

Phat Tien Ma

Lead Frontend Engineer

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Professional Summary

Frontend engineer with 7+ years of experience building scalable web applications and leading high-performing engineering teams. Adept at balancing hands-on technical contributions with people leadership, driving architecture decisions, mentoring engineers, and delivering impactful user experiences. A specialised React developer with educational experience in design, passionate about creating feature rich products that users enjoy and find simple to use. Experienced at aligning technical excellence with business goals to accelerate growth and product success.

Core Skills

Leadership & Management → Team Leadership, Mentorship & Coaching, Hiring & Onboarding, Agile/Scrum, Sprint Planning, Career Development

Frontend Engineering → React, TypeScript, GraphQL, Node.js, Webpack, NX, Design Systems, Accessibility, Performance Optimization, React Testing Library, Figma, NX

Professional Experience

Robin AI

Lead Frontend Engineer / Team Lead Manager

Jul 2022 - Present

London, UK

- Co-Led a team of engineers, driver in turning designs & user stories into technical tasks, supporting roadmap priorities and delivery expectations. Appropriate estimations and planning lead to successful 6-week cycles, where all deliverables were achieved.
- Established engineering best practices, including code review standards, automation for assigned reviewers and promoting ownership of moving features. Implemented automated release CI/CD using pull requests (Release Please), resulting in efficient deployment and management of releases.
- Direct report for engineers, managed engineers, mentoring and supporting their career development. Performance reviews ensured employee satisfaction and retention.

Senior Frontend Engineer

- Design system collaboration, bridged the gap between design and engineering, ensuring both teams aligned on core UI principles. Implemented UI architecture for the frontend, to enable flexible and scalable development of core UI components from design.
- Optimised application performance, improved rich text editor performance by refactoring and improving implementation. Collaborated with backend team to re-architecture data storing via “operations”, this resulted in preventing bottlenecking when reading and writing data - issue found in a previous in-house test.
- Mentored junior engineers, through code reviews, pair programming, and onboarding - helping develop internal talent.
- Hiring participant, lead interviews with candidates, reviewing technical task and leading discussions. Provided feedback for candidates, as well as decision making to support hiring talent ideal for the team.

Frontend Engineer

- Built and maintained core user-facing features in React, working closely with design to deliver high-quality, responsive, accessible UI components.
- Actively participated in agile ceremonies and cross-functional planning, contributing to squad priorities and supporting velocity targets.
- Introduced e2e testing with Cypress, to enable automated testing of the rich text editor - a core feature of the product.

Curation Corporation

Software Engineer

Jan 2019 - Aug 2022

London, UK

- Add functionality to web application and contribute in discussions to evolve product.
- Develop API and connect application to data using GraphQL.
- Work in a team to create features and products to support company’s business goals.
- Communicate with other departments to better understand needs.
- Develop MVP mobile app using React Native.
- Implemented React Testing Library & Mock Service Worker to enable testing of application.

BuzzHire

Frontend Engineer

Oct 2018 - Jan 2019

London, UK

- Sole Front End Developer responsible for SaaS platform.
- Developed and maintained application to support growth and needs of users.
- Work with CTO and team to organise roadmap and priorities involving two week sprints.
- Notable feature - calendar interface to display and book sessions.

Education

Coding Bootcamp

Founders and Coders

2018

London, UK

Bachelor of Science in Product Design Engineering

Brunel University

2010 - 2014

London, UK