

# Listiarso Wastuargo

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## Professional Experience

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**PASS3 / Web3-powered ad tech solution. Sequoia-backed, \$XXX mio valuation. Merged into Noctua.gg** Indonesia  
Chief Technology Officer Dec 2022 – current

- Built and drove the product, engineering, sales, and operation roadmap to reach product-market fit, and grew the revenue from \$0 to \$xxxx in the first three months.
- Led a team of 35 product and engineering teams. Drove both product and engineering strategies.
- Built a culture of quick execution and fast iteration, increasing the number of deployments from once every two weeks to 4.6 deployment times per week per engineer (184x improvement).

**Sayurbox / Tech-powered online grocery supply chain. Series C-funded (\$139mio raised)** Indonesia  
Senior Vice President of Engineering Dec 2020 – Dec 2022

- Grew engineering team from 7 to globally distributed 125 software engineers, engineering managers, head of engineers, data engineers, data scientists, data analysts, QA engineers, DevOps, TechOps, and outsource teams. The team was distributed across Indonesia, India, Vietnam, Pakistan, Bangladesh, UK, and US.
- Grew revenue by 460% and purchase conversion rate by 210% by managing \$Xmio annual tech infrastructure and people budget.
- Reduced engineering team voluntary attrition from 20% to 3% by improving onboarding process, engineering ladder, career guidelines, mentorship, 1:1s, sharing sessions, probation, and performance review for the engineering team.
- Improved engineering team productivity by 400% by implementing more robust CI/CD with test automation, trunk-based development, feature flag, OTA update, and monorepo.

**Facebook / Biggest social media in the world (\$1.3T market cap)** Seattle, US  
Staff Software Engineer (L6) May 2018 – Dec 2020

- Built the Ad Format Foundation team in Seattle, grew the team from 1 to 15 people that grew Facebook Inc ads revenue by over 10% every year (\$69bio/year by 2020).
- Mentored over 30 engineers and product managers of varying levels (L3 to L6) across the organization. The mentees got promoted (up to L6), received Redefine Expectations (highest performance review rating at Facebook), and received "Fix of The Week" given by Mark Zuckerberg.
- Conducted over 350 interviews to vet engineers from interns (L1) to principal engineers (L8) and directors (D1).

**Facebook / Biggest social media in the world (\$1.3T market cap)** Menlo Park, US  
Senior Software Engineer (L5) Oct 2013 – May 2018

- Led a team of 3 to build a vertically integrated lead generation product, Store Locator, native to iOS and Android. Reduced Cost Per Lead by 33%, personally secured \$14 million dollar contracts and opened up multi-billion dollar potential revenue for Facebook.
- Led a team of 8 people to make Facebook and Instagram MRC Viewability compliant, by building the viewability framework in iOS, Android, and web for Facebook and Instagram. Saved Facebook over \$2B of potential missed revenue due to compliance issues.

**Bangunindo Teknusa Jaya**, Co-founder and CTO 2012-2013  
**Facebook**, Software Engineer Intern 2012  
**Facebook**, Software Engineer Intern 2011  
**Zingmobile**, Part-time Software Engineer 2009-2011

## Education

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**Institut Teknologi Bandung** Aug 2008 - Jul 2013  
B. Eng in Informatics

## Projects & Achievements

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Gogo CTO as a Service Coached over 30 companies (from seed to \$73bio market cap corporation) to modernize their engineering and product strategy, system, process, and culture.

Gogo Coaching Service Coached 309 students to interview to FAANG level companies over the last 9 years in which 264 passed the interviews. Grew their salary by up to 10x times and up to \$850k/year.

**Zuck Review for Camp Hackathona (Facebook) 2012** Built one of top six recognized hackathon projects at Facebook (media notification project in Android). Presented in front of Mark Zuckerberg (Facebook CEO), Chris Cox (Facebook CPO), Sheryl Sandberg (Facebook COO), and Mike Schroepfer (Facebook CTO).

**1st Place ACM-ICPC INC 2011, Indonesia**

**1st Place ACM ICPC Asia Kanpur Regional Contest 2010, India**

**Bronze Medal in International Olympiad in Informatics 2008, Egypt**

**Bronze Medal in Asia Pacific Informatics Olympiad 2008, Thailand**

## Skills

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React, React Native, JavaScript, Typescript, Flutter, iOS, Android, Java, Python, Golang, AWS, GCP, BigQuery, Datadog, Posthog, Mixpanel, Amplitude, Engineering Management, Product Management, Product Strategy, Engineering Strategy, Engineering Culture