

JEAN MARC NIZAR BOULOS

HR MODULES ENGINEER – HR INFORMATION SYSTEM – FULL STACK DEVELOPER

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I am Jean Marc BOULOS, a full stack developer with 11+ years of experience in creating user-focused digital solutions. Skilled in React, Next.js, Node.js, and most databases, I bring both front-end and back-end expertise. I have worked with clients of all sizes to align technical solutions with business needs.

WORK EXPERIENCE

HR Modules and Systems Analyst Engineer in Human Resources **May/2022 – Present**
Hôtel-Dieu de France

- On-call bonuses based on positions and the hospital's FDD (Franchise Disclosure Document).
- On-call hourly garde calculated per position and rate, with USD amount and on-call date.
- Hourly category bonus linked to department, shift, and its applicable percentage.
- Additional overtime calculated by category, job title, and shift.
- Employee data, payroll transactions, leave management and time-attendance (shifts and scheduling).
- Setting allowances for more than 100 spouse and children conditions at Lebanese Government Laws.
- Led face detection time attendance and HRIS configurations and performance management of Curio systems.
- Built Python tools for image background removal, PDF editing, and automated Excel-to-text conversion.
- Designed a six-figure indoor 3D map and a test navigation map using Three.js and Anime.js.

HR Information System

Hôtel-Dieu de France **Feb/2021 – Present**

- Fixed employee images and interfaces with Python.
- Set up a secure local network for private file sharing.
- Configured MenalTech systems for payroll, HR management, Self Service and performance management.
- Fixing employee images and system interfaces using Python, Typescript and NextJS.
- Employee records and job history inside online systems (Data Management).
- Job postings and onboarding.
- Automates payroll and tracks benefits inside the online internal systems.
- Performance and evaluation specialist by tracking goals and employee appraisals at online softwares.
- Monitoring attendance and leave management using time attendance (MenaTA).
- Provides HR analytics, insights and reports.

Data Analyst in Human Resources

Hôtel-Dieu de France **Mar/2017 – Jan/2021**

- Print magnetic cards and managing data in its MS Access database.
- Performance Evaluation appraisal (Mena Systems).
- Employee vacancies management (Mena Systems).

Full Stack Developer

Bright Volcano **May/2023 – Jul/2023**

- Developed SEO tools, front-end projects, and complex applications with HTML, CSS, JavaScript, and PHP.
- Designs webpages and manages hosting with cPanel functions.

MW3 Junior Servers Moderator

Activision Blizzard **Sep/2012 – Oct/2014**

- Developed security scripts and structured maps/GUI movements using C# within Activision's servers.
- Monitored player activity and enforced rules on third-party app users.

EDUCATION

University of Saint Joseph of Beirut (USJ)

- Executive MBA International Paris (Triple diploma : Dauphine-PSL, Sorbonne and USJ) **202X – 20XX**

Arts, Science and Technology University in Lebanon (AUL)

- Master of Science in Computer and Communication Engineering. **Oct/2021 – Oct/2023**
- Bachelor of Science in Computer and Communication Engineering. **Oct/2015 – Oct/2021**

CERTIFICATES

- Computer Security and Cybersecurity Awareness, University of Saint Joseph of Beirut **Feb/2026–Feb/2026**
- French Language Aptitude Test (TALF) Advanced, University of Saint Joseph of Beirut **Sep/2025–Nov/2025**
- AI Starter Kit, American University of Beirut (AUB) **Aug/2025 – Oct/2025**
- Labor Law Workshop, taught by NDU-SAGESSE's attorney **Jun/2025 – Jun/2025**
- French Language Aptitude Test (TALF), University of Saint Joseph of Beirut **Jan/2025 – May/2025**
- Key Performance Indicators Management, Syndicate of hospitals in Lebanon **Jun/2024 – Jun/2024**
- Cybersecurity (+CIS Security Controls, Risk Management), USJ–IBM–Arcshields **Feb/2024 – Mar/2024**
- CS50W: Web Programming with Python and JavaScript, Harvard University **Jul/2023 – Dec/2023**
- Cisco Certified Network Associate (CCNA) – Routing & Switching **Aug/2019 – Feb/2020**

