

tech careers

@adriangohjw | rh developers

tech careers (*no, please don't*)

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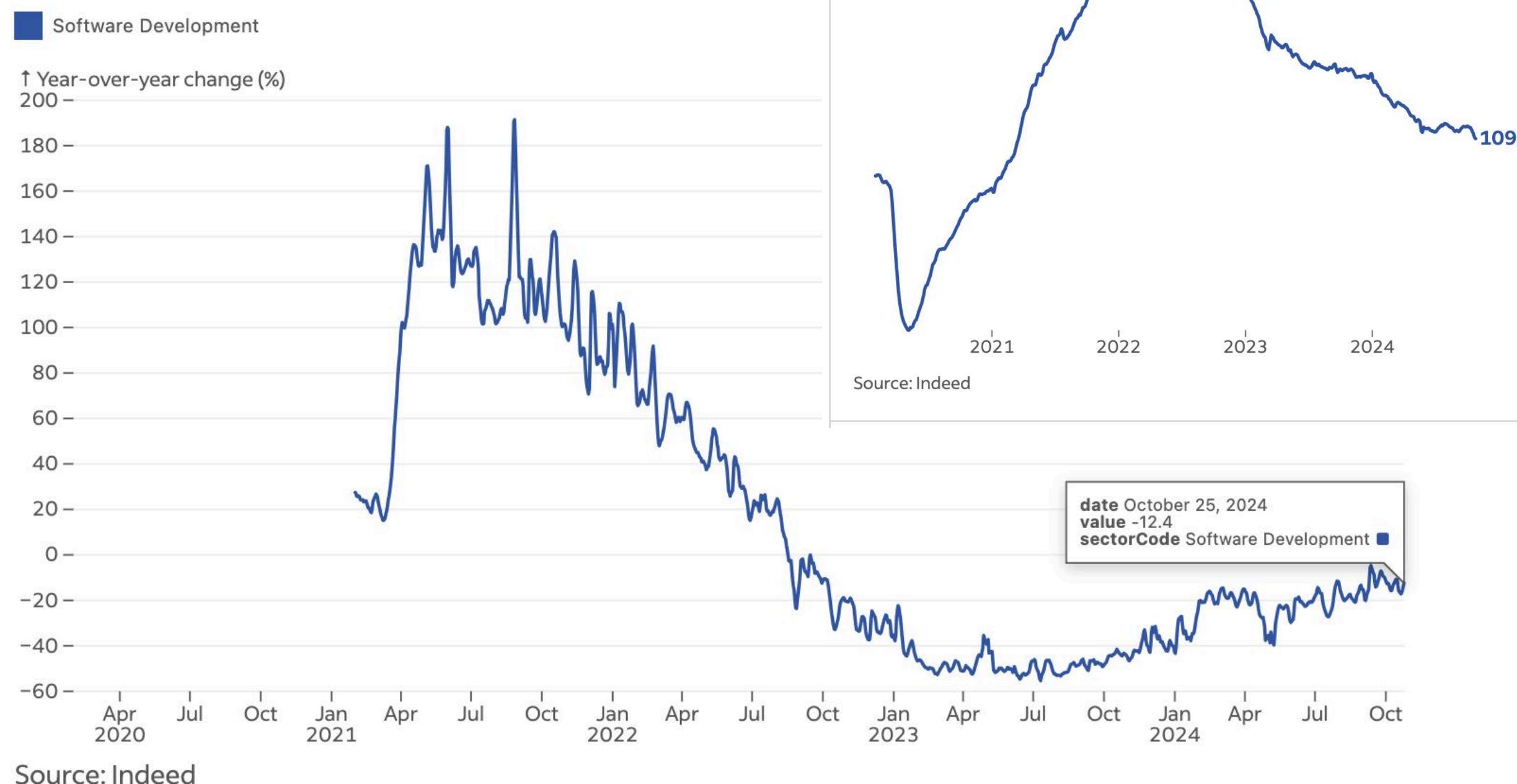


Adrian Goh
@adriangohjw

Previously co-founded NodeFlair

no. of jobs decreasing

less companies hiring



Source: Indeed

Nikkei Asia

Southeast Asia's startup fundraising lowest in over 5 years

SINGAPORE -- Southeast Asian startup fundraising dropped to its lowest level in more than five years in January to March, according to a recent indust.



