Vandit Kala

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Summary

Software Developer with 3 years building production web apps in **React, Next.js,** and **TypeScript**, focused on performance and real-time media. Own frontend architecture for an AI hiring platform serving enterprise clients; shipped a real-time conversational AI interviewer used in 40,000+ interviews, built a custom video player for recorded interviews, and cut load times from about 20s to under 2s by re-engineering the dashboard's entire initial load.

Skills

Languages	TypeScript, JavaScript, HTML5, CSS3, SQL, Java, Python
Frontend	React 19, Next.js, Redux Toolkit, Zustand, TanStack Query, RxJS, Vite, Tailwind CSS
Media / Streaming	HTML5 Video (custom player), WebSockets, real-time voice streaming, HLS.js
UI / Libraries	shadcn/Radix, Material UI, Ant Design, SCSS, Framer Motion, React Flow, React DnD
Backend	Node.js, Express.js, Nest.js, MongoDB, REST APIs, WebSockets
Cloud / Tools	AWS, GCP, Docker, Vercel, Git, Webpack, Postman, JIRA, OpenAI API, Algolia
Testing & Practices	Jest, Playwright, React Testing Library, Accessibility (WCAG, ARIA), Code Reviews, Agile/Scrum, A/B experiments, web security (XSS, CSP, CORS), CI/CD (GitHub Actions), Core Web Vitals (LCP)

Experience

Northstarz.ai: AI Hiring & Talent CRM Platform **Aug 2025 – Present**

Software Development Engineer (frontend lead, 7-engineer team)

- Own frontend architecture for a 7-engineer team on the AI hiring platform (20+ enterprise clients incl. Mahindra): set component and data-fetching patterns, review frontend code, and mentored interns.
- Established engineering standards: code reviews, unit and integration testing (Jest, React Testing Library), and an accessible (WCAG, ARIA) shared component library, in an Agile/Scrum process.
- Architected a real-time conversational AI interviewer with voice streaming, an AI avatar, multilingual support, adaptive follow-ups, integrity monitoring, and resilient media uploads, supporting **40,000+** candidate interviews.
- Built a custom React video player for recorded candidate interviews, playing GCP-hosted video with a seekable timeline, interview chapter markers, ref-controlled playback, and a workaround for streams with unknown duration.
- Cut LCP from about **20s to under 2s** by adding skeleton loaders so the dashboard paints immediately instead of waiting on every API call to resolve first.
- Owned Offer & Compensation end to end: a configurable salary engine with statutory rules, hike validation, and automatic CTC balancing, plus multi-level approvals, PDF offer letters, and online acceptance.
- Designed a configurable multi-tenant platform (workflows, forms, hiring stages, careers pages, fine-grained RBAC) so each enterprise client configures its hiring process without code changes.
- Built AI sourcing interfaces, an agent-style recruiting assistant, and internal admin tools for tenant, feature, and credit management.

Red Baton: Associate Software Developer **Nov 2023 – Aug 2025**

React.js · Next.js · TypeScript · Node.js · Nest.js · MongoDB

- **UXmagic.ai**: Built an AI-powered Figma plugin and Next.js/TypeScript app on the OpenAI API, cutting design time by **30%**; led the data-layer migration to MongoDB, cutting infrastructure costs by **80%**.
- **Hoonr.ai**: Built a React/TypeScript candidate discovery platform on Algolia and Nest.js; rebuilt filtering as RxJS streams, reducing code complexity by **35%** and improving responsiveness by **25%**.
- **Scrut.io**: Built reusable React modules, filtering workflows, and the CAT test-management module for a compliance platform serving **850+ clients**; KEKA, BambooHR, and GCP integrations cut setup from over an hour to under 15 minutes, and CSV exports got **23%** faster.
- **Unilever**: Built a Next.js operations dashboard with an interactive India map, incident markers, charts, and tables (Tailwind CSS, shadcn, React Query, Redux).

Education

Jain (Deemed-to-be) University **2019 – 2023**

Bachelor of Technology in Computer Science