TECHNICAL SKILLS

- **Programming:** PHP, JavaScript, Django, Next.js, React.js, Tailwind CSS, Typescript.
- **Business & Client Management:** Account Management, Client Relationship Management, Contract Negotiation.
- **Software & Systems:** CRM & ERP Software (Ex: MenaTech – Curio – MenaME Self Services, etc. ...).

PROJECT EXPERIENCE

- Freelance** – Django Story Visual Generator **Aug/2025 - Oct/2025**
- Small-scale app for custom prompt processing, text parsing, image generation, and created stories editing.
 - Used Technologies: Django, Python, OpenAI API, HTML, Templates, ORM.
- Freelance** – Hotel Booking using admin/client dashboard and reservations **Apr/2025 - May/2025**
- Used Technologies: RBAC, auth, dynamic UI, and PostgreSQL using Next.js, Prisma and Stripe.
- Freelance** – Advanced NextJs 15 ecommerce Shop **Feb/2025 - Apr/2025**
- Used Technologies: React, NextJs 15, TypeScript, TailwindCSS, Zustand, Shadcn, Stripe, Clerk
- Freelance** – *IntelliApps (a multi-AI website)* **Jan/2025 - Jan/2025**
- AI apps with React, NextJs, TypeScript, MongoDB, Tailwind, Shadcn, Google Gemini, Stripe Webhooks.
- Freelance** – *Home-away Project* **Oct/2024 - Nov/2024**
- Airbnb-like App: Next.js 14+, TypeScript, Clerk, Prisma, Supabase, Tailwind, Shadcn, Zod, Vercel.
- Condor Web Texas** – *Online Food Restaurant* **Jan/2024 – Mar/2024**
- Built with Django, PostgreSQL, PostGIS and Google Maps API for location services and order management.
 - Includes dynamic tax, responsive design, and automated email templates for seamless user experience.
- Freelance** – *Django advanced E-Commerce* **Nov/2023 - Dec/2023**
- E-commerce with cart, reviews, checkout, tracking, and admin tools.
 - Used Technologies: Python, Django, React, Redux, PostgreSQL.
- Binaries-lb** – *PDF Report-Invoice receipt* **Jun/2023 - Jul/2023**
- Full stack Report-Invoice website creation using PHP, JS, CSS and MySQL.
 - Generated the Report-Invoice using PHP, TCPDF and MySQL.
- Hôtel-Dieu de France** – *Six Figures Indoor 360 Map (Three.js)* **Jun/2023 - Jun/2023**
- Created a six-figure 3D indoor navigation map using Three.js for interactive spatial guidance.
- Bright Volcano** – *150Days150Projects* **May/2023 - Oct/2023**
- Each project teaches new skills in HTML, JavaScript and CSS.
 - Finish at your pace and gain confidence to build your own projects.
- Hôtel-Dieu de France** – *Photo Quality Enhancer (Python)* **Apr/2023 - Apr/2023**
- Enhances photo sharpness and color using Python.
 - Improvements for clearer, detailed images.

Hôtel-Dieu de France – UHD Image Background Remover (Python)

Dec/2021 - Dec/2021

- FHD background removal without any cost, unlike subscription services.
- Designed for swift, precise background removal with top image quality.

AUL Senior Project – University Online ID Card Generator

Oct/2016 - May/2023

- Secure system with encrypted login, user roles, and data export options.
- Instant Online ID card generation with Chabot AI assistance for a seamless user experience.

HONORS & AWARDS

Recognition and Friendship HR Performance Leadership Award

October 2017

- Honored by HDF Hospital for implementing and leading an HR performance and appraisal system.