3 May 2024

no. of jobs decreasing

less companies hiring

layoffs still happening

the need to be prudent



Alibaba pivots from metaverse to AI, lays off employees

12h ago ... Alibaba Group Holding has reduced its workforce in the metaverse division, Yuanjing, as part of organizational restructuring. According to a ...



Dropbox to cut 20% of workforce amid AI transition

31 Oct 2024 ... cannot be sustained amid declining demand and macroeconomic challenges. The layoffs will target areas identified as either over-invested or ...

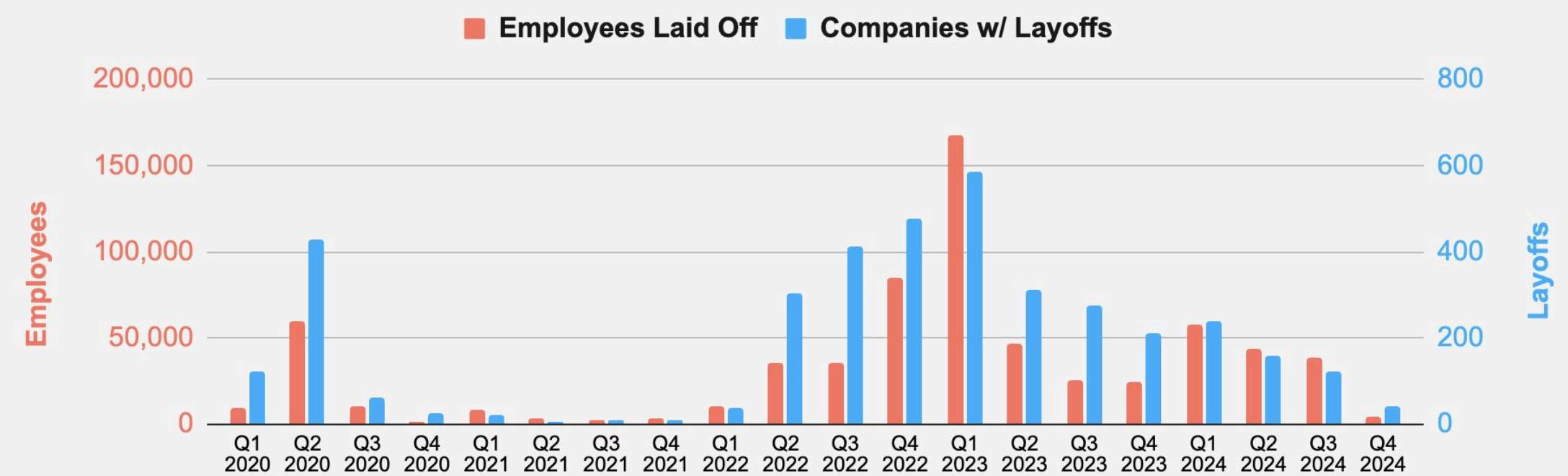


Intel cuts Israeli jobs, ends free office perks

29 Oct 2024 ... its global staff. Israeli employees are among those affected, with layoffs commencing this week. Managers will meet with employees chosen ...

