

Contact

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(LinkedIn)

Top Skills

Leadership

People Management

Cross-functional Team Leadership

Languages

English (Native or Bilingual)

Ruby (Professional Working)

Mandarin (Professional Working)

Javascript (Professional Working)

Java (Full Professional)

Python (Full Professional)

C++ (Professional Working)

Certifications

Outstanding Computing Alumni Awards

President's Volunteerism & Philanthropy Award: People of Good

Voice of Loving Kindness

NUS Outstanding Young Alumni

Honors-Awards

Above & Beyond Award

Spot Award

Customer Engineering 2014 Spotlight Award

The Inspirers 2019 - SDC Contributors Award

Spot Award

Laurence Putra Franslay .

TikTok eSRE Leader, President's Volunteerism & Philanthropy Awards Winner, NUS + NUS Computing Outstanding Young Alumni Award Winner, Voice of Loving Kindness(SKM), Vibe Code Fixer Singapore

Summary

Currently an engineering leader with a focus on setting up highly functioning and decentralised teams, I've led and managed both Dev and Ops teams in startups and MNCs. I believe strongly in disciplined execution and transparency in metrics.

I spend my free time on social empowerment initiatives like Project Stable Staples, IAmTalentedSG and CollaborateSG, and try to figure how we can serve the underserved communities better.

Experience

TikTok

3 years 10 months

Operational Support and Efficiency Leader

November 2025 - Present (2 months)

Singapore

Site Leader, Server Architecture

January 2024 - Present (2 years)

Singapore

- Take care of the Singapore site for Server Architecture org within the wider

TikTok

- Provide people management support for remote leaders

- Ensuring that the team was well taken care of, improving retention and growth

- Grew the site from 6 people in the site to 50+ staff and 5 leaders

- Conducted training for leaders in TikTok Singapore on Decision making based on Corporate and Leadership principles

eSRE Engineering Leader, TikTok US

October 2024 - November 2025 (1 year 2 months)

Singapore

Reorganizing the team to align towards more value driving work, as opposed to being operationally focused.

Eventually handed over the team when we hired a leader locally in the US

eSRE Engineering Leader - TikTok Singapore
February 2023 - November 2025 (2 years 10 months)
Singapore

- Lead the eSRE business within TikTok, and identifying areas of improvements as we embed into the various developmental teams and understand their pain points.
- Build up strong collaboration with US and USDS teams, enabling following the sun strategy for oncall, and paving the way for a unified SRE approach within the company
- Led the team to develop a capacity inspection platform, reducing the time to identify capacity related risks by over 80% and enable the developmental teams to be proactive about managing their capacity risks.
- Led the team to drive the development of our SLI governance platform, enable the development team to contribute to stability data collection through reviewing their SLI dips.
- Led the team to standardize alarm guidelines within TikTok, providing a set of standard alerting modules in code that enables teams to quickly roll out standardized alerting for their dependencies

Tech Lead Manager (Server Architecture)
March 2022 - February 2023 (1 year)
Singapore

PayPal
3 years 3 months

Manager, Software Development
September 2021 - March 2022 (7 months)
Singapore

Digital Wallet Infra team, Consumer In Store

Manager, Software Development
August 2020 - September 2021 (1 year 2 months)
Singapore

Led SRE and Latency Optimizations within the Consumer In Store and Digital Commerce space.

Improved observability within the QR code product, enabling product and leadership to better understand the issues happening in prod

Manager, Software Development
October 2019 - July 2020 (10 months)
Singapore

Manage a team of 10 engineers in PayPal Singapore's Compliance team

Head for Education Outreach
March 2019 - January 2020 (11 months)
Singapore

Led center-wide initiative for building closer relationships with educational institutes in Singapore

- Formed a speaker pool, with an effort on training new speakers
- Supported PayPal Fintech Program through speaking opportunities
- Lead and drove execution of PayPal SDC's first ever engineering reception

Member of Technical Staff
January 2019 - September 2019 (9 months)
Singapore

Engineer

- Strategized, led and executed migration of clients (both current and legacy) to our new platform

