

Sachin Mour

HANDS-ON CTO · LEAD SOFTWARE ENGINEER · 15+ YEARS

Remote · Dubai, UAE · US and EU hours

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“15+ years in software engineering, from senior engineer to CTO. I’ve built products end to end at Verizon Media/RYOT, Danske Bank and ISSUU, and right now I lead engineering at Hexis, a sports nutrition platform trusted by 40% of the Tour de France peloton and 50% of the Premier League, where the product has grown ARR 300%+ and found product-market fit. I’ve architected backends from scratch, shipped AI platforms including RAG and document intelligence, and led SOC 2 and HIPAA compliant work. Top 1% of TypeScript engineers globally, 200+ five-star mentoring reviews, and I care about making complex things simple.”

Achievements

Top 1% of TypeScript engineers globally, as ranked by Algolia

Algolia

Toptal network member: Toptal accepts the top 3% of freelance software talent

Toptal

200+ five-star mentoring reviews, 5.0 rating across 200+ sessions with engineers

Codementor

Top 0.1% of 500,000+ users on the Interviewbit programming platform

Interviewbit

Work Experience

Hexis

Dublin, Ireland (remote)

CHIEF TECHNOLOGY OFFICER

Jun 2024 – Present

- Joined as Senior Full Stack Engineer and quickly progressed to CTO of a nutrition-technology platform for elite athletes and teams. Grew the team to 5 engineers and lead it while still writing production code most days, roughly 80/20 between coding and leading (hiring, mentoring, code reviews, technical direction).
- Key team member in building the technology now trusted by **40% of the professional peloton at the Tour de France and 50% of the Premier League**.
- In the CEO’s words, instrumental in building the product that delivered a **300%+ increase in ARR** and found product-market fit.
- Re-architected the core data model for a platform where every user has years of history (millions of rows per table): replaced a heavily joined multi-table schema with co-located JSON storage and rewrote the query patterns, cutting multi-day range queries from **several minutes to under 700ms**. That turnaround was a key factor in closing a **\$2.1M seed round**.
- Led the migration from Supabase to a **GCP-native stack** and drove the company’s **SOC 2** audit: audit logging, access controls and data protection.
- Built the CI/CD pipeline: **multiple dev deploys a day**, weekly production releases and same-hour hotfixes when needed, with monitoring and rollback.
- Run the infrastructure as code (Pulumi on GCP): multi-master PostgreSQL in three regions (pglogical), Kafka streaming pipelines, Grafana dashboards and automated backups.
- Build backend services in TypeScript/Node.js (GraphQL, Prisma) and a Python calculation engine, integrating wearables (Apple Health, Whoop) and third-party services. Own the technology roadmap, budget and vendor relationships, and work with stakeholders across the business. Technologies: TypeScript, Node.js, GraphQL, Apollo, Prisma, PostgreSQL, Python, React Native, Kafka, Redis/Valkey, Typesense, Pulumi, GCP, Docker, Grafana, Supabase, Clerk, Chargebee

Freelance Consulting via Toptal

Remote

LEAD SOFTWARE ENGINEER / FRACTIONAL CTO FOR CLIENT COMPANIES

Aug 2022 – Jun 2024

Client engagements through the Toptal network (top 3% of freelance talent); client names withheld under NDA. The four that matter most:

AI startup, financial due diligence CHIEF TECHNOLOGY OFFICER

- Built from scratch an agentic RAG platform for M&A and investment due diligence: it ingests data-room documents (PDFs, spreadsheets, transcripts), extracts financial metrics such as revenue, EBITDA and margins, and answers analysts’ questions with exact page-level citations.
- Indexed **10M+ pages** and scored **100% on the Vectara RAG benchmark**. Retrieval is a 3-way hybrid (vector, BM25, HyDE) fused with reciprocal rank fusion, and an LLM verification layer drops any page that doesn’t support the question before an answer is written, so the model can’t cite a page it never saw.
- OCR ingestion pipeline (Gemini Flash-Lite on every page, Gemini Flash on chart pages) run as a per-page state machine with retries; agents orchestrated with LangGraph and LangChain and evaluated in LangSmith. Also owned SOC 2 controls, GCP infrastructure and hiring, coding about 70% of the time.

Fashion retailer, one of the top 3 stores on Shopify LEAD ENGINEER

- Built the React Native mobile app on the Shopify Storefront GraphQL API (headless commerce) and led search, collections and catalog work on Shopify Plus for a storefront that launches hundreds of products every week.

US healthcare company LEAD ENGINEER

- Owned authentication and authorization, the payments pipeline (processing, transaction records, reconciliation) and the data layer, all HIPAA-compliant with PHI-safe logging.