Tech layoffs since COVID-19

Source: <https://layoffs.fyi>



no. of jobs decreasing

less companies hiring

layoffs still happening

the need to be prudent

increased competition

more CS graduates than ever

Surge in enrolment for computing-related disciplines across NUS, NTU and SMU

Number of students

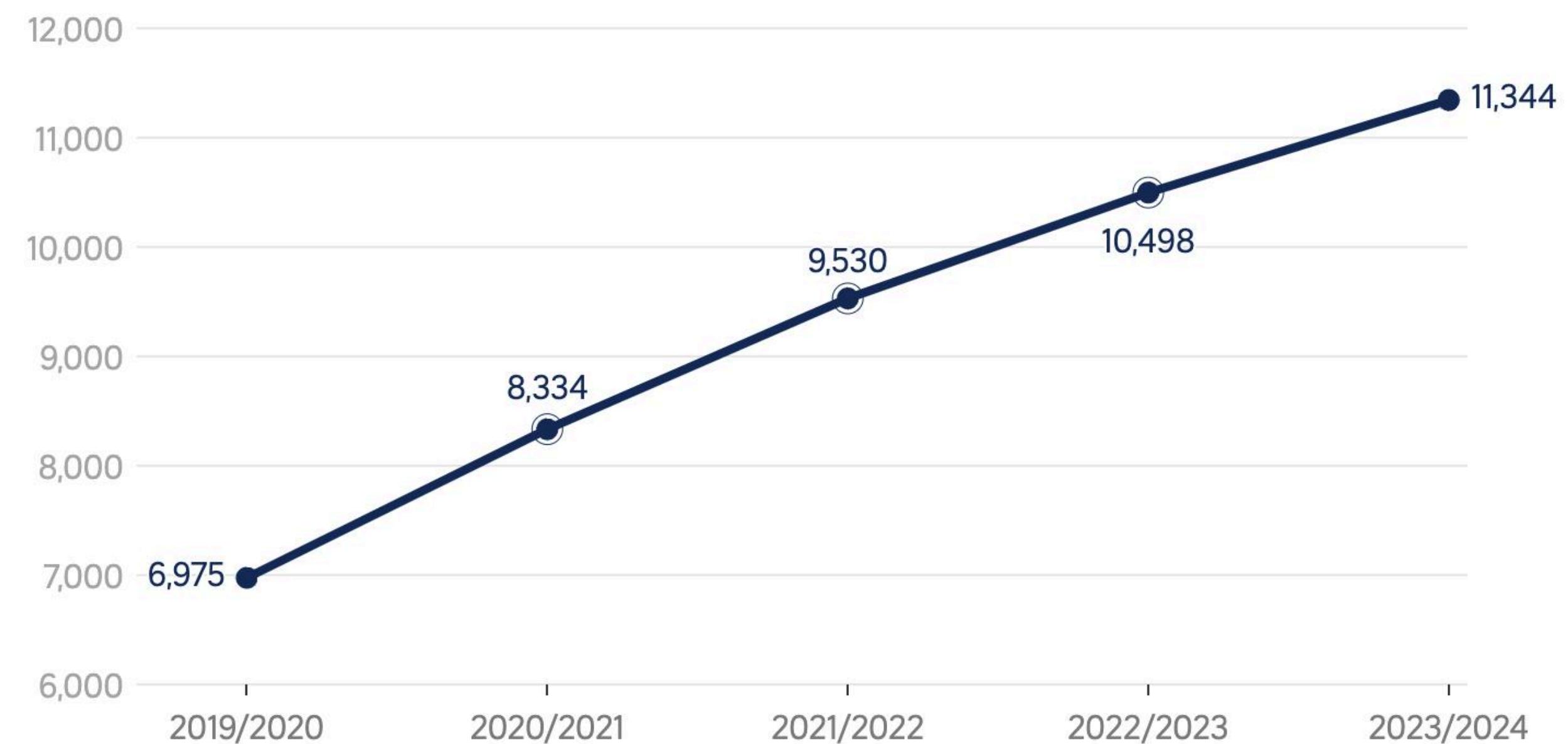


Chart: STRAITS TIMES GRAPHICS • Source: NUS, NTU, SMU

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salary not growing

good times are over

 The Independent Singapore News

Most tech jobs in Singapore saw wages slip in 2023: Report

SINGAPORE: In 2023, tech jobs in Singapore experienced a notable shift in salaries, with a majority witnessing a decline, according to a report by NodeFlair...

11 Apr 2024



 Singapore Business Review

Majority of tech jobs in Singapore saw wages fall in 2023: report

After rising substantially in recent years, tech salaries in Singapore mostly declined in 2023 as funding for the industry dries up across the region.

11 Apr 2024

... BBC

US salaries are falling. Employers say compensation is just 'resetting'

Salaries for new roles are stagnating – and in some cases, falling. Some employers may be looking to cut costs, but the lack of wage growth may be a matter of...

7 Mar 2024



 South China Morning Post

Chinese workers see biggest drop in hiring salaries on record

Average salaries offered to new hires in 38 key Chinese cities fell 1.3 per cent to US\$1458 in the fourth quarter of 2023 from a year ago.

4 Jan 2024



what im observing

stress

goodbye job stability

what im observing

stress

goodbye job stability

unhappy

feel stuck (no career growth but nowhere to go)

so... how?

study + grind

tech skills aged like milk, not wine

so... how?

so... how?

study + grind

tech skills aged like milk, not wine

passion (?)

not must-have, but it helps a lot

writing resume

how to not suck

machine + human

strike a good balance

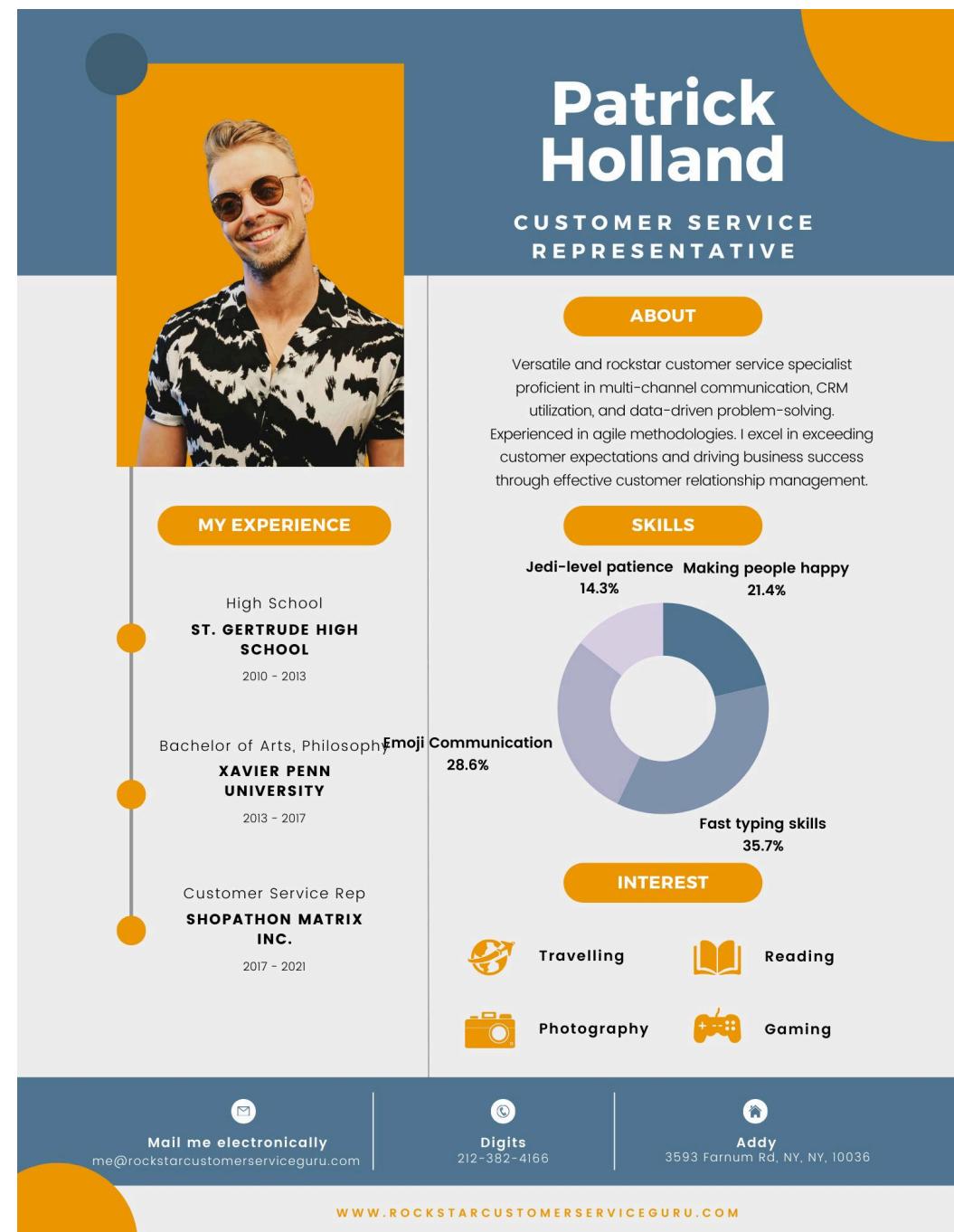


machine + human

strike a good balance

be boring

boring is a feature, not a bug



Work Experience

5/2022 - 3/2024

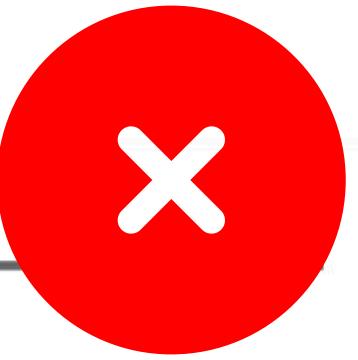
San Diego, California

Sales Representative

- Exceeded quarterly sales targets by 20% on average, consistently driving revenue growth and surpassing goals.
- Developed and implemented a new sales strategy that resulted in a 30% increase in client acquisition within six months.
- Negotiated key contracts with major clients, leading to a 25% increase in annual revenue.

Sales Intern

- Developed and executed a social media outreach campaign that increased brand visibility by 40% among the target demographic.
- Assisted in conducting market research and competitor analysis, providing insights that led to the development of a new product line.
- Generated qualified leads through cold calling and email outreach, contributing to a 25% increase in sales pipeline growth during the internship period.



machine + human

strike a good balance

