

Jason's Profile and Project Exprince

Jason, contact information: 13675883500

Mail:91377@qq.com Educational background:

Zhejiang University MBA , full-time, and GPA 85.4, an outstanding graduate student

College, North China University of Technology, Mathematics major (Information Management),

the last public-funded student, and a three-year program.

Work experience:

2019-05 to present

SchoolPal online Partner and Technical director

Management scale of nearly 100 people (technical product design, operation and maintenance, etc.), responsible for teaching and training BU, school BU R&D team, R&D, reconfiguration and daily management of multiple product lines, etc.

As a partner, I participated in the overall management and decision-making of the company, and my vision pattern has been greatly improved in more than two years.

From May, 2017 to May, 2019, JD.COM Mall

worked as a senior technical expert M3/T8 of cross-BU technical director.

In May, 2017, JD.COM acquired it wholly.

In December, it was announced that it belonged to JD.COM Mall-Home-Automotive Aftermarket Division, directly under more than 100 people, and was responsible for three teams: supply chain team of Automotive Aftermarket Division+technical team of New Vehicle Division+testing team of Automotive Third Division.

2014-07 to 2017-05 Hangzhou Xuanchao Technology

Since 14 years ago, from a dozen people to more than 1,000 people, technical leaders/technical directors of multi-product lines.

Within half a year, the monthly sales ranged from 100,000 to the highest of 110 million, with the annual sales of up to 4.6 billion. There were 232 people in the technical department and 83 people directly under my team.

Total list:

	starting time	place of work	department	post
	2014-7-7	hitherto	Taodangkou (Xuanchao Technology)	Technical department
job responsibility	<p>Technical director/multi-line leader</p> <p>Within half a year, it helped the company quickly establish a warehousing and logistics system covering 22 national warehouses, and supported the monthly sales of hundreds of millions of products.</p> <p>Purchase and customer service system, CRM system serving nearly 500 sales, guides the company's system architecture upgrade.</p> <p>Experienced the overall planning of the front and back office system of e-commerce, and how to manage the technical team under the rapid development.</p>			
	2013-10-30	2014-07-01	Hangzhou giant sand	company
job responsibility	<p>founder</p> <p>App food was delivered to the APP market for more than two months, and accumulated more than 40,000 downloads, and the company group was completed within four months. Construction, product design, development, initial market expansion, and rapid growth into an entrepreneur for more than half a year.</p>			
	2012-3-20	2013-10-16	Hangzhou Shang 'an	Technical department
job responsibility	<p>Technical partner/technical manager</p> <p>From scratch, complete the formation of the Internet entrepreneurial technology team, product planning, development and testing, and go online to help the company.</p> <p>Received tens of millions of investments; I also learned a lot: crawler and data analysis, capital is very strong, and team is very important.</p>			
	2007-03-22	2011-10-15	Beijing Shangqiao Huijin	Technical department
job responsibility	<p>Founder/Vice President</p> <p>As the cooperator of domestic localization of Compirce, it has opened up a road for open source ERP, and made a success in open source software.</p> <p>Some useful attempts, released a number of open source software.</p> <p>Learned a lot: cooperation, tolerance, overall situation, capital chain, recruitment, staff management and communication with customers.</p>			
	2004-10-15	2006-11-09	Beijing huitu	Technical department
job responsibility	<p>Deputy manager of technology department</p> <p>Participated in the national consultation system of flood control and drought relief, and won the second prize of scientific and technological progress of the Ministry of Water Resources, and gained a good knowledge of product design.</p> <p>Some accumulation, learned OO design ideas, GIS map development.</p>			
	1999-05-01	2003-06-11	Hebei Mobile (China Mobile All-pass)	Technical department
job responsibility	<p>Research and development leader</p> <p>Experienced several telecom-level projects: responsible for the whole OA system of 12 million in Hebei Province, completed the first and second phases in more than two years, participated in 70 million data mining projects, learned the overall technical architecture and understood the meaning of big data.</p> <p>Of course, I also know the meaning of bringing people and teams.</p>			

Overview of key projects:

SchoolPal: Grey Rhino Project

In June, 2019, less than a week after joining the company, the system suffered a serious failure. Under high pressure, with the help of experience and technical influence, the team quickly worked overtime for two weeks in a row, stabilizing the system (about 6 million losses caused by the failure were paid by extending the SAAS contract).

