

# NGUYEN LE PHONG

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## SUMMARY

Bachelor's degree in Information Technology (minor in Software Engineering, **GPA 3.36**) with **7+ years of experience** in full-stack software development, including **2+ years** contributing to technical leadership, architectural decision-making, and delivery coordination across teams.

Hands-on experience in designing, building, and operating end-to-end systems—from front-end applications and backend services to CI/CD pipelines, release workflows, and production infrastructure—with a strong emphasis on automation, operational clarity, and reliable delivery.

*Here are my recent focused hard skills over the past few years:*

- **Backend:** Strong hands-on experience with **Node.js**; designing REST/GraphQL APIs with clear contracts, authentication and encryption mechanisms, backward compatibility, and resilience for enterprise and third-party integrations.
- **Databases:** Deep practical experience with **MySQL**, focusing on schema and data-model design, indexing strategies, query optimization, transaction boundaries, migration planning, and consistency trade-offs in distributed and high-throughput systems.
- **Frontend:** Solid experience building and maintaining complex client applications using **React** (TypeScript, Next.js), **React Native**, and Micro-Frontend; applying performance optimization, state management, and scalable UI architecture patterns.
- **Infrastructure & Platform Engineering:** Hands-on with **Docker** and **Kubernetes** across multiple environments; experience operating managed clusters (**FKE**, **AKS**, **EKS**), GitOps-based deployments with **ArgoCD**, CI/CD pipelines, and domain/SSL management.
- **Architecture & Delivery Practices:** Experience applying Micro-Frontend and multi-tenant architectures, feature-flag-driven rollouts, progressive delivery strategies, and observability practices to support safe releases and production diagnostics.
- **Testing & Quality Engineering:** Practical use of Jest, Cucumber, Puppeteer, and Testing Library to ensure regression safety, release confidence, and production readiness across services and applications.

## WORK EXPERIENCES

### NDSVN

Ho Chi Minh City, Vietnam

*Senior Software Engineer Lead*

*Aug. 2025 – Present*

Owned product delivery and technical direction post-CTO transition, leading architecture decisions, rollout systems, enterprise-grade integrations, and cross-team alignment while managing a delivery team of 8 developers (including 4 seniors) and 3 QC engineers.

### Technical Impact & System Scale

- Engineered a .NET Core multi-tenant feature flag system (**30+ tenants, 40k users**) with a priority rule engine, percentage rollout (tenant/segment/env), JSON-config values, and stateless runtime evaluation—powering mobile/web apps and enabling controlled, progressive production releases across high-traffic tenants.
- Built secure integrations with **Gtel & Napas**: RSA-4096 handshake, AES-256 payload encryption, **mTLS** mutual authentication, certificate pinning, retry queues, idempotent API contracts, and ACK-driven monitoring for unstable third-party services.
- Implemented **Micro-Frontend** architecture (Angular host + React modules) enabling independent deploy cycles and feature isolation—reducing regression surface and deployment coupling across teams.
- Introduced observability stack (PostHog + metrics pipeline + workflow) for rollout impact, feature adoption, anomaly detection, and regression tracing—cut debugging/analysis time significantly across release cycles.
- Assumed ownership of inherited infrastructure and kept the organization moving—quietly absorbing production fires, pipeline failures, cluster quirks, and integration instability so the product and teams never stalled; shaping ArgoCD, CI/CD, domains/SSL, and **AKS/FKE/QTSC/EKS** clusters into systems that are **diagnosable, recoverable, and stable instead of recurring unknowns**.

### AI-driven Productivity

- Built **AI agents** supporting code review, deployment assistant, service-quota validation, API health monitoring, and release analysis; shortened decision & delivery loops across product teams.
- Developed integration simulations and sandbox/demo modