Alvian Zachry Faturrahman

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SUMMARY	Experienced Program Manager and Technical Lead with 13+ years in software engineering and education. Proven success in leading teams, designing scalable curricula, and implementing technology solutions. Expertise in mentoring engineers and students to meet industry standards, achieving measurable improvements in performance. Proficient in full-stack development with React.js, Node.js, Express.js, and AWS. Skilled in technical assessment design and project management, with a track record of enhancing student outcomes and driving operational efficiency.

EXPERIENCES

Oct 2023 – present

Talent Acquisition Specialist & Regional Manager, Devshore Partners, s.r.o. Bratislava
- Recruited senior developers for placement in European partner companies, achieving a 60% shortlist-to-interview efficiency in the first quarter.
- Evaluated incoming profiles to determine their compatibility with client companies.
- Fostered collaboration with local hiring partners in Indonesia and Vietnam to identify potential candidates.
- Continuously enhanced and iterated upon the hiring assessment processes to ensure effectiveness and precision in candidate selection.
- Developed and iterated technical assessment processes, achieving a 50% interview-to-offer rate.

Feb 2023 – Apr 2024

Program Manager, RevoU Jakarta
- Lead and manage a dedicated team to continuously improve the Software Engineering program.
- Oversee the design and development of scalable programs and curricula, integrating daily lectures, assignments, and projects to enhance students' skills.
- Create an experiential learning environment that empowers students to apply their knowledge through simulated real-life projects (RevoU Next).
- Ensure the effective delivery of the curriculum and code reviews by industry instructors and team leads.
- Collaborate with external hiring managers to align the curriculum with industry standards, optimising student preparation for the job market.
- Work with the Admission Team to refine the assessment process for applicants, ensuring a rigorous selection.
- Coordinate with the Career Support Team to tailor career support services, addressing the specific needs of students in the Software Engineering field.

Jan 2022 – Apr 2023

Technical Assessment Designer, Glints Singapore
- Design and implement a comprehensive assessment system to accurately evaluate and filter high-quality Southeast Asian engineers.
- Enhance the speed and accuracy of matching international employers with top-tier engineering talent.
- Develop fool-proof testing methodologies to ensure candidates meet the rigorous standards of the Glints Ecosystem.
- Collaborate with hiring managers and industry experts to continuously refine and improve the assessment criteria.
- Monitor and analyse assessment results to identify areas for improvement and ensure alignment with industry requirements.

Nov 2020 – Dec 2021

Technical Curriculum Lead, Glints Academy Singapore
- Implemented an Industry Trainers system, providing students with personalised mentorship and guidance.
- Designed and developed curricula for various core products, ensuring comprehensive skill acquisition.
- Successfully transitioned Bootcamp models to hybrid self-paced learning formats with personalised support.
- Achieved high employment rates for graduates with competitive salaries through targeted curriculum design, with an 90%+ hire rate within 6 months and a median salary of 5 million IDR for fresh bootcamp graduates.

Feb 2020 – Nov 2020

Full Stack Engineer, Talent Tribe Asia Singapore
- Develop and maintain components for TalentTribe, a career platform targeting millennials.
- Enhance existing products by implementing new features and fixing bugs to ensure optimal performance and user experience.
- Utilise a variety of technologies in development, including AWS, Next.js, Express.js, Firestore, Algolia, and Nginx.
- Set up and manage a WordPress application on AWS, including SSL configuration to ensure secure connections.
- Collaborate with cross-functional teams to deliver high-quality, scalable solutions.

Mar 2019 – Feb 2020

Software Developer, Webimp, pte. ltd. Singapore
- Developed web applications using PHP with the CodeIgniter Framework.
- Utilised jQuery to manage front-end behaviours, consume APIs, and map data on the front-end side.
- Translated business processes into effective software logic, ensuring seamless operation and functionality.
- Contributed to the company's recognition as the best company to work for in 2019 by the Singapore Computer Society.

SKILLS

Project Management (Leadership, Agile Methodology, Planning, Time Estimation, Budget Estimation, Communication, Load Distribution)

Education (Teaching, Technical Assessment Design, Curriculum Development)

Software Engineering (Full Stack Development, Technical Assessment Design, Curriculum Development)

Data (Data Cleansing, Data Visualization, Crafting Data Stories, Data Analytics)

People Development (Manpower Planning, Career Development, Coaching, Instructional Design, Experiential Learning)

PROJECTS

Jun 2023 - Present

Fullstack Engineer, TiketQ — Batam
- 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.

Oct 2023 - Dec 2023

Software Engineer, Biteship — Jakarta
- 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.

Jan 2023 - Mar 2023

Lead Instructor, RevoU — Jakarta
- 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.

Nov 2021 - Dec 2021

Technical Lead, PT. Mitra Kuadran Teknologi — Batam
- 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.

Sep 2020 - Feb 2021

Technical Facilitator, Gerakan Nasional 1000 Startup Digital — Batam
- 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.