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don't yap

be succinct = high content density

- Spearheaded cutting-edge solutions across diverse projects to drive transformational outcomes and maximize impact.
- Orchestrated and executed full lifecycle development, aligning efforts with key industry best practices and continuously enhancing code quality.
- Engaged in cross-functional synergy with dynamic teams to ensure alignment with strategic objectives, prioritize deliverables, and facilitate seamless knowledge transfer.
- Innovated and iterated on core functionalities, dynamically adapting to evolving requirements and mitigating complex technical challenges.
- Utilized technical expertise to architect and implement scalable, sustainable solutions that bolster operational efficiency.
- Actively championed process improvements, deploying data-driven insights to enhance system architecture, performance, and scalability.
- Instrumental in driving forward key business objectives by executing high-level strategies that align with evolving market trends and organizational goals.

machine + human

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Spearheaded cutting-edge solutions across diverse projects to drive transformational outcomes and maximize impact.

Led the redesign of an inventory management system using **React, Node.js**, and **PostgreSQL**, reducing data retrieval time by **40%** and enabling faster decision-making for over **200 users** across multiple departments.

Orchestrated and executed full lifecycle development, aligning efforts with key industry best practices and continuously enhancing code quality.

Managed full-cycle development of a customer-facing portal using **Vue.js** and **Django**, from initial requirements gathering to deployment. Applied **CI/CD** best practices, resulting in a **50% reduction** in bug resolution time and a **30% faster** release cycle.

Utilized technical expertise to architect and implement scalable, sustainable solutions that bolster operational efficiency.

Designed a microservices architecture using **Kubernetes** and **Docker** that allowed for horizontal scaling, supporting a **300% increase** in traffic without service degradation.

Reduced server costs by **20%** through more efficient resource allocation.

machine + human

strike a good balance

- Grammar mistakes, inconsistent formatting etc.

be boring

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be succinct = high content density

avoid common mistakes

bad impression lasts

machine + human

strike a good balance

- Grammar mistakes, inconsistent formatting etc.
- Sending non-PDF file format

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- Incorrect contact details (*yes, it happens*)

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- Too much useless information (photo, address, hobbies etc.)

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- Too much useless information (photo, address, hobbies etc.)
- Irrelevant work experiences (same goes for CCA unfortunately...)

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- More than 2 pages (fresh grad rarely even need 2)

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avoid common mistakes

bad impression lasts

- More than 2 pages (fresh grad rarely even need 2)
- Not stating “Singaporean” if you have a foreign-sounding name

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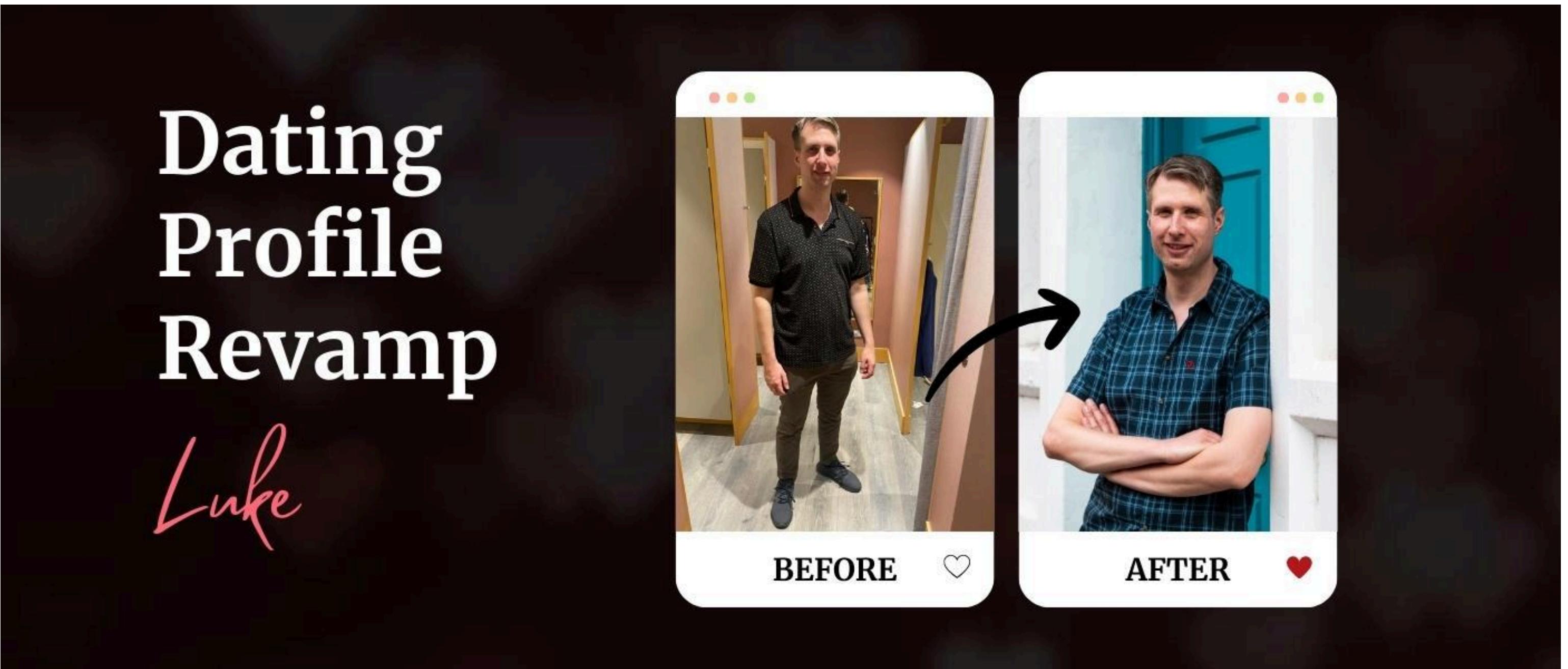
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avoid common mistakes