Subsequently, the Grey Rhino project was launched, and a group of 4+2 people quickly learned and familiarized with the system, located the problems and card points, and specified the data recovery scheme, so as to find out the core problem of the departure event of the front-end business process: inconsistent Transaction. Therefore, when the transaction processing middleware fails and then automatically recovers, the front-end business messages of MQ queue are repeatedly consumed, and there is no mechanism to ensure the consistency of the whole transaction. Therefore, the repeated consumption of customers and customers causes asset losses to the C-end of the organization, and the impact is very bad. Because it crosses the system, asynchronous transaction is the most difficult to realize. After data recovery, it is decided to reconstruct the core business process of the system. Two weeks' stability, one month's project completion, and 9999 years' stability for the next six months, which solved the problems of high database pressure, unstable gateway path, SLB allocation problem, SSO instability, large meter performance degradation, key issues and so on. This project not only successfully landed in the technical team, but also had a direct impact on the team of more than 100 people. It also helped the team to build confidence in system stability and prompt, and had a profound impact on the team.

SchoolPal: the first phase of smart campus reconstruction

In 2020, business architecture+technical architecture refactoring (Phase I), many non-technical students will wonder why R&D always likes refactoring, and divide it into a lot of time. What is the value? The system only carries the form of the product, but what really determines the product is the customer insight and scenario thinking before the product. Because the business architecture+technical architecture is not smooth, many companies will have many problems.

Leading the product and technology team, starting from the definition of scenarios/key activities/basic concepts, time sequence of business activities, attributes and behaviors of core objects, etc., and helping the team sort out the correct ideas and directions of architecture design, communication and contention between technology and products, services, sales and other related students.

After a month's argument, many common understandings and cognitions were confirmed, such as student life cycle/student account definition/class sales process/shift fee refund, attendance leave/class and group standard business scenarios and concept definitions, etc., and some business architectures and preliminary technical architecture improvement directions were redefined.

SchoolPal: OKR + team growth

In the second half of 2020, this project lasted for nearly two Q's, trying to solve many team management problems, such as the team gets off work from point to point, TL doesn't know management, ordinary students feel that they can't learn anything without growth, business complaints are numerous, products are worthless, the project schedule is rigid and non-negotiable, and so on. Systematic combing and analysis were made, combined with the team situation, the basic management mechanism of the team was realized step by step: every Q business problem communication meeting (core value alignment, solution alignment, preliminary cost assessment.

Customer value transfer, so as to transfer the product value in the first time+positively motivate production and research), closed-loop monthly meeting of production and research value (team occurrence, individual voice, value guidance, atmosphere building), weekly meeting chaired by TL in turn (global/perspective-taking, task check, sense of responsibility), daily project station meeting.

(progress check, problem exposure, rapid communication), check system around daily newspaper (personal status, project potential risk identification), technical support duty and closed-loop system, TL+ professional team technology sharing system+code review system, professional technology stack growth planning (front-end technology stack (micro-application +BFF+TS), back-end service+componentization, total quality control from code to project to product), Finally, the specific OKR of the team+individual was disassembled, and continuous check and follow-up were carried out, which cooperated and promoted the high recognition of the business parties (sales+service+related departments), products, R&D, UE/UD, operation, BI, operation and maintenance, etc., and the team morale was high, achieving a positive cycle.

SchoolPal: school product line reconstruction

The design started at the end of 2020, and the development started in mid-April, which lasted for half a year. It consisted of more than 20 projects, large and small, and aggregated the pain points of customers.

(more than 80 items), future product planning, architecture analysis and design. At

that time, it was predicted that future customers would expand (from private to public and secondary vocational schools), and customers' informatization would deepen (from basic enrollment, finance to more flexible management of curriculum/class/organizational structure, moral education+open platform More in-depth demands, etc.)

This project has both successes and failures. On the whole, more than half of the goals have been achieved. From the scene, the six modules of the school (enrollment, teaching, educational administration, moral education, home school and finance) have been informationized, and the modeling of DDD-driven business scenarios and core business architecture has been completed, and the core business areas have been integrated. The Boundary is confirmed, the back-end service level and Event call and request gateway have been designed. In terms of carrying future business, flexible capacity expansion and responding to changes of different customer demands, Both of them have been upgraded exponentially, and the core scenes have been serviced and Docker (some Linux, some Windows and Ali are co-created). However, the deficiency is that there is less investment in control and feedback of product rhythm and customer demands, which leads to the expansion of the project cycle, no positive cycle between products and customers, and increased risks.

On the technical level, the front-end has completed the reconfiguration of BFF+ micro-application, and basically switched to TS, which is more stable and secure, and it will be more efficient and flexible to respond to business demands. Together with design and products, more than 70 common business components have been accumulated, and the follow-up R&D efficiency will be greatly improved. Back-end peer-to-peer learning has invested and promoted the convenience of ORM refining, data request +ES wide table improving efficiency, large table business cutting, business object cohesion and service, gateway efficiency+disaster tolerance and fault tolerance planning, etc., and has built the overall technical architecture, with more bit-to-bit interface agreements with the front-end. The overall atmosphere of the team entered a very good state, with bright lights at 10:30 in the evening. Everyone worked in a spring-like rhythm, and generally took the initiative to participate in the atmosphere of the project group. 3+2 groups invested in parallel, and more than 20 projects were developed in parallel in multiple lines. The team's ability of complex project management and cooperation was greatly improved, and its working state and mood were all raised.

Accessories mall: the construction of the whole link of e-commerce

Beginning in July of 2014, I left the last big data/social credit startup company, and devoted myself to the construction process of the whole link of e-commerce, and the construction of a spare parts e-commerce platform in the automotive aftermarket from zero to one, including business combining and docking system platform, team building, performance sprint and so on. Led the team to stay in Jinan auto parts market for more than two months, communicated with customers one-on-one, designed products while developing, and launched the core e-commerce system: order center, SKU proofreading part of commodity center, account center, customer center (part), OFC (order circulation center), so that the orders of the whole company began to automatically flow to 22 warehouses nationwide.

Accessories mall: the whole link construction of supply chain

In the past 2015 years, the company began to expand the larger auto parts market, with more than 20 million SPU/SKU, and began to establish commodity centers, auto parts data collection and management centers, supplier management systems, purchase and order systems, and sales data prediction and analysis systems. Based on the sales model of the business, it has successively established matching CRM management centers. Back-end supply chain construction of orders: procurement mode, logistics settlement mode, warehousing settlement mode, cross-BU settlement mode, joint promotion support, and more complicated SKU management of commodities. Nearly 100 people directly under the R&D team cooperated with suppliers, finance, procurement, sales, quality inspection, warehousing, logistics and the three parties, and developed an App mobile phone terminal and back-end system similar to the popular sales, providing direct performance management, business notices and data for nearly 1,000 sales nationwide.

Accessories mall: the construction of the whole chain of warehousing and logistics

The company's business expanded nationwide, and the B round of financing in 2016 years was valued at US\$ 1 billion. The establishment of WMS intelligent project requires more comprehensive warehousing management, including SKU/SPU, order support of various sales modes, support of complex promotion modes, automation of shelves and locations, one-click positioning+inventory and picking.

