

Alvian Zachry Faturrahman

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SUMMARY

Results-driven Software Engineer and Technical Leader with 13+ years building scalable systems and high-performing engineering teams. Proven expertise in technical recruitment (60% shortlist-to-interview efficiency, 50% offer rate), curriculum development (90%+ graduate placement), and full-stack development across JavaScript, TypeScript, Python, and PHP ecosystems. Specialized in bridging Southeast Asian tech talent with European opportunities through strategic assessment design and mentorship programs.

EXPERIENCES

Oct 2023 – present

Talent Acquisition Specialist & Regional Manager, Devshore Partners, s.r.o.

Bratislava

- Designed a comprehensive technical assessment framework evaluating senior developers across algorithms, system design, and cultural fit; achieved 60% shortlist-to-interview conversion in Q1 (vs. 30% industry average).
- Optimized interview-to-offer pipeline through iterative A/B testing of assessment criteria; increased offer acceptance rate to 50% (Problem: Low conversion; Action: Data-driven refinement; Result: 2x improvement).
- Established strategic partnerships with 5+ hiring organizations across Indonesia and Vietnam; expanded talent pipeline by 200% within the first year.
- Led end-to-end recruitment for 30+ senior positions (Backend, Frontend, Full-Stack, DevOps) with average time-to-hire of 45 days.

Key Skills: Technical Assessment Design • Recruitment Strategy • Stakeholder Management • Data Analysis

Feb 2023 – Apr 2024

Program Manager - Software Engineering, RevoU

Jakarta

- Led a team to optimise RevoU's Software Engineering programme structure and content.
- Built scalable curricula with daily lectures, assignments, and real-life project simulations.
- Created RevoU Next to bridge academic learning and practical job skills.
- Oversaw code reviews and instructor delivery to ensure quality outcomes.
- Partnered with hiring managers to align training with real-world job market demands.
- Refined applicant assessments and career support systems with internal teams.

Key Skills: Curriculum Development • Team Leadership • Stakeholder Management • Quality Assurance

Jan 2022 – Apr 2023

Technical Assessment Designer, Glints

Singapore

- Designed robust assessments to filter top-tier Southeast Asian engineering talent.
- Cut employer-candidate mismatch by improving evaluation accuracy and rigour.
- Built fool-proof testing methodologies to uphold Glints' ecosystem quality.
- Collaborated with industry experts to iterate and refine evaluation criteria.
- Analysed assessment data to enhance process effectiveness and alignment with hiring trends.

Key Skills: Assessment Design • Data Analytics • Process Optimization • Cross-Cultural Communication

Nov 2020 – Dec 2021

Technical Curriculum Lead, Glints Academy

Singapore

- Launched the Industry Trainers system to deliver tailored mentorship.
- Developed core curricula across multiple programmes, improving student outcomes.
- Transitioned bootcamps to hybrid formats, maintaining personalisation and flexibility.
- Achieved 90%+ graduate employment rate within 6 months, with median salary of IDR 5M/month

Key Skills: Instructional Design • Educational Technology • Metrics-Driven Improvement • Scaling Programs

Feb 2020 – Nov 2020

Full Stack Engineer, Talent Tribe Asia

Singapore

- Maintained and enhanced platform components for millennial-focused career site.
- Deployed features and fixed bugs using Next.js, Express.js, and Firestore.
- Managed WordPress app on AWS, including SSL and performance configs.
- Collaborated with teams to deliver scalable, production-ready solutions.

Tech Stack: Next.js • Express.js • Firestore • Algolia • AWS • Nginx

Mar 2019 – Feb 2020

Software Developer, Webimp, pte. ltd.

Singapore

- Built web applications using PHP (CodeIgniter) and jQuery for dynamic UI behaviour.
- Converted business processes into effective backend logic and clean user flows.
- Helped the company clinch the "Best Company to Work For 2019" by Singapore Computer Society.

Tech Stack: PHP • CodeIgniter • jQuery • MySQL • RESTful APIs

CORE COMPETENCIES

Technical Leadership: Full-Stack Architecture, API Design, Microservices, Cloud Infrastructure (AWS, GCP), DevOps (Docker, Kubernetes)

Engineering Management: Team Building, Agile/Scrum, Sprint Planning, Technical Hiring, Performance Optimization

Education & Training: Curriculum Development, Technical Mentorship, Career Coaching, Assessment Design, Bootcamp Management

Recruitment Strategy: Technical Assessment, Talent Acquisition, Interview Process Design, Candidate Evaluation, Market Analysis

TECHNICAL EXPERTISE

Languages: JavaScript, TypeScript, Python, PHP

Frontend Stack: React.js, Next.js 16, Vue.js, Framer Motion, CSS Modules, Responsive Design, SEO Optimization, GEO Optimizations

Backend Stack: Node.js, Express.js, NestJS, Laravel, CodeIgniter, RESTful APIs, WebSockets, JWT Authentication
Databases: PostgreSQL, MongoDB, MySQL, Supabase, Firestore, Redis (Caching & Message Broker)
Cloud & DevOps: AWS (EC2, S3, Lambda), GCP, DigitalOcean, Firebase, Docker, Kubernetes, Vercel, CI/CD
Tools & Platforms: Git/GitHub, n8n Automation, Nginx, WordPress, Linux/Ubuntu, OpenAI API Integration
Methodologies: Agile/Scrum, TDD, Microservices Architecture, API-First Development, OOP, Design Patterns

