

Resume — Herminigildo Jr A. Quiano

Role target: PHP Developer with a QA mindset

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Location: Valenzuela City, NCR Philippines

Professional Summary

Backend Software Engineer experienced in developing and maintaining enterprise HR, Payroll, Timekeeping, and Employee Self-Service (ESS) platforms across multi-company operations. Primary maintainer for production systems operating in multi-tenant MySQL and MariaDB environments. Specializes in root-cause defect resolution, edge-case analysis, and structured, ticket-driven release workflows. Deep domain expertise in core payroll processing, bank crediting integrations, leave engines, and timekeeping mechanics.

Core Competencies

- Enterprise Systems: HRIS, Payroll, Timekeeping (TKM), Employee Self-Service (ESS)
- Banking Integrations: Automated bank-crediting file interfaces (BPI Bizlink, PNB, MBOS)
- Business Logic Engines: Leave balance synchronization (HRIS ↔ Payroll), timekeeping (DTR) processing, itemized payslip generation (piece-rate & leave plotting)
- Database Architecture: Multi-company, multi-database environments (MySQL, MariaDB, PDO abstraction layer)
- System Reliability: Legacy codebase refactoring & hardening, ticket-driven version control, structured release management

Technical Skills

- Languages: PHP (Primary, 4+ yrs), JavaScript (jQuery), SQL, HTML/CSS, JSON
- Databases: MySQL, MariaDB
- Tools & Libraries: PDO, AJAX, TCPDF, PHPMailer, Git, PowerShell
- Technical Exposure: C# (legacy code analysis/porting), TypeScript, Node.js tooling (Gulp/Webpack)

Professional Experience

PHP / Systems Developer — LSTV Inc.

Sep 2022 – Present

- Maintain and extend a multi-company enterprise suite (HRIS, Payroll, TKM, ESS) operating across multi-tenant MySQL and MariaDB databases.
- Engineered automated bank-crediting modules (BPI Bizlink, PNB, MBOS account validation), porting legacy implementations and standardizing disbursement workflows.
- Designed and implemented a Leave Sync Engine with force-balance validation to eliminate cross-module data discrepancies between HRIS and Payroll.
- Overhauled payslip generation across ESS and Payroll, shipping itemized earnings/deductions, multi-cutoff pagination, piece-rate, and leave plotting facilities.
- Built core timekeeping features, including time-clock entry facilities, open-break/undertime computations, and DTR mass-export workflows.
- Systematically resolved complex production bugs through root-cause analysis and edge-case validation across all suite modules.
- Enforced ticket-driven commit discipline and managed versioned release cycles with structured changelogs.

Key Projects & Achievements

- Bank Crediting Integration Suite: Standardized electronic disbursement workflows with automated file generation and account validation logic.
- Leave Sync & Balance Engine: Reconciled asynchronous HRIS and Payroll balance states, including automated repair facilities for duplicate or negative balances.
- Standardized Payslip Engine: Delivered a print-ready, itemized payslip renderer adopted platform-wide.
- Performance Evaluation Module: Developed an end-to-end evaluation, approval, and reporting workflow.
- Authentication Security Hardening: Implemented forced credential updates on initial access to resolve default administrator security risks.

Professional Development Focus

- Automated Testing: Expanding unit testing (PHPUnit) and smoke testing to strengthen legacy verification workflows.
- Architecture & Refactoring: Applying service-layer patterns and typed interfaces to decompose procedural scripts into testable, maintainable modules.
- Modern Web Standards: Modernizing legacy front-end scripts toward structured JavaScript standards.