

Andy Le

FINTECH BUILDER | AI LEADERSHIP | TEAM MAKER

Ho Chi Minh City, Vietnam

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"We make a living by what we get, but we make a life by what we give", Winston Churchill

Summary

FinTech Builder and AI-focused Engineering Leader with 20 years of experience architecting high-concurrency engines for national-scale economies. Expert in **Tech Product Management**, transforming legacy systems into modern platforms, and scaling high-performance engineering cultures. Track record of delivering 40k+ RPS systems and leading AI-native transformations that reduce latency and drive business value. Passionate about fostering open engineering cultures and developing top-tier talent.

Work Experience

iNexus AI

Ho Chi Minh City, Vietnam

HEAD OF ENGINEERING

Sept 2025 - Present

- Acting Product Manager and Engineering Leader for a 7-person team developing AI-native document and voice solutions.
- Architected proprietary SME-focused **Intelligent Document Processing** combining PaddleOCR and VLM-based OlmOCR to automate loan applications.
- Scaled voice-to-voice agents using **LiveKit**, optimizing architecture to **reduce end-to-end latency by 40%** (from >10s to under 6s).
- Implemented **DeepEval-based** frameworks for rigorous AI evaluation and performance benchmarking.

FPT Pay

Ho Chi Minh City, Vietnam

ASSOCIATE ENGINEERING DIRECTOR (TRANSFORMATION)

March 2025 - Sept 2025

- Authored a DORA-centric engineering transformation blueprint for the Group CTO to modernize engineering culture, organization, and velocity.
- Mentored engineers in AI-augmented TDD/BDD to launch a critical Zero-to-One Loyalty product within a tight 60-day deadline.

Nab Innovation Centre of Vietnam (NICV)

Ho Chi Minh City, Vietnam

ENGINEERING MANAGER

May 2023 - Dec 2024

- Identified testing bottlenecks and cloud inefficiencies, securing executive approval for changes that **reduced AWS spend by 40% (\$400k/year)**.
- Discovered and remediated a critical RCE vulnerability, closing a company-wide security compliance gap in collaboration with the CSO.
- Managed a 20-person team during a rapid organizational expansion, optimizing resource planning and cross-departmental collaboration.

ZaloPay (VNG)

Ho Chi Minh City, Vietnam

ENGINEERING MANAGER < PRINCIPAL SOFTWARE ENGINEER < SENIOR SOFTWARE ENGINEER

Oct 2017 - May 2023

- Created and led **ZaloPay Edu** (100+ freshers), establishing a sustainable talent engine that converted the majority into Senior/Lead roles for the organization.
- Architected a high-throughput Ledger system (3k+ TPS) utilizing **Redis-based caching and TiDB sharding** to remediate write hotspots, ensuring zero-downtime during extreme flash-sale spikes.
- Led the design of high-performance distributed systems (Users, Growth, Compliance) supporting **40k RPS with <200ms p99 latency**.
- Initiated company-wide Open programs (Open Source, InnerSource, Tech Talks), achieving 30 open-sourced projects and 50 published blog posts.

Viettel, MV Corp, Evolas

Vietnam

SELECTED ENGINEERING LEADERSHIP (PRE-2017)

2013 - 2017

- Led teams building massive-scale social listening and big data products using **Spark, HBase, NLP, and Python Scikit-learn**.
- Cofounded Evolas (IoT startup), gaining strategic leadership and product development lessons.
- Contributed to **Gensim** (topic modelling framework) to optimize nearest neighbour search performance.

- Discovered and submitted the **first-ever security vulnerability for Google Chrome (2008)**, recognized by Google and featured in *Computer-World* magazine.
- Presented "Unicode shellcode and improvements" at **Bellua Cyber Security conference (2008)** in Jakarta, Indonesia.
- Led a team to develop **Bkav SecureDns** for mass users, applying security research to product engineering.

Education

HUST (Hanoi University of Science and Technology)*Hanoi, Vietnam*

M.S. IN COMPUTER ENGINEERING

2011 - 2013

HUST (Hanoi University of Science and Technology)*Hanoi, Vietnam*

B.S. IN COMPUTER ENGINEERING

2005 - 2010

Certificates

Finsia*Finsia*

PROFESSIONAL BANKING FUNDAMENTALS

2024

University of Illinois at Urbana-Champaign*Coursera*

FOUNDATION OF EVERYDAY LEADERSHIP

2022

The University of Sydney*Coursera*

DESIGN-LED STRATEGY: DESIGN THINKING FOR BUSINESS STRATEGY AND ENTREPRENEURSHIP

2022

Princeton University*Coursera*

BITCOIN AND CRYPTOCURRENCY TECHNOLOGIES

2017

Extracurricular Activity

ZaloPay Open Source*github.com/zalopay-oss*

FOUNDER & MAINTAINER

2018-2023

- Established the process and platform for engineers to publish and maintain open-source projects.

Vietnam Data Scientists*fb.com/groups/vietnam.data.scientists*

FOUNDER & ADMINISTRATOR

2015-now

- Founded and scaled the community to **20k+ members**, managing daily engagement and technical knowledge sharing.

Open Source

CONTRIBUTOR

2015-now

- Active contributor to projects including Apache Avro, Redis, Microsoft Dapr, and TiDB.

Writing & Presentation

Mobile Day 2022*Hochiminh, Vietnam*

CHAOS ENGINEERING AT ZALO PAY

Jun. 2022

- Detailed resilience strategies and Redis split-brain remediation for critical payment systems.

ZaloPay Engineering

FOUNDER, BLOGGER & EDITOR

engineering.zalopay.vn

2018-2023

- Built the storytelling platform for ZaloPay's engineering journey.

BigSonata.com

STRATEGIC TECH BLOGGER

bigsonata.com

2018-now

- My homepage where I share personal stories about engineering.