

KARO SAHAFI

Senior iOS Engineer (Swift) — React Native Contributor

Berlin, Germany

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WORK EXPERIENCE

HelloFresh

Senior iOS Engineer

June 2023 - Present

- Led the client-side launch of the Loyalty Program on Factor by preparing the iOS/Android roadmap (later reused for Web), aligning with multiple backend teams on required API changes, contributing React Native code across squads, reviewing the QA test plan with ~30 comments, and building Honeycomb monitoring dashboards to track Loyalty metrics post-launch.
- Completed internal React Native training to support the codebase migration and migrated the Loyalty Program onboarding flow to React Native as the first step, enabling faster delivery across both iOS and Android platforms.
- Contributed as a key iOS engineer in early technical discovery and architectural planning for the Loyalty Program, shaping cross-platform decisions across iOS, Android, and backend teams; the launch later resulted in post-launch improvements with cancellation rate -7% and pause rate -3.5% among enrolled customers.
- Designed the Hub Builder abstraction to support baseline and alternate loyalty structures, reducing code duplication and improving UI flexibility; later reused to support the new food-based reward structure for the Factor launch.
- Collaborated across iOS, Android, Web, and multiple backend teams to unblock the Meal Selection & Cart Entry Points experiment; identified a core backend inconsistency affecting all platforms and drove alignment to resolve it, enabling a one-time launch that allowed the business to quickly determine the change was not profitable.
- Joined a cross-squad Tiger Team implementing the touchpoint between the Loyalty Program and Customer Wallet, removing the dependency on the Wallet team and enabling an on-time launch of the Loyalty Program.
- Improved Loyalty screen performance by reducing frozen frames from 1.43% to 0.22% and maintaining slow frames at ~0.34%, well below platform thresholds.
- Served as on-call engineer for approximately 12 weeks across the iOS platform, mitigating four production incidents and acting as incident commander for two separate incidents.
- Authored seven cross-platform documents to synchronize implementation across iOS, Android, and Web for Loyalty Program initiatives; also contributed diagrams and integration analysis to tribe-level architecture reviews.
- Prepared onboarding documents and video recordings for new engineers, and later reused these materials to present new concepts to mobile engineers joining the tribe.

Divar

Right hand Staff Engineer

September 2018 - April 2023

- Responsible for conducting leadership courses for junior team leaders and presenting topics such as team member growth and leadership career paths within the organization.
- Responsible for changing the implementation process of product and platform features from product requirement definition to release, with a focus on improving the QA specialist workflow.
- Contributed to restructuring the organization's client teams and forming the client tribe, bringing together all Android and iOS engineers, QA specialists, and QA engineers.
- Responsible for redefining the progression ladder for Android and iOS engineers, including the introduction of higher-level staff engineer roles, and publishing the updated ladder to the community.
- Directed client teams within the platform tribe and restructured the client organization into three teams, improving productivity, team health, and clarity of vision by 50% according to health assessment scores.
- Defined the concept of the Mobile Reliability Team, an 8-member engineering team, and led the team in creating an in-house monitoring system to detect unreliable parts of both Android and iOS applications.

iOS Chapter Lead

- Maintained an iOS application with two million users and 400k daily active users for three years; coordinated the iOS chapter to increase crash-free sessions from 98% to 99.97% over two years.
- Served as the hiring manager and interviewer for senior iOS engineer positions, conducting approximately 80 interviews and hiring 10 engineers.
- Redesigned the hiring process and mentorship program for the iOS engineer role within the organization.

Senior iOS Engineer

- Decreased the number of required releases for new features by implementing a widget-based, server-driven UI system; 70% of application pages now use this system.
- Implemented the first vertical panel (Car Exhibition) with fully reusable code, reducing the implementation time for additional verticals (Real Estate, Marketplace, Jobs, and Services) from four–six months to approximately two weeks.
- Introduced the Open Widget-Based and Open Schema features, enabling backend teams to add new pages and forms without requiring app releases across current and previous versions.
- Designed and implemented a design system library to decouple UI code from application logic, eliminate duplication, and significantly reduce the refactoring effort for shared components.
- Migrated the application’s API layer from REST to gRPC using gRPCSwift, creating a type-safe and more productive communication layer; implemented an autogeneration plugin to produce Swift libraries directly from proto files.
- Automated the CI/CD pipeline using GitLab CI and Fastlane, including bash scripts for generating direct download links for internal debugging (100+ devices), TestFlight uploads, code signing, App Store uploads, and automated screenshot generation to accelerate the release process.

Technology and science park of Sharif University of Technology September 2016– September 2018 *iOS Engineer*

- Learned iOS development to deliver the TraWallet application, eliminating the need to hire an external iOS developer.
- Delivered the iOS application on time, enabling the company to sign a contract to sell the product.
- Developed an iOS cryptocurrency wallet with hotel and flight reservation features using the MVVM architecture.

Working Student Android Engineer

- Developed an Android cryptocurrency wallet with hotel and flight reservation features using the MVVM architecture.
- Developed an Android application for Tehran Mehrabad Airport that automated the driver-queue system by notifying taxi drivers when their turn had arrived to proceed to the station.

EDUCATION

Master of Science in Computational Geometry, Sharif University of Technology *2016–unfinished*
Completed all graduate-level coursework in Computer Science while working full-time. During this period, I advanced to Chapter Lead at Divar and ultimately chose to continue my professional growth rather than complete the thesis requirement.

Bachelor of Science in Computer Science, University of Tabriz *2012–2016*
Teaching Assistant for Algorithms, Advanced Programming, Compiler Design, Combinatorics, and Introduction to Programming. Coached ACM-ICPC teams and organized competitive programming training sessions. Graduated with a GPA of 3.9/4.0 and achieved Rank 2 nationwide in Iran’s Master’s Entrance Exam for Computer Science.