Automatic goods route generation, warehouse handheld App, logistics order generation, TMS vehicle tracking, financial and cash daily settlement, Pos machine support, etc., cross-regional management of Jinan R&D Center and

Hangzhou R&D Center, in addition, a technical support team was set up to provide customers and sales with the support of first-time orders, inventory, anomalies, etc.

Accessories mall: customized accessories SAAS products

In the past 2016 years, it has been planned to provide information services for the national auto parts dealers, and provide a SAAS system that integrates all-link functions such as sales, ordering, order management, warehousing management, picking and distributing goods, positioning and inventory, etc. It is planned to form a national single product market platform based on the integration of SAAS system.

Leading the team to stay in Hangzhou stone market for more than two months, the largest distributor of Wuling in China, working closely with research and development, launched the first version.

JD.COM Mall: JD.COM Order/Warehouse System Migration

At the beginning of July, in the final stage of JD.COM's acquisition (announced in June, 17), as the head of supply chain and OFC, he needed to connect with JD.COM's finance, procurement, orders, warehousing and Jingdong logistics, and began to travel frequently between Hangzhou and Beijing, which was under great pressure. He needed to set up and manage teams in both places at the same time, and complete the first business goal of order delivery before the Spring Festival, with an enormous workload. Every day, we have to connect with countless unknown departments (JD.COM Mall, Jingdong Logistics, Jingdong Mathematics Department, jingdong cloud, Group Manpower, Group Finance, Technology Center, etc.), and the core order+storage system is switched, with about 7 or 8 departments and 4 technical teams. After fighting for more than a month, we finally got through all night for 27 hours on the day of launch, and finished the first order shipment.

JD.COM Mall: New Car BU Advertising Matching Product

At the end of 20117, after entering JD.COM, I was additionally responsible for the new BU, with the target annual sales of 2 billion yuan. The advertising system is geared to the national automobile dealers and provides basic information.

Based on the customer portrait (73 fields) of our advertising system, we create a data analysis interface based on the 260 million customer pool in JD.COM provided by the data center, and establish the customer portrait of brand owners, customer identification and screening at the C end, advertising, click conversion statistics, online activity statistics, and the number of arrivals/calls.

According to the feedback, the data analysis and data mining of Jinbei SUV and

Hyundai Korea have been completed, and the customer input-output ratio has been greatly improved, which is new.

Che BU created the big data accurate advertising products except the framework advertising agreement, and also completed the foundation technology stack construction of the whole data flow.

JD.COM Mall: Financial Sales Forecast Platform

In the past 2018 years, in order to improve the capital utilization rate, better manage the supplier's account period, better multi-BU joint sales, and better improve the inventory turnover rate and sales rate, United Group Finance, JD.COM Auto Parts Channel (which belongs to the automobile BU), Jingdong Logistics and JD.COM Big Data have set up an efficiency prediction system. As the leader of the joint project, I found that the most difficult thing is the business concept, cross-industry, cross-department and cross-team communication, and it is difficult to use other people.

However, there are a lot of outstanding talents in JD.COM, and most of them actively cooperated with each other. Finally, the forecast accuracy rate of about 83.5% was achieved, and the purchasing funds were saved by nearly 20% per month compared with the past. Besides, the supplier contracts, payment requests and payment periods were managed centrally, and the payment time was extended by 30%. About 15% of tires, batteries and other accessories were shipped directly across BU orders, which improved the sales rate and GMV.

Competence domain

1. Comprehensive management ability

My career has been 20 years, and I have experienced many changes and improvements in management. MBA course really makes me look at problems from the Board level. What market is the company in? What customers do you serve? How will the future go? How to make strategic decisions on product landing? Enterprise finance has taught me to pay attention to the key data of the company's operation, and the achievement of human resource management with near full marks is indeed the theoretical sublimation of many years' experience. What's in the bones is the science and engineering man's thinking of "science and technology change the world", so he is rational, objective, logical, data-oriented, right about things and wrong about people. The experiences of enterprises and teams in different industries and scales have tempered my comprehensive management ability, and I am confident and flexible to be competent at any stage of success, innovation and development of enterprises, and confident to help enterprises find the best route on the right road and keep going.