AI virtual try-on platform LEAD ENGINEER

- Architected the platform end to end: microservices, public APIs, a developer dashboard with documentation for third-party integrations, and a React Native app that holds a steady **60 FPS** while running real-time garment detection (OpenCV) on device.
 - CI/CD cut deployment from days to minutes; kept **70%+ test coverage** with Jest and Appium.
- Technologies across the four engagements: TypeScript, Node.js, Nest.js, Next.js, React, React Native, Expo, MobX, Go, Python, GraphQL, PostgreSQL, Prisma, TurboPuffer, Redis, LangGraph, LangChain, LangSmith, Gemini, OpenCV, Firebase, GCP, AWS Serverless, OpenSearch, Terraform, Docker, Shopify Plus, Storefront API

Verizon Media / RYOT (Yahoo)

Remote

LEAD SOFTWARE ENGINEER

Jul 2020 – Aug 2022

- Led a team of 9 engineers (5 backend, 3 frontend, 1 platform) spread across time zones, building a web-based 3D modeling tool for content creators at NFL, HuffPost and Yahoo.
 - Designed the backend from scratch as microservices: AWS Lambda for stateless APIs, Kubernetes (EKS) for long-running processing, event-driven queues between layers instead of cascading synchronous calls, and monitoring throughout.
 - Built a server-side pipeline running Blender headless to decimate meshes, compress textures and bake materials into per-platform variants, so creator files with huge polygon counts and 4K textures render on iOS Safari and Android WebViews with no human in the loop.
 - Wrote GraphQL microservices in TypeScript and Go with published documentation for each, and kept synchronous responses **under 300ms**.
 - Kept **70%+ test coverage** (Jest, Vitest, K6, Cypress) and built a Docker development environment that cut onboarding from weeks to days.
- Technologies: TypeScript, Go, Node.js, Nest.js, Next.js, React, GraphQL, PostgreSQL, Prisma, DynamoDB, Neo4J, Redis, AWS Lambda, SAM, Kubernetes (EKS), Terraform, Docker, Python, Blender

ISSUU

Copenhagen, Denmark

SENIOR SOFTWARE ENGINEER

Jul 2019 – Jul 2020

- Built the next-generation web PDF reader, breaking PDFs down into their basic elements so creators can publish and share content efficiently.
 - Worked on the OCaml backend entities serving **100M+ unique users a month**.
 - Improved the machine-learning pipeline that extracts articles and their content, cutting the manual work publishers had to do.
 - Set coding standards, owned the technical approach across the development life cycle, and onboarded new developers.
- Technologies: JavaScript, TypeScript, Node.js, React, Redux, OCaml, Kotlin, Java, Python, Protobuf, D3.js, SQL, RabbitMQ, AWS Serverless, Nginx, Webpack

Danske Bank

Copenhagen, Denmark

SENIOR SOFTWARE ENGINEER

Feb 2018 – Jul 2019

- Built District, a cross-browser financial platform used daily by thousands of business customers, in a regulated environment (GDPR, PSD2) with tenant isolation, OAuth 2.0 scopes, encryption at rest and in transit, and audit logging.
 - Wrote the SDK and libraries other teams and third-party developers used to build on the platform, and helped launch its developer marketplace.
 - Implemented API microservices, automated end-to-end tests and GoCD pipelines from commit to production; owned deployments, releases and monitoring (Grafana, AppDynamics, Kibana).
 - Built real-time financial dashboards and data visualisation with D3.js; interviewed, supported and mentored developers.
- Technologies: JavaScript, TypeScript, React, React Native, Cycle.js, Most.js, RxJS, Node.js, D3.js, Java, SQL, RabbitMQ, Nginx, GoCD, Webpack

Earlier and volunteer roles

Remote / Stuttgart, Germany

SOFTWARE ENGINEER

2011 – 2020

- **NYC Outward Bound Schools** (volunteer, 2016–2020): built a student-data dashboard (React, Node.js, MongoDB) that replaced a legacy system and saved \$10,000+ a year; recruited and led a small remote team of developers.
- **K15t Software** (Stuttgart, 2017–2018): React/Redux front end, AWS Lambda and Node.js REST APIs, tech talks and hiring.
- **Brainbuild** and **Roomsie** (via Toptal, 2017): React Native mobile app with its own push-notification server; React web platform, developer tooling and AWS Lambda APIs.
- **Saferide Health** (2016): notification system and customer-support chat for the dashboard, plus React Native app work.
- **SeeMetrics** (founding team): senior full-stack engineer leading the UI infrastructure and serverless microservices.
- **Freelancing** (2011–2016): one of the top freelancers in my stack on Upwork; web scraping, Electron apps, mobile, browser extensions, back ends and infrastructure in JavaScript, Ruby on Rails, Java and C++.

