

ANDY HAYES

Full-Stack Developer & Founder

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SUMMARY

Full-stack developer and founder. I build and run production SaaS: React and TypeScript on the front end, Node and Python on the back, Postgres for data, with AI features and third-party APIs throughout. I lean toward offline-capable PWAs and multi-tenant architectures. Several of my products are live with paying customers today. Building software has been a through-line for most of my 25 years in technology, from custom ERP-level platforms years ago to the SaaS I ship now, alongside a long stretch running IT for a 12-company portfolio. That background is why I build software that fits the business and keep it working after it ships. I'm glad to walk through the architecture and commit history of anything below.

SELECTED PROJECTS

ScrapSync.com — Back-office management platform

Focus Labs LLC · Feb 2026–Present

A full back-office management platform that runs on a team's everyday Slack activity. Instead of forms and manual data entry, it reads the normal conversations and posts a team already writes, makes sense of them, and turns them into structured records: repair cases, parts orders, equipment, invoices, and CRM contacts. It acts on its own when it's confident and checks with a person when it isn't. It started as software for a scrap and recycling company and has grown into a general platform an operations team can run its back office on.

- Built on Next.js, React, and TypeScript over a Supabase Postgres database. Multi-tenant, with Postgres row-level security, about 99 API routes and 180 database migrations.
- Every data change runs through one audited layer. AI requests route across Claude, Gemini, and OpenAI, with per-customer keys and automatic failover if a provider goes down.
- Also includes a Chrome extension, an email-intake worker on Cloudflare, phone contact sync, and an MCP server that lets AI assistants query live data.
- I run it in production: signed webhooks, automated CI checks, and schema migrations against live customer data. Covered by Vitest and Playwright tests. Around 1,200 commits over six months.

SignFlow.ink — Document-signing platform

Focus Labs LLC · Dec 2025–Present

Turns Zoho Sign templates into permanent public signing links and QR codes, so the person signing never needs a Zoho account.

- Multi-region Zoho OAuth. Credentials stay on the server and never reach the browser.
- Stripe webhooks with signature verification and replay protection. Server-side URL validation to prevent SSRF.
- Runs on Vercel with a scheduled health check that opens an issue automatically if the app goes down.

ServiceSnapp.com — Field-service data platform

Focus Labs LLC · Sep 2025–Present

Syncs and backs up ServiceFusion field-service data into portable, multi-tenant storage, with freemium billing.

- The interesting problem is that the ServiceFusion API exposes no canonical updated-at timestamp, so there's no reliable way to ask what changed. Getting correct, complete incremental syncs takes reconciliation logic that catches every change without re-pulling a customer's entire dataset, which doesn't scale for large accounts.
- Runs on an Airbyte and Kubernetes pipeline built by a contract infrastructure engineer I brought in specifically because we had worked the same ServiceFusion sync problems together years earlier at Kept. We design that layer together, he builds and owns it, and I build the application on top of it.
- Currently adding AI features, reporting, quoting, a QuickBooks sync, and a fuller field-service management feature set.

It's part of a family of field-service tools that also includes the fieldserviceapps.com guidance site and a website builder that ships a full lead-management backend with a basic AI-assisted CRM, now running live for a customer at custommarinefab.com.

Also building: **FocusOps.net**, a productivity tool I built for myself and am opening to the public as an "AI-agent cloud brain." It runs an MCP server so AI assistants can read and update your tasks, and it works offline as an installable PWA with a companion browser extension.

Personal projects, built on my own time and matured well past prototypes: an app with full text-to-speech and media playback, including word-synchronized read-along over a self-built speech pipeline; and an AI phone agent that places outbound calls, works through phone trees, and returns structured results.

