Paavo Bennett
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Professional Summary

Senior full-stack software engineer with ten years across frontend, backend and mobile, currently at Calm. Joined Target's Studio Connect app after its greenfield build, cut production defects 90% by overhauling its CI/CD, and was promoted to Lead in about a year to take it over and make it enterprise-grade. Strong in TypeScript, React, Next.js, Node.js, GraphQL and Postgres, with a habit of fixing release processes. US Air Force veteran.

Technical Skills

- **Languages**: TypeScript, JavaScript, SQL
- **Frontend & Mobile**: React, Next.js, React Native, Electron
- **Backend & Data**: Node.js, GraphQL (Apollo Federation), PostgreSQL, MongoDB, Redis, Kafka, Elasticsearch
- **Cloud & Infrastructure**: AWS, GCP, Cloudflare Workers, Docker, Kubernetes, Terraform, Datadog
- **Development Practices**: CI/CD (GitHub Actions, mobile release automation), unit and integration testing, microservices, REST and GraphQL APIs, access control, responsive design
- **Tools**: Git, Jira, Confluence, Claude, Claude Code

Professional Experience

Senior Software Engineer
Calm, Remote
January 2025 – Present
Full-stack work on subscriptions and internal tools in TypeScript, Next.js, Node.js and Postgres, and expanding into mobile.

Lead Software Engineer
Target, Brooklyn Park, MN
October 2020 – January 2025
Took over Studio Connect, Target's invite-only community app (React Native, React, Node.js; covered at launch by Fast Company and Bustle), and helped make it enterprise-grade. Also led Gallery Desktop, a 3D asset management tool for Target designers built with Electron and Babylon.js.

- Raised test coverage across the stack from under 20% to 85%.
- Automated the iOS and Android release pipelines, halving release cycle time.
- Helped migrate a monolithic REST backend to a federated Apollo GraphQL API over microservices, with full backward compatibility and no downtime.
- Designed and led the team that replaced Intercom with an in-house chat widget for web and mobile, at 35% lower cost.
- Built a canary release system so developers and internal testers could validate changes before general rollout.

- Introduced attribute-based access control, reducing authentication incidents 40%.
- Gallery Desktop: sandboxing and security hardening, code signing, its first CI/CD pipeline, and a Postgres/Node queue with per-node locking for asset sync.
- Piloted GitHub Actions for Engineering Enablement; mentored junior and senior engineers throughout.

Senior Software Engineer
Target, Brooklyn Park, MN
September 2019 – October 2020

- Joined Studio Connect after its greenfield build and overhauled its CI/CD: a branching, testing and release process, and versioned mobile deployments in Jenkins. Production defects dropped 90%.

Software Engineer III
PeopleNet (Trimble Transportation), Minnetonka, MN
February 2016 – September 2019
Built and shipped Node.js microservices and React features for Connected Fleet Central, the replacement for PeopleNet's legacy Fleet Manager, used to run large truck fleets.

- Designed and built user-facing features with React and Node.js, with a focus on responsive design and accessibility for mobile and desktop users.
- Implemented monitoring and instrumentation on frontend services to proactively detect and resolve system errors and performance issues.
- Managed deployment processes and infrastructure with Docker, Kubernetes, and Terraform on AWS/GCP, improving system scalability and resilience.
- Built a Kafka consumer decoding Avro messages, and an Elasticsearch service handling schema versioning, sync and indexing.
- Shipped imperial and metric unit conversion for international fleets; moved from Angular to React, and backend tests from Mocha to Jest to match the frontend.
- Promoted from Software Engineer I to III in three and a half years.

Romance Cryptologic Linguist
United States Air Force
November 2005 – November 2011

Education
Bachelor of Science in Computer Science
University of Minnesota Duluth, Duluth, MN — Graduated: 2015