Name: Sean Lon
Nationality: Malaysian
Location: Malaysia, KL   **Gender**: Male
Date of birth: 04 Oct 1988   **Phone Mobile**: +60 102264984
Email: LSeanLon@gmail.com
Address: Bangsar South, 59200, KL area, Malaysia

Current Role: Director, Head Of engineering
Past Roles: Senior Architect, Principal Engineer, Tech Lead , Chapter Lead, Scrum Master, Developer

Summary

- Engineered transformative strategies that **elevated product delivery efficiency, accelerated time-to-market, and optimized costs** with measurable impact.

- Championed industry-leading **development best practices**, ensuring **security, scalability, maintainability, and performance** for robust, high-impact solutions.

- Built and led **high-performing engineering teams**, driving **strategic hiring, onboarding, and talent retention**, fostering a culture of excellence and continuous growth.

- Passionate about **leveraging AI to revolutionize software development**, enhance engineering efficiency, and drive superior product quality.

Highlights

Leadership & People Management

- Built High-Performing Engineering Teams: Established strong engineering culture, mentoring engineers to boost productivity and velocity.
- Managed Large Teams: Led an 86-member team, improving operations, morale, and reducing turnover.
- Effective Communication: Simplified technical concepts for stakeholders, increasing engagement and satisfaction.
- Strategic Leadership:
  - Goal Setting & Coaching: Improved productivity, collaboration, and employee growth.
  - Knowledge Sharing: Reduced knowledge gaps and enhanced expertise.
  - Cross-Functional Collaboration & Industry Partnerships: Strengthened innovation, project delivery, and competitiveness.
- Governance & Risk Management: Established decision-making processes, reducing risks by 25%

and improving project delivery.

Engineering & Technical Leadership

- Engineering Excellence: Led high-quality engineering practices across multiple industries (fintech, insurance, auto, vendor solutions).
- Product & System Development: Successfully launched lifecycle solutions for MSME lending, integrating AML, core banking, and CX across multiple countries.
- Full-Stack & AI Expertise:
  - Domain-driven design, clean code architecture, and scalable solutions.
  - Achieved 35% error reduction, 20% cost savings, and 25% system stability improvement.
- Project & Architecture Leadership:
  - 83% on-time project delivery, 78% within budget, and 25% quality improvement.
  - Designed NFR-compliant architectures and adaptive governance models.
- AI & Emerging Tech:
  - Hands-on with RAG, LLMs (GPT-4, Claude, DeepSeek, Ollama),agentic ai, LangChain, LlamaIndex, and AI orchestration.
  - Integrated OpenAI API into production systems.
- Cloud & DevOps:
  - Expertise in cloud architecture, CI/CD, monitoring, scaling, and post-production strategies.
  - Hands-on with NextJS, React 17+, Java, GraphQL, AS400, and Python.
- Agile & Quality Practices: Strong advocate of TDD, BDD, DevOps, SAFE, Lean, and hybrid models.
- Data & Compliance: Experience with ETL, retail data analytics, GDPR, and industry compliance.

Certifications / Certified In
Aws certified practitioner , Camel Integration Redhat openshift , Safe certified scrum master , Safe certified practitioner,Upwork 100% rating, UTAR Dean List(CGPA 3.8) , Book Prize Award ,Good team player award, Chosen speaker awards, Various social club/committee participations

Company

Company: GX Bank Malaysia

Works as **Director, Head Of Engineering** at **GX Bank Malaysia** from **18 Dec 2023 to Present**
- Established new team for MSME segment across bank modules (payments, onboarding, transfers, AML, deposits, lending)
- Led emergency response efforts with minimal service disruption
- Implemented agile methodologies, improving engineer productivity and system quality
- Created team OKRs and mental wellness framework for 1:1 meetings
- Mentored 5 managers in technical and leadership skills along with the other 65 engineers in the

organization charts
- Developed architecture decision records, improving technical decision quality by 120% while halving turnaround time
- Driving engineering initiatives to transform banking in Southeast Asia
- Built high-performing engineering teams across web, mobile, and backend platforms
- Partnered with cross-functional leaders on roadmaps and customer metrics
- Orchestrated bi-annual planning with consistent roadmap delivery
- Leveraged technical expertise to influence senior leadership
- Attracted and developed top engineering talent

Company: Pickles Auctions

Works as **Principal Engineer** at **Pickles Auctions** from **9 Aug 2022 to 18 Dec 2023**

- Leads high-impact decisions across platform services from inception to execution
- Drives AI adoption through councils, processes, and metrics tracking
- Improves developer experience using DORA and productivity metrics
- Designs and implements AI solutions for business automation and engineering workflows
- Leverages AI tools (ChatGPT, Claude, Copilot) to address technical debt
- Provides technical leadership for core frameworks and platform services
- Defines architectural practices, processes, and governance models
- Shapes technical vision and roadmap based on business needs
- Promotes computer science best practices and design patterns
- Collaborates with stakeholders on complex platform services
- Expertise in modern architecture (microservices, serverless, Kubernetes, event-driven)
- Experience with observability, reliability, and scalable production systems
- Champions Agile/DevOps practices and NFR adherence
- Mentors engineers through coaching and pair programming
- Shares knowledge through documentation and knowledge transfers

