Ho Phat

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Summary

Senior Software Engineer at SAP SuccessFactors. 9+ years of software engineering experience specializing in back-end development and distributed systems. Proven track record in technical leadership, performance optimization, and delivering scalable solutions that drive business impact. Strong background in algorithm design and competitive programming with expertise in solution architecture and system design.

Skills

DevOps: AWS, K8s, Docker, Jenkins
Code Quality: Jenkins, Checkmarkx, SonarQ, Sonatype
Back-end: Java, Spring Boot, Hibernate, REST API, Swagger, Redis, Kafka, Postgres
Languages: English, Vietnamese

Work Experience

Senior Software Engineer, SAP SuccessFactors   11/2024 – present
Tech Stacks: Java, Spring Boot, SQL, SAP HANA, Kafka

- Leading development of enterprise-grade DAG orchestration framework from ground up for complex business workflow management systems
- Built configurable thread pool-based execution system supporting parallel, sequential processing with customizable retry logic and timeout handling
- Developed cleanup and rescheduling systems automatically detecting stuck workflows with configurable schedulers and heartbeat monitoring capabilities
- Architected SAP HANA database schemas with internal caching mechanisms eliminating redundant calls and significantly improving response times
- Created comprehensive Spring Boot integration with annotation-based configuration and RESTful APIs enabling seamless framework adoption across teams
- Engineered robust data ingestion service leveraging the DAG orchestration framework to organize complex workflows transferring initial loads from multiple talent data sources into SAP Business Data Cloud
- Built high-performance framework capable of processing 10 million records across 100,000 jobs in 2 hours achieving 1,400 RPS

Lead Backend Engineer, National Australia Bank   5/2021 – 8/2024
Tech Stacks: Java, Spring Boot, Hibernate, Postgres, Kafka, Redis, AWS Glue + Lambda
Promoted: Senior Backend Engineer (5/2021) → Lead Engineer (11/2022)

- Grew Vietnam team from 3 to 50 people across 5 squads establishing mentorship programs and demonstrating consistent high-quality delivery
- Resolved critical performance issues implementing Redis cache layer reducing response times from 8+ seconds to 100ms and covenant queries to 3 seconds
- Led back-end integration across 3 squads for Credit Activity system MVP coordinating API contracts and establishing integration patterns
- Led comprehensive refactoring and data migration efforts for complex legacy User Access Management system enabling ongoing feature development
- Extended platform architecture to onboard 2 new business areas implementing User Access Management supporting 150k+ corporate clients
- Established reliable database migration pipeline advising DevOps team on Flyway implementation reducing deployment incidents and improving release efficiency

Fullstack Software Engineer, ZALORA Group $\hfill$ 10/2019 – 5/2021

Tech Stacks: React, Redux, Golang, Solr, Docker, AWS (Lambda, ECS, S3, CodeBuild), Jenkins

- Released Earth Edit and Luxury features contributing 15% of total ZALORA Q3 2020 revenue across 6-country mobile web platform
- Optimized bundle sizes to less than 150KB for main chunks and enhanced service worker functionality across 6 countries without conflicts
- Migrated build process from Jenkins to AWS CodeBuild and moved Costa search architecture to blue-green ECS deployment improving reliability
- Implemented A/B testing for Learning-to-Rank with Solr and Datajet integration while improving caching with in-memory solutions for search relevance
- Reduced error rates to less than 1% through comprehensive error handling and logging optimization in Sentry and NewRelic platforms
- Built AWS Lambda deployment bot for easy ticket deployment to environments and established proper ESLint rules across entire project codebase
- Optimized and scaled the Costa service to handle 50,000 RPM per country (across 6 countries) with P90 latency around 50ms during the 11/11 peak.