TECHNICAL SKILLS

Languages: TypeScript, JavaScript, Python, SQL, Deluge, HTML/CSS

Front end: React, responsive design, offline-first PWAs (IndexedDB/Dexie with a real sync layer), browser extensions (Manifest V3)

Back end and data: Node.js, Express, Next.js, Python, Supabase, PostgreSQL (including Neon serverless), Drizzle ORM, REST APIs, webhooks, OAuth integrations, scheduled jobs and crons, multi-tenant data models with row-level security

AI: Claude, OpenAI, and Gemini APIs, provider routing with failover, LLM parsing and decisioning, MCP tool servers, neural TTS, media processing with ffmpeg

Payments and services: Stripe, Zoho Sign, Twilio, Resend, EasyPost

Deployment: Vercel, Cloudflare (Workers, R2), Netlify, AWS, Azure

Testing and practice: Vitest, Jest, Playwright, Cypress, CI/CD, TDD, spec-driven development (OpenSpec)

Tools: Git and GitHub, VS Code, Cursor

Web and automation: Web development from hand-coded HTML through every CMS generation (WordPress deepest). Zapier, Make.com, n8n, Power Automate.

EXPERIENCE

Founder & Full-Stack Developer, Focus Labs LLC

Sep 2025–Present | Remote

I build and run the products above as founder and lead developer. On ScrapSync and ServiceSnapp I work alongside a contract infrastructure engineer: we design the harder infrastructure together, he builds and owns that layer, I build the application on top, and we're actively reworking parts of both systems right now. The same patterns show up across all of them: multi-tenant security, AI that routes across providers with a fallback, a human review step before AI output reaches users, and automated testing. I work from a set of my own reusable starter templates, which is how I get new products to production quickly.

Platform Developer & Director of IT, Krystal Klean *(acquired by Kept Companies)*

Jan 2009–Jul 2017 employee; platform development continued under contract through 2023 | Kansas City, MO

Built and maintained several ERP-level business platforms in Zoho Creator, writing the logic, data models, and integrations by hand across thousands of lines of Deluge.

- Built a commission payroll engine that pulled completed jobs from the ServiceFusion API, checked them against the crews' daily reports, calculated 500 to 1,000 commission lines per run, and produced a payroll-ready CSV. It saved 10 to 20 hours every two-week cycle. I built it because I had done that payroll by hand myself, and it still runs their commissions today, years after I handed it off.
- Built the field-service platform that ran scheduling, payroll, fleet maintenance, safety, and customer messaging. It scaled to 130-plus users and 20 to 40 crews as the company grew 8x (about \$2M to \$16M) at 99% uptime. Integrated ServiceFusion, Twilio, ClickSend, and Zapier.
- Built custom operations platforms for two marine-sector clients. As Director of IT, ran the technical side of about 15 acquisitions and mergers, including the company's own, with no business disruption.

Owner & Principal Consultant, Boundless IT Systems

Jul 2017–2023 | Kansas City metro

IT consulting and custom development for clients in legal, healthcare, and field service. Automation, integrations, infrastructure buildouts, and security incident response. Ran the business end to end.

VP of IT & Systems, The Premiere Group

Apr 2023–Sep 2025 | PE-backed family office, 12 portfolio companies | Remote

Only IT executive across a \$100M-plus operation. Built the integration layer connecting 30-plus SaaS platforms. Led ERP strategy, including an Odoo rollout and a NetSuite evaluation across 60-plus QuickBooks entities. Automated IT ticket creation with the ChatGPT API and Zapier, saving about an hour per user per day. Handled the technical side of about 5 acquisitions.

Earlier (1997–2008): self-taught from a young age, building my own computers and fixing them for family and local businesses. Senior IT technician in high-security settings, including a nuclear plant steam refit. Two decades of web work, including my first offline-capable web app in 2008, before that category had a name.

WHERE I FIT

Strongest at: getting a working product built quickly, multi-tenant SaaS, API and webhook integration, data modeling, AI integration, and keeping production systems running.

I do my best work where I own outcomes end to end, and I'm most effective paired with code review when I'm coming into a large established codebase. Whatever I ship, I can explain and maintain.

EDUCATION

Self-taught, with 25-plus years of production systems as the education. Ongoing study in modern TypeScript, AI integration, and systems architecture. FCC Amateur Radio Extra class license.