bad impression lasts

no one size fits all

you have 7 seconds to impress



sample resume

actually it's me (i practise what i preach)

full resume @ adriangohjw.com/resume

Adrian Goh Jun Wei

Co-founder of Series A startup

Single-handedly scaled web app to >400,000 monthly users

adriangohjw.com

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adriangohjw@gmail.com

(+65) 9131 0389

OPEN SOURCE / COMMUNITY

- Featured speaker at Red Dot Ruby Conference 2024 on "1 Engineer, 300 Thousand Users" ([more](#))
- Speaker at multiple RubySG meetups: Scenic Gem ([more](#)), Building Scrapers in Ruby ([more](#)), Using Searchkick ([more](#))
- RubySG co-organizer since 2021

EXPERIENCE

Co-Founder (Product & Engineering)

NodeFlair • Series A HR-Tech backed by Iterative VC, 500 Global, Quest VC, many notable CTOs

Singapore

Jul 2018 - Jul 2024

Build

- Web application with **Ruby on Rails** and **React** and scaled it to over **400,000 monthly users**
- Full-text search, aggregations and term-based similarity search with **Elasticsearch**
- Salary database aggregated from **~6 million data points**, achieving **query response times of ~20ms**
- Queue systems with **Solid Queue** (from **Sidekiq**, **Redis**, **Cron**) to process hundreds of thousands of daily jobs
- Automated web scrapers to crawl >20 sites with **Selenium WebDriver** and calling HTTP requests
- AI Resume Builder and various job search tools with **LLMs** like OpenAI's GPT-4o and Google's Gemini Pro

Optimization (Cost & Latency)

Maintained infrastructure costs under \$500 per month

- **Reduced PostgreSQL infrastructure cost by 47%** by migrating from Amazon RDS to Crunchy Bridge ([more](#))
- **Reduced concurrent database queries by 3x** by refactoring to use fewer and faster queries ([more](#))
- **Reduced database load by 72%** with indexing, caching frequent queries, and minimizing view refresh frequency ([more](#))
- Reduced latency of users' requests from **480ms to 180ms** by removing blocking 3rd-party Geolocation API calls ([more](#))
- Implemented Jemalloc and **reduced application memory usage by 22%** ([more](#))
- **Reduced requests to servers by 25%** by implementing **Cloudflare WAF** (Web Application Firewall) and Bot Mode ([more](#))
- Reduced server and egress costs by **caching 95% of requests** with a **CDN** ([more](#))
- Improved CI to be **3x faster** and **6x cheaper** with **Rspec** test parallelization and migrating to third-party runners ([more](#))
- Refactored Resume Checker matching algorithm **improving speed by 98%** (**1550ms to 25ms**)

Management

- Hired and managed a remote team of 1 Product Manager, 1 Product Designer and 2 Growth Marketers
- Mentored a total of 16 Software Engineering Interns by conducting code reviews and sharing best practices

Others

- Integrated Webflow CMS using reverse proxy
- Wrote **Docker** script to streamline production deployment
- Setup **APM** and **Observability** tools like **PgHero**, **Rails Performance gem** and **Grafana**
- Implemented **A/B testing** tools to enhance learning speed with multiple simultaneous experiments
- Implemented **internationalization (i18n)** for the Indonesia and Vietnam markets to increase user engagement
- Integrated real-time error logging and tracking service **Rollbar**
- Integrated product analytic tools like **Google Analytics**, **Hotjar**, **Amplitude**, **Microsoft Clarity** and **Metabase**

sample resume

actually it's me (i practise what i preach)

full resume @ adriangohjw.com/resume

- Simple information architecture
- Succinct summary to grab attention
- Contact details clear and correct
- Ordering by what stands out
(OSS > Experience > Education)
- Highlight keywords and impact
- Keep everything short (hyperlink the detailed notes)

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