Fullstack Software Engineer & Scrum Guardian, DEK Technology $\hfill$ 04/2018 – 10/2019

Tech Stacks: Node.js, Docker, Kafka, Kubernetes, Jenkins, Cassandra, EFK Stack, Hadoop HDFS, Apache Hive

- Served as Scrum Guardian facilitating team processes and solutions improving overall performance and delivery efficiency
- Maintained and developed Davis visualization tool providing statistical insights for test case execution across Jenkins pipelines
- Built and deployed Kafka connectors using XPATH selectors to automatically pull Jenkins results creating real-time pipeline
- Conducted comparative analysis between Hadoop HDFS + Apache Hive and Cassandra for backend query optimization
- Deployed multi-component applications including Kafka Confluence and Davis to Kubernetes and implemented comprehensive EFK logging system
- Established robust CI system using Jenkins and Gerrit achieving nearly 100% test coverage through refactoring

Software Engineer, Global Cybersoft $\hfill$ 06/2016 – 04/2018

Intern (06/2016 – 12/2016) → Fresher Engineer (07/2017 – 04/2018)
Tech Stacks: Java, Spring MVC, Hibernate, PostgreSQL, Java Swing

- Maintained and developed desktop application for industrial printing operations using Java
- Built surveillance system using Spring MVC and Hibernate integrating CV algorithms
- Designed system architecture and managed development tracks collaborating with SE teams
- Presented project demos to stakeholders demonstrating technical solutions and gathering feedback

Pet Projects

Tech Lead & Scrum Master, Boot Career $\hfill$ 08/2020 – present

United States (Remote)
Tech Stacks: React/Redux, Node.js/TypeScript, MongoDB, CircleCI, Heroku

- Leading development of comprehensive web platform helping people from non-traditional backgrounds transition into tech careers
- Re-architected legacy application using modern React ecosystem with Redux Toolkit establishing scalable component-driven architecture for maintainability
- Built responsive jobseeker dashboard with React CRA integrated Storybook and developed Node.js microservice with Express framework

- Implemented organization-wide infrastructure management using Terraform established CI/CD pipelines with GitHub Actions and automated deployment

Full-Stack Developer, DeKal Personal Portfolio Platform   11/2019 – present
Tech Stacks: Next.js, Spring, Java, MongoDB, Redux, Vercel, Heroku, CircleCI

- Built portfolio website using Next.js with server-side rendering and automated deployment
- Developed Spring MVC backend with RESTful APIs and React CMS integration
- Established Heroku pipeline with staging production environments and automated release management
- Portfolio accessible at phatho-folio.now.sh showcasing modern web development and responsive design

Mobile Developer (Freelance), Popswap   06/2020 – 09/2020
Sweden (Remote)
Tech Stacks: React Native, Redux, Android/iOS, Swish Payment

- Refactored Tinder-style mobile application using React Native with clean architecture patterns
- Conducted comprehensive audit removing outdated features and created streamlined automated deployment scripts
- Integrated Swish payment system and developed premium subscription features with in-app purchases
- Managed dual-platform deployment ensuring consistent user experience across Android and iOS platforms

Honors & Awards

12th Place: ACM-ICPC VietNam Southern Provincial Programming Contest, Ho Chi Minh city, 2015
2rd Place: Olympic cap truong Khoa hoc tu nhien, Ho Chi Minh city, 2013
3rd Place: Hoc sinh gioi cap thanh pho, Ho Chi Minh city, 2012
1rd Place: Hoc sinh gioi cap thanh pho, Ho Chi Minh city, 2011
3rd Place: Tin hoc tre, Ho Chi Minh city, 2011

Research Work

Graduate Thesis: Analyzing and Detecting Sentiment of Readers through their   3/2017–9/2017
Comments on News Articles in Vietnamese

- **Automated Data Collection:** Built web crawler to collect VNExpress comments automatically, scheduling extraction intervals and storing data for sentiment analysis.
- **Machine Learning Implementation:** Implemented SVM algorithm for sentiment classification, categorizing Vietnamese comments into positive, negative, and neutral values.
- **Web Analytics Platform:** Developed Java web application with intuitive interface for extracting and visualizing sentiment analysis results effectively.

Education

Bachelor of Science in Computer Science and Engineering, Vietnam   2013 - 2017
University of Science
Ho Chi Minh city
Degree Classification: Very Good
AWS Certified Solutions Architect – Associate, AWS   2024
Ho Chi Minh city
View Cert.
AWS Certified Cloud Pratitioner, AWS   2022
Ho Chi Minh city
View Cert.
TOEFL ibt, English Certificate   2015
Ho Chi Minh city
85 pts