts, metadata control, and dynamic routing.
- Enabled content teams to manage blogs and pages independently, reducing publishing effort by **50%**.
- Improved SEO through optimized metadata handling, structured content, and flexible routing.

Talent Pool System (Backend and Frontend)

Role: Full Stack Developer

Tech: Node.js, Express, MongoDB Aggregations, Next.js, Tailwind

- Built backend search logic using MongoDB aggregation pipelines with optimized indexes for fast candidate discovery.
- Implemented natural-language → structured search using OpenAI, enabling smarter, more flexible queries.
- Added rich filters (skills, experience, location, domains) and built a clean Next.js UI for accurate talent search.

Meeting Bot & Interview Report Generator

Role: Backend Developer

Tech: Node.js, MongoDB, OpenAI

- Integrated GoodMeetings to capture interview transcripts from GMeet,Zoom, etc sessions.
- Designed an AI workflow that converts transcripts into structured interview reports and hiring-decision summaries.
- Built backend pipelines to store transcripts, reports, and recruiter insights.

User Dashboard (Analytics & Activity View)

Role: Full Stack Developer

Tech: Next.js, Node.js, MongoDB, Tailwind, Chart.js

- Developed a full analytics dashboard showing jobs posted, talent pool size, offers, activity logs, and usage trends.
- Implemented optimized MongoDB queries to handle large datasets across charts and summary cards.
- Improved recruiter insights and decision-making through a clean, data-driven interface.

EDUCATION

Masai School 🔗 , *Full stack web development*   Feb 2022 – Nov 2022 | Bangalore, India
- Specialization in MERN Stack and DSA.

JSPM, Savitribai Phule Pune University,   May 2019 – Jun 2022 | Pune, India
Bachelor of Mechanical Engineering

INTERESTS

Coding | Technology trends | Continuous learning

SOFT SKILLS

Teamwork | Problem-solving | Time management | Adaptability | Communication