2 And innovation and learning ability.

In data analysis, customer portrait, blockchain and other new technology fields, we have been involved in some fields, constantly paying attention to new trends. I was once addicted to crawler data capture, data cleaning and data analysis, and also came into contact with some CV knowledge of machine learning, and wanted to be a data scientist. The recognized business model finally falls into the value cycle: output value, transmission value and feedback value (making money). Actually, there is a lot of knowledge to learn and practice in customer insight.

Always pay attention to the latest academic frontiers: Deep Learning, Complex Systems Science, Blockchain and Decentralization, and have made some small achievements in the open source community. Recognizing that community lifelong learning should be a life attitude, compared with others, the fun brought by learning is great.

Forever, lasting and multidimensional.

All knowledge and cognition will become the foundation and source of innovation, and an open mind will guide the possibility of business and technology breakthrough.

3 Business informatization capability

The analysis, design, architecture, R&D, launch and operation of the customer scenarios, business concepts, business processes and TOC and TO B business systems of the enterprise business all have practice and results. It has also accumulated direct industry experience, including the e-commerce part: procurement, suppliers, warehousing, WMS, TMS, ERP, CRM, order fulfillment, e-commerce front desk, etc., and the education part: enrollment/class building, courses/schedules, selection and arrangement of courses, examination evaluation, class replacement, quality report, attendance leave, moral education home school, teacher management and development platform, etc.

4 Management ability of middle and back office construction

I have many years of practical experience in the middle and back office of business, experienced the whole process and managed it directly, including commodity center, pricing center and customer center.

Center, authority center, marketing center, trading center, account center, order center, customer service center, BI data center, etc.

5 Architecture design capability

Including business and technical architecture, can comprehensively consider industry trends, company strategies, product intentions, team capabilities,

marketing methods, etc., to construct suitable products, and ensure continuous availability, manageability, scalability and security, and always control the impossible trinity of technical architecture: availability, consistency and fault tolerance.

6. Technical team management ability

build, standardize, motivate and condense to closed-loop output value.

It can be regarded as an amiable management style, but it will be strict or even demanding for work. It has continuously established a number of team cultures, led the team to export technical capabilities, continuously achieved results, and served the company's strategy.

6. Complex business breaking ability

Apart from working on the basis of industry experience, I have also brought myself or led my team to realize many cross-industry challenges, such as seamless connection from e-commerce education, new business attempt from e-commerce to insurance (auto insurance), supply chain finance by docking CITIC in three months, sixteen warehouse models (all-category warehouse, chain consignment, special warehouse, whole car parts) by docking Jingdong Logistics, etc. In a short time, I became familiar with new business, designed product business models and technical models abstractly, and led the team to success.

Personal characteristics/cognition

1. Systematic thinking, comprehensive consideration.
2. Have systematic closed-loop capability for industries and business scenarios, and have outstanding technical and business architecture capabilities.
3. Be good at making local best decisions under imperfect information.
4. High execution, emphasizing execution and results.
5. Experienced in project management, good at planning and design, and strong in documentation.
6. Pursuit of challenge, good at learning, abundant knowledge reserve and creative thinking.
7. CET-6+Oral English can basically communicate fluently.
8. MBTI test typical ESTJ: extroversion-perception-thinking-judgment,[More reference](#)
9. Technical service business: from support, improvement to leading.
10. Scenario thinking+customer portrait: business architecture-> technical architecture
11. Internet software engineering: systematization+rhythm +Geek = excellent products

12. Talk is cheap, show me the code !

Personal label

Continuous entrepreneurs , Knowledgeable (pseudo).

Walk fast, talk fast and think fast.

Turn complexity into simplicity

Commander, high execution

Harley-Davidson, Cool, idealist, good leader, architect