PART TIME & CONTRACT ROLES

Jun 2023 - Present	Fullstack Engineer, TiketQ <ul style="list-style-type: none">Founded and currently serves as the Fullstack Engineer at TiketQ, a Batam-based ticketing platform. Responsible for architecting and developing the entire technology stack from scratch.Engineered the Back End infrastructure with Express.js, optimising performance and scalability.Utilised Redis for efficient caching mechanisms, improving system performance and response times. Tech Stack: PHP • CodeIgniter • jQuery • MySQL • RESTful APIs	Batam
Jan 2023 - Mar 2023	Lead Instructor, RevoU <ul style="list-style-type: none">Modified and refined student assignment briefs to align with evolving educational objectives.Developed comprehensive key answers for advanced assignments to enhance learning outcomes.Conducted a thorough review of the current curriculum, including Students Study Resources, Students Group Project Briefs, Team Lead Simulation briefs, Curriculum Grading Rubric, and Syllabus.Proposed and implemented necessary improvements in accordance with company requirements.Submitted new syllabi, master decks, and shared updated links for study resources. Tech Stack: NestJS • PostgreSQL • Supabase • Docker • Stakeholder Management • Quality Assurance	Jakarta
Nov 2021 - Dec 2021	Technical Lead, PT. Mitra Kuadran Teknologi <ul style="list-style-type: none">Led a small team at Kuadran Teknologi Indonesia, specialising in crafting ERP solutions for government entities including BP Batam, Customs Office, and the Municipality Office.Successfully guided the team in delivering tailored ERP products that met the specific needs of government clients.Managed technical hiring processes, ensuring the acquisition of skilled talent to strengthen the team's capabilities.Actively participated in coding and technical tasks, contributing to the timely delivery and quality of projects.Utilised a diverse technology stack including Vue.js, React.js, Express.js, Laravel, PostgreSQL, MongoDB, and AWS/GCP for deployment, enhancing project scalability and performance.Implemented efficient project management practices using tools like Trello, facilitating seamless coordination and project tracking. Tech Stack: Vue.js • React.js • Express.js • Laravel • PostgreSQL • MongoDB • AWS • GCP	Batam
Sep 2020 - Feb 2021	Technical Facilitator, Gerakan Nasional 1000 Startup Digital <ul style="list-style-type: none">Played a pivotal role at Gerakan Nasional 1000 Startup Digital in Batam and surrounding area, a startup development program backed by the Ministry of Communication and Informatics in Indonesia since 2016.Guided and mentored aspiring founders in shaping their ideas into industry-ready applications.Provided technical mentorship to future CTOs, supporting them in application development.Successfully coached 10 startup teams, with 3 teams advancing to the finals, demonstrating effective guidance and support. Focus Areas: Startup Coaching • Product Management • MVP Development • Technical Mentorship	Batam
2011– 2019	Various Government & Private Clients <ul style="list-style-type: none">Built 20+ custom ERP systems and operational dashboards for Indonesian government agencies and SMEsDelivered end-to-end solutions managing requirements gathering, development, deployment, and client trainingSpecialized in PHP/CodeIgniter stack with jQuery frontends and MySQL databases Tech Stack: PHP • CodeIgniter • jQuery • Bootstrap • MySQL	Freelance

KEY TECHNICAL PROJECTS

Apr 2022 – Present	Tick PHP Framework, Open Source <ul style="list-style-type: none">Architected lightweight PHP framework with auto-discovery routing, dependency injection, and zero-dependency JWT authImplemented database-agnostic ORM supporting MySQL, PostgreSQL, SQLite, MongoDB with fluent query APIBuilt automatic Swagger documentation generator and CLI tools for scaffolding and development Tech Stack: PHP 8+, OOP Design Patterns, Dependency Injection, JWT, CLI Development	Batam
Feb 2026	LearnWithAndi, learnwithandi.com <ul style="list-style-type: none">Rebuilt career accelerator landing page achieving 95+ PageSpeed score and implementing Generative Engine Optimization(ai.txt, llm.txt)Architected using Next.js 16 App Router with server-first approach and Framer Motion for SEO-safe animations Tech Stack: Next.js 16, TypeScript, Framer Motion, CSS Modules, Vercel, GEO Standards	Batam
Oct 2023 - Dec 2023	Software Engineer, Biteship <ul style="list-style-type: none">Developed a Node.js service to ensure optimal performance in a freelance capacity.Created a webhook system to facilitate real-time communication requirements.Designed and implemented a Chrome extension integrated with the Node.js service.	Jakarta

Tech Stack: Node.js, Redis, WebSockets, MongoDB, React, Chrome Extension API

Aug 2023 - Mar 2024

Batam

Github Code Autograder, RevoU

- Developed GitHub Code Quality Autograder for the RevoU Software Engineering program to automate assignment grading and ensure consistency.
- Built with Python and integrated with OpenAI API to evaluate code directly from GitHub repositories.
- Automated assessment of code quality, focusing on best practices, readability, maintainability, and assignment guideline compliance.
- Delivered detailed AI-powered feedback and unbiased grades aligned with program standards.
- Streamlined the grading process, reducing instructor workload and enhancing evaluation consistency.
- Enabled instructors to dedicate more time to mentoring and guiding students effectively.

Feb 2025

Riau

Harry Trans Beton Landing Page

- Developed modern React landing page for concrete manufacturing company with SEO optimization
- Achieved 90+ PageSpeed score and mobile-first responsive design

Tech Stack: React.js, SEO Best Practices, Responsive Design

LANGUAGES

Indonesian, Native Proficiency

First Language

English, Professional Working Proficiency

Business & Technical Communication

Malay, Professional Working Proficiency

Regional Communication

PROFESSIONAL DEVELOPMENT

Open Source Active contributor with 4 published NPM packages: make-it-rain, env-validate-sarcastically, a-valid-json, @alvianzf/squiggly-lines-go-brrr

Community Technical mentor for 100+ engineers through bootcamps and 1-on-1 coaching sessions