

Camron Bartlow

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Skills

Technologies: Actix-web, Artifactory, Bluetooth LE/GATT, Face Recognition, Ghidra GitLab CI/CD, GitHub Actions, JADX Couchbase, MongoDB, MySQL, Realm, Room, SQLite, RFID, SQL Server, Splunk, WearOS

Programming Skills: AOSP, Bash, C, C++, C#, Git, Java, JavaScript, Jetpack/KMP Compose, JNI, Kotlin, MATLAB, MVC, MVVM, PC/SC, PHP, Python, R, REST, Rust, SOAP, SQL, SWIG, Yacc

Experience

Senior Software Developer, Paycom – Oklahoma City, OK

Sep 2024 – Present

- **Device Launch Leadership:** Led cross-functional launch of the Paycom Face Forward™ Timeclock with unified hardware-to-software architecture across a full Android stack from the lowest level to the highest.
- **Hardware Peripheral Integration:** Spearheaded low-level integrations for facial recognition and RFID hardware using C++ and SWIG, optimizing the Android hardware suite for touchless high-speed badge authentication.
- **Data Synchronization Management:** Engineered a resilient data synchronization engine using SQLite caching and background threading, ensuring 100% integrity for over 10 million monthly employee punch records.
- Maintained 99.9% uptime across a fleet of 25,000+ deployed devices with 10M+ monthly records.

Software Developer IV, Paycom – Oklahoma City, OK

Feb 2022 – Sep 2024

- **Legacy Hardware Reliability:** Cut hardware-related support calls 60% by rewriting fragile synchronization logic in legacy timeclock stack, resolving the leading driver of field escalations.
- **Workflow Automation:** Reduced manual technician intervention by designing and documenting automated workflows for device provisioning, log collection, and firmware validation.
- **Vendor Integration:** Managed shipment impact assessments and hardware defect escalation with peripheral vendors, serving as the embedded-software point of contact between production and vendor engineering.

Projects

Actix_web Encryption Middleware

github.com/MtnDont/ActixEncryptionMiddleware

- Engineered a high-performance, asynchronous middleware for the Rust Actix-web framework to handle transparent end-to-end encryption of HTTP payloads.
- Developed a seamless integration for the Actix-web ecosystem, allowing for plug-and-play encryption that secures data-at-transit against interception and tampering.

WearOS SmartPokewalker

github.com/MtnDont/SmartPokeWalker

- Implemented a high-accuracy Android Sensor API and scalable Android data layer for high-accuracy step tracking and custom Monster data, ensuring efficient memory management on resource-constrained devices.
- Designed a peer-to-peer trading system utilizing Bluetooth Low Energy (BLE) and GATT profiles to enable cross-device data exchange without internet dependency.

Paycom Face Forward™ and Hardware Time Clocks

paycom.com/software/time-clocks-and-terminals

- Architected C++ bindings with hardware vendors and designed user flows for facial recognition, barcode, fingerprint, and RFID peripherals for touchless high-speed employee authentication at scale.
- Enforced BIPA compliance on a 15,000+ device fleet via Android Keystore-backed on-device template encryption, hardware-gated consent enrollment, and automated deletion on termination.

Paycom Microfence® Beacon

magicant.dev/projects/paycom-microfence/

- Developed BLE/GATT beacon integration for presence detection and privacy-preserving proximity validation.
- Shipped out and supported 10,000+ devices in production that employers have confidence in using.

Education

Francis Tuttle Computer Science Academy – Computer Science Principles

May 2018

University of Oklahoma – Bachelor of Science in Computer Science, Minor in Mathematics

Dec 2021