Company: GFK Nielsen Malaysia

Works as **Senior Technical Architect** at **GFK Malaysia** from **1 Sept 2021 to 26 Aug 2022**

- Designs and evaluates software architecture to ensure quality attribute compliance
- Aligns business-technical requirements with stakeholders (PMs, tech leads, SREs)
- Translates requirements into actionable technical architecture
- Leads technology adoption through value justification and hands-on demonstrations
- Fosters continuous improvement and quality-focused mindset
- Resolves application performance issues
- Removes technical blockers and facilitates team consensus
- Implements design patterns and creates complex POCs
- Contributes to Communities of Practice and technical design authorities

- Serves as Chapter Lead, supporting professional mentorship development via 1:1 sessions

Company: Topdanmark - Insurance industry

Works as **Senior Fullstack Lead Developer** at **Topdanmark Malaysia** from **1 March 2018 to 27 Sept 2021**

- Led delivery for Danish pension web portal (B2B/B2C) from inception to production
- Served as liaison between business stakeholders, developers, and architects
- Translated business requirements into technical specifications
- Won 2nd place in internal SAFe hackathon
- Collaborated with principal architects on standards and documentation
- Implemented DevOps practices using Dynatrace, Kibana, CI/CD pipelines
- Coordinated code reviews and cross-team integration
- Built POCs for functionality assessment (e2e testing, CMS integration)
- Maintained 80% code quality in SonarQube with no package vulnerabilities
- Worked across multiple technologies: JavaScript, Java, Angular, React, AWS
- Performed code reviews and technical mentoring
- Served as Scrum Master within the team

Company: Sitecore Malaysia

Works as **Senior Developer Product Lead** at **Sitecore Malaysia** from **1 Nov 2016 to 1 Mar 2018**

- Promoted to product lead in 1 year based on competency merit
- Full involvement from inception to release and support of Sitecore Azure Marketplace portal and realization of pocs /new portal projects with clouds and deployment/installation related.
- Ground up setup,design and maintain defensive frontend ecosystem and codebase using angular and workflow.
- Design the low architecture design in the frontend side technically and help teammates in adoption of new technical standards, knowledge and code, tools.
- Do coordination and code reviews using design pattern for frontend
- Work with Denmark and Ukraine counterparts to deliver cloud deployment/provisioning solutions for marketplace .
- Work with Microsoft Azure liaison to integrate with API
- Work with inhouse ux team member to realise wireframes
- Work with cross backend teams to integrate with resource API

Outside Of Works as **Solution Architect / Consultants / developer/ engineers / contributor** outside Of work from **1 Jan 2010 to Present**
- As a tech consultant and freelance developer, I've specialized in AI solutions through prompt engineering and chatbot creation with OpenAI APIs. I ranked in the top 30 in Crossover hackathons, earning an Angular Chief Architect offer. My portfolio includes IoT systems for smart

coworking spaces, job portal APIs, and marketing platforms using GraphQL, PostgreSQL, and Docker. I've implemented authentication systems, migrated legacy codebases to modern stacks, and maintained a perfect Upwork rating for data scraping projects, while creating technical tutorials and supporting startup prototypes.

Company: Arvato Malaysia

Works as **Technical Consultant** at **Arvato Malaysia** from **1 Mar 2016 to 1 Nov 2016**

- Highly commended by the counterpart team on technical skills and delivery and do sharing.
- Work with German counterparts to deliver clean quality code and using coffescript, npm,node,gulp with a lot offsite business communication and collaboration.
- Lead the nionex team frontend migrate the code out of jquery mobile into angularjs
- Refactor the legacy code to follow best practises like standard namings, and design patterns for reusability.
- Hands-on with CMS [AEM-like] coremedia to deliver front ui widget for clients like Continental, ISIP.

Company: Edge Asia Malaysia

Works as **Lead Senior FrondEnd Developer** at **Edge Asia Malaysia** from **1 June 2015 to 1 Mar 2016**
- Led multiple banking frontend projects, contributing to successful pre-sales pitches
- Single-handedly created proof-of-concept prototypes and development pipelines
- Built responsive web designs across multiple platforms (desktop, mobile, browsers)
- Developed hybrid mobile applications using Cordova/PhoneGap
- Implemented modern tech stack: Bootstrap, LESS/SASS, Grunt, AngularJS, RequireJS, Backbone.js
- Created high-performance applications with REST API integration, caching, and minification
- Delivered secure, stable solutions for high-traffic banking sites (Hong Leong Bank, AmInvest, CIMB)
- Implemented quality practices: benchmarking, unit testing, Git version control

Company: Cyber Village

Works as **Tech Lead from Senior Web App Developer promoted from Web App Developer** at **Cyber Village Malaysia** from **1 Sept 2012 to 1 Jun 2015**

