

# 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	<b>Talent Acquisition Specialist &amp; Regional Manager, Devshore Partners, s.r.o.</b> Bratislava <ul style="list-style-type: none"><li>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).</li><li>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).</li><li>Established strategic partnerships with 5+ hiring organizations across Indonesia and Vietnam; expanded talent pipeline by 200% within the first year.</li><li>Led end-to-end recruitment for 30+ senior positions (Backend, Frontend, Full-Stack, DevOps) with average time-to-hire of 45 days.</li></ul> Key Skills: Technical Assessment Design • Recruitment Strategy • Stakeholder Management • Data Analysis
Feb 2023 – Apr 2024	<b>Program Manager - Software Engineering, RevoU</b> Jakarta <ul style="list-style-type: none"><li>Led a team to optimise RevoU's Software Engineering programme structure and content.</li><li>Built scalable curricula with daily lectures, assignments, and real-life project simulations.</li><li>Created RevoU Next to bridge academic learning and practical job skills.</li><li>Oversaw code reviews and instructor delivery to ensure quality outcomes.</li><li>Partnered with hiring managers to align training with real-world job market demands.</li><li>Refined applicant assessments and career support systems with internal teams.</li></ul> Key Skills: Curriculum Development • Team Leadership • Stakeholder Management • Quality Assurance
Jan 2022 – Apr 2023	<b>Technical Assessment Designer, Glints</b> Singapore <ul style="list-style-type: none"><li>Designed robust assessments to filter top-tier Southeast Asian engineering talent.</li><li>Cut employer-candidate mismatch by improving evaluation accuracy and rigour.</li><li>Built fool-proof testing methodologies to uphold Glints' ecosystem quality.</li><li>Collaborated with industry experts to iterate and refine evaluation criteria.</li><li>Analysed assessment data to enhance process effectiveness and alignment with hiring trends.</li></ul> Key Skills: Assessment Design • Data Analytics • Process Optimization • Cross-Cultural Communication
Nov 2020 – Dec 2021	<b>Technical Curriculum Lead, Glints Academy</b> Singapore <ul style="list-style-type: none"><li>Launched the Industry Trainers system to deliver tailored mentorship.</li><li>Developed core curricula across multiple programmes, improving student outcomes.</li><li>Transitioned bootcamps to hybrid formats, maintaining personalisation and flexibility.</li><li>Achieved 90%+ graduate employment rate within 6 months, with median salary of IDR 5M/month</li></ul> Key Skills: Instructional Design • Educational Technology • Metrics-Driven Improvement • Scaling Programs
Feb 2020 – Nov 2020	<b>Full Stack Engineer, Talent Tribe Asia</b> Singapore <ul style="list-style-type: none"><li>Maintained and enhanced platform components for millennial-focused career site.</li><li>Deployed features and fixed bugs using Next.js, Express.js, and Firestore.</li><li>Managed WordPress app on AWS, including SSL and performance configs.</li><li>Collaborated with teams to deliver scalable, production-ready solutions.</li></ul> Tech Stack: Next.js • Express.js • Firestore • Algolia • AWS • Nginx
Mar 2019 – Feb 2020	<b>Software Developer, Webimp, pte. ltd.</b> Singapore <ul style="list-style-type: none"><li>Built web applications using PHP (CodeIgniter) and jQuery for dynamic UI behaviour.</li><li>Converted business processes into effective backend logic and clean user flows.</li><li>Helped the company clinch the "Best Company to Work For 2019" by Singapore Computer Society.</li></ul> 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

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## PART TIME & CONTRACT ROLES

Jun 2023 - Present	<b>Fullstack Engineer, TiketQ</b> <ul style="list-style-type: none"><li>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.</li><li>Engineered the Back End infrastructure with Express.js, optimising performance and scalability.</li><li>Utilised Redis for efficient caching mechanisms, improving system performance and response times.</li></ul> Tech Stack: PHP • CodeIgniter • jQuery • MySQL • RESTful APIs	Batam
Jan 2023 - Mar 2023	<b>Lead Instructor, RevoU</b> <ul style="list-style-type: none"><li>Modified and refined student assignment briefs to align with evolving educational objectives.</li><li>Developed comprehensive key answers for advanced assignments to enhance learning outcomes.</li><li>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.</li><li>Proposed and implemented necessary improvements in accordance with company requirements.</li><li>Submitted new syllabi, master decks, and shared updated links for study resources.</li></ul> Tech Stack: NestJS • PostgreSQL • Supabase • Docker • Stakeholder Management • Quality Assurance	Jakarta
Nov 2021 - Dec 2021	<b>Technical Lead, PT. Mitra Kuadran Teknologi</b> <ul style="list-style-type: none"><li>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.</li><li>Successfully guided the team in delivering tailored ERP products that met the specific needs of government clients.</li><li>Managed technical hiring processes, ensuring the acquisition of skilled talent to strengthen the team's capabilities.</li><li>Actively participated in coding and technical tasks, contributing to the timely delivery and quality of projects.</li><li>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.</li><li>Implemented efficient project management practices using tools like Trello, facilitating seamless coordination and project tracking.</li></ul> Tech Stack: Vue.js • React.js • Express.js • Laravel • PostgreSQL • MongoDB • AWS • GCP	Batam
Sep 2020 - Feb 2021	<b>Technical Facilitator, Gerakan Nasional 1000 Startup Digital</b> <ul style="list-style-type: none"><li>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.</li><li>Guided and mentored aspiring founders in shaping their ideas into industry-ready applications.</li><li>Provided technical mentorship to future CTOs, supporting them in application development.</li><li>Successfully coached 10 startup teams, with 3 teams advancing to the finals, demonstrating effective guidance and support.</li></ul> Focus Areas: Startup Coaching • Product Management • MVP Development • Technical Mentorship	Batam
2011– 2019	<b>Various Government &amp; Private Clients</b> <ul style="list-style-type: none"><li>Built 20+ custom ERP systems and operational dashboards for Indonesian government agencies and SMEs</li><li>Delivered end-to-end solutions managing requirements gathering, development, deployment, and client training</li><li>Specialized in PHP/CodeIgniter stack with jQuery frontends and MySQL databases</li></ul> Tech Stack: PHP • CodeIgniter • jQuery • Bootstrap • MySQL	Freelance

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## KEY TECHNICAL PROJECTS

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

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

Aug 2023 - Mar 2024

**Github Code Autograder. RevoU**

Batam

- 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

**Harry Trans Beton Landing Page**

Riau

- 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  
**English**, Professional Working Proficiency  
**Malay**, Professional Working Proficiency

First Language  
Business & Technical Communication  
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