Scrum Master

- Led the execution of a replatforming project, both from a technical as well as a process standpoint
- Leverage on DevOps expertise to automate chores, and improve feedback loop in development
- Reached out to stakeholders to reduce blind spots

SP Group
2 years 1 month

Digital Infra Lead
December 2016 - December 2018 (2 years 1 month)
Singapore

- Manage a team of 5 engineers
- Was part of the main command center for a major DC Relocation project
- Designed controls to ensure that DevOps practices could be adopted while satisfying audit

- Drive traditional business's adoption of the DevOps, working with their infra and security team on this
- Worked on both Pivotal Cloud Foundry and Kubernetes as platforms for developers to deploy their applications to
- Introduced Sentry and Graylog to improve application metrics visibility
- Steered Jenkins to a docker based direction, so that developers could own their own build environments

Local Security Officer (Digital)

May 2017 - November 2018 (1 year 7 months)

- Sit on SP's security council, and provide inputs and perspective from a infra standpoint
- Engage security regularly to ensure that both infra and security goals were aligned

Senior Software Engineer 1 (Android)

January 2017 - March 2017 (3 months)

Singapore

- Took over leadership of the Android project for 3 months at a point when it was behind schedule
- Instituted processes and codified requirements to ensure code quality
- Turned around the project and delivered it on time

Nugit

Senior Engineer

April 2016 - October 2016 (7 months)

- Lead the infrastructure team
- Planned and executed on upgrade for legacy mongodb servers
- Introduced Salt Stack as a way to manage configurations and make the app deployment process less painful
- Set up monitoring and logging platforms with integration into slack to improve transparency on potential problems even before they occurred
- Optimized queries through restructuring the data structures, increasing performance by more than 10x
- Improved transparency of system health through dashboards
- Set up enterprise grade WiFi when the company outgrew the Singtel router

PayPal

2 years 1 month

Consumer Engineering Software Engineer

March 2015 - March 2016 (1 year 1 month)

- Worked on PayPal's iOS and Android applications, delivering features for both
- Worked on PayPal Android's NFC Payments functionality
- Built infrastructure UI components on Android for other teams to utilise
- Facilitated and set up hardware infrastructure for live testing of products built by the team
- Core team of internal automation framework
- Maintains internal Gem proxy for PayPal

Developer Outreach Team Lead

January 2015 - January 2016 (1 year 1 month)

- Worked on increasing PayPal's visibility in the local tech community
- Lead a team of 15 volunteers to support the local tech community, including hosting meetups, and sponsoring events
- Reached out to over 3000 technologists through 50+ meetups in 2015

Regional Solutions Engineering Software Engineer

March 2014 - February 2015 (1 year)

- Delivered features on PayPal for LatAm
- Rolled out support for new credit cards in LatAm
- Built and maintain bug dashboard to automate bug reporting and increase visibility, resulting in faster turnaround time for bugs

BillPin

Software Engineer

May 2013 - February 2014 (10 months)

- Migrated the Billmonk database of size 50GB over to BillPin servers after acquisition of Billmonk
- Rewrote architecture of BillPin's backend to reduce load on users' devices
- Deployed a queue system to speed up computing the balances, with a backlog of over half a million transactions
- Migrated existing data to support new currencies feature
- Used hazard tables to allow for distributed calculations of user balances to handle surge in load in the first week
- Identified key metrics and built internal dashboard tools using d3.js to better visualise them
- Managed all servers using Salt Stack to streamline sysadmin/devops tasks
- Compiled custom build of MongoDB to enforce better security standards
- Optimised load times of Homie.co more than 20x using a variety of techniques, including indexing, and ordering of queries
- Wrote scrapers to crawl and analysis competitors' data

- Wrote automated bots to submit data to classifieds websites to get more exposure for the product

Chlkboard

Intern

May 2011 - March 2012 (11 months)

Singapore

Education

National University of Singapore

Computer Science, Computer Science · (2009 - 2013)