- Delivered beyond 1000 diverse integrated modules from frontend to backend to 3rd Party with high intensity of volatile requirements. Delivered 1000+ integrated modules across frontend, backend, and third-party integrations
- Built secure encryption systems comparable to OAuth and AWS standards
- Adapts quickly to new technologies and methodologies
- Excels under tight deadlines and changing requirements
- Experienced in complete project lifecycle development
- Core skills: Java (backend), JavaScript (frontend)
- Framework expertise: WebSphere, Worklight, Hibernate, Struts, jQuery, Angular, REST APIs

- Database experience with IBM DB2
- Integrated third-party services: SMS, email, middleware, Google Maps
- Implemented key modules: fund transfers, payments, notifications, reporting, batch processing
- UI/UX skills: HTML5, CSS, responsive design, HCI principles
- Product knowledge: IBM, Oracle, VMware, Jenkins, Gerrit, GitHub, app stores
- Leadership: deployments, task management, costing, timeline proposals
- Communication skills with technical and business stakeholders
- Demonstrates commitment through overtime and holiday work when needed

Company: Silverlake Systems

Title: Programmer
Works as **Programmer** at **Silverlake systems** from **1 Jan2010 to 1 Sept 2012**
- Trusted as key developer for Thailand project for helping inception poc for the remittance project.
- Managed to deliver more than 200 user screens requested outside the standard capability of the system as ad-hoc requested.
- Adopted versatility in mastering and contributing diverse range of programming and scripting languages from RPG to JAVA,Java Script, Vbscript, CSS.

Some of the Technical Skillset Skills
Skills of Architecture include Design patterns, migration applications, architecture diagrams, OOPP , solid, communication and code reviews,
Skills of AI include   LLM, llamaindex, langchain, vector database, prompt engineering to solve real business and technical issues,chatbot intent, routing mapping, chatgpt, openai api, fine tuning, embedding, midjourney,hugging face, media generation,plugins
Skills of Frontend include micro frontend, Javascript es6 , PWA, Angular, angularjs ,angular universal,/ Typescript, React,/ Cucumber Js ,graphql hasura apollo, node express js,backbone js,/ jquery, coffeescript, gulp , grunt ,/html html5,sass less css,
Skills of Backend include   Rest API , graphql, firebase , firestore , microservices aws lambda , cloud functions,java spring boot, hibernate, struts ,ibm webspere , camel , Node , Php ,   as400 rpgle clle , hasura,domain-driven design, good api designs,python flask,
Skills of Mobile include hybrid app , ibm worklight, phonegap , ionic,
Skills of Database include postgres , nosql , mongodb ,idb , sql,mysql ,ibm db2 , cloudsql, elasticsearch es,
Skills of Testing Cucumber js , gherkin, cypress,/ puppeteer, behat, jasmine , Jest, postman , mockito , junit, k6 performance testing, jmeter,
Monitoring & analytics:- kibana , google analytics , dynatrace, elk, logstash, grafana, prometheus, cloud logs,
Skills of Cloud google , azure , aws , digital ocean,
Skills of Devops & Integrations deployments, github flow , CI / CDJenkins , travis, Docker,charlie,laurel ,artifactory, sonarqube, ant, maven,cronjob , kubernetes , helm chart, flux,

Skills of Alternate Storage Digital ocean , gcp bucket,s3 bucket, dynamo db,firebase,firestore,
Skills of Code Review git commands, github , gitlab , bitbucket ,gerrit ,merge request, pull request,
Skills of CMS hippo, sitecore,coremedia, wordpress ,

Professional Certificates Or Awards are (separate annexes/ reference file)

Aws Certified Cloud Practitioner,
Certified SAFE 4 Scrum Master,
Certified SAFE 4 Practitioner,
Upwork - 99% Job Success,
Upwork - 100% rating,
UTAR Dean List(CGPA 3.8),
 Book Prize Award ,
Linkedin - Enterprise Architecture Foundation,
Camel Java Integration Jboss,
Topdanmark - 2nd place hackathon Winner - Online Solutions,
Sitecore - Best Team Support - Stairmaster Challenge,
`Generative AI by Microsoft and LinkedIn,Linkedin - Generative AI: The Evolution of Thoughtful Online Search, Ethics in the Age of Generative AI , Intro to AI, What is generative AI, streamlined Bing with AI,digital body language, enterprise architecture foundations, linked top skills top 20% for AI,Generative AI,GCP,Aws, Rest api, agile methodologies,java,js,nodejs ,python,frontend development, react, cybersecurity,mysql,spring

Education

College university education from **Jan 2006 to Oct 2010**
Scholarship-awarded ,studied & graduated from **Universiti Tunku Abdul Rahman Malaysia**
Gained **Bachelor Degree in BACHELOR HONOR DEGREES IN BUSINESS INFORMATION SYSTEMS**
Scored Result of - **First class honors - Dean's list Distinction (CGPA 3.8).**

Additional awards qualifications Accomplishments are
Book Prize Award by UTAR university,
Dean's List Award by UTAR university,
and Publicity Head Director for public speaking competition.

Hobbies

Basketball, guitar, exploring tech like AI, iot raspberry PI, software coding, reading architecture and software design books and food hunting