Skills

AI / ML	LLM integration, agentic workflows (LangGraph, LangChain, LangSmith), RAG, hybrid search (vector, BM25, HyDE), prompt engineering, evals, embeddings, vector databases (TurboPuffer, Pinecone), OpenAI, Anthropic Claude, Google Gemini (including page OCR), OpenCV, document intelligence, Claude Code
Back-end	TypeScript, Node.js, Nest.js, Python, Go, GraphQL, REST, PostgreSQL, Prisma, Supabase, Redis/Valkey, Kafka, RabbitMQ, Elasticsearch, Typesense, MongoDB, Neo4J, Protobuf, microservices, event-driven systems, system and schema design
Front-end	React, Next.js, React Native, Expo, TypeScript, JavaScript, Redux, MobX, D3.js, three.js, HTML5, CSS, Webpack
Cloud / DevOps	GCP, AWS (Lambda, SAM, EKS, OpenSearch), Pulumi, Terraform, Docker, Kubernetes, GitHub Actions, GoCD, Jenkins, Bitbucket Pipelines, Grafana, ELK, Nginx, Bash
E-commerce	Shopify Plus, Shopify Storefront API (GraphQL), headless commerce, Chargebee billing, high-traffic retail
Practices	Testing at 70%+ coverage (Jest, Vitest, Playwright, Cypress, Appium, K6), CI/CD, SOC 2, HIPAA, GDPR and PSD2, audit logging, security and compliance, team leadership, hiring, mentoring

Recommendations

Dr David Dunne

[LinkedIn](#)

CO-FOUNDER & CHIEF EXECUTIVE OFFICER AT **HEXIS**

Over the past couple of years he has helped grow our team, re-architect our platform and increase our capabilities, and he has been a key team member in building our technology, which is now trusted by 40% of the professional peloton at the Tour de France and 50% of the Premier League. Beyond technology, he has supported multiple business functions and collaborated effectively with stakeholders across the business. Sachin is a real asset to any organisation and his broad expertise will add value at both an individual contributor and a team level. As a co-founder, I can say Sachin was instrumental in building a product that delivered a 300%+ increase in ARR and found product-market fit.

Sadi Kaya

[LinkedIn](#)

CHAPTER LEAD AT **DANSKE BANK**

It's rare that you come across a standout talent like Sachin. I've had the pleasure of working with Sachin for almost a year, during which we collaborated on several key solutions used by thousands of users on a daily basis. Above all, I was impressed with Sachin's ability to juggle multiple projects that was unlike any I've seen before and made a dramatic difference in the teams productivity level. Sachin would be a true asset to any team and comes with my heartfelt recommendation.

Nelson Keating

[LinkedIn](#)

HEAD OF PRODUCT, **US FASHION RETAILER**

Sachin was a great addition to our team - he was able to get up and running within record timing, and able to self-learn our codebase with minimal outside help. He delivered work at a very efficient cadence and has a high level of comprehension of business objectives/strategy that proved to be very valuable to our organization.

Shay Haluba

[LinkedIn](#)

CO-FOUNDER | CTO AT **SEEMETRICS**

He was a full-time freelancer and part of the founding team of SeeMetrics. He joined us as a Senior full stack engineer and lead the development of our infrastructures for the UI and Serverless MicroServices. Sachin is an experienced and skilled developer, who is also a pleasant person to work with. I enjoyed working with you, Sachin, and I hope our paths will cross again in the future.

Sanja Stoimenovska

[LinkedIn](#)

SENIOR SOFTWARE ENGINEER AT **TOPTAL**

I had the pleasure to work with Sachin for almost 3 years. I can without a doubt say he is very efficient and innovative in the problem solving department. Always looking for the most practical solution and always keeping up with the newest technology trends. He's also very calm and patient when working on a solution :D I have learnt so much from him and hopefully I will have the chance to work with him again in the future:)

Juliana Hess

[LinkedIn](#)

SENIOR DIRECTOR OF RESEARCH & LEARNING DESIGN AT **READ TO LEAD**

I had the privilege of overseeing Sachin's work during my time at NYC Outward Bound Schools. Sachin had the unique ability to interpret our specifications and deliver exactly what we were looking for. He excelled at being able to explain complex concepts in facile terms. I found that I had to ask for very few, if any, alterations after Sachin delivered updates to our product. His can-do attitude enabled him to recruit and lead four other developers to complete project milestones for us. Sachin was pleasant to work with and would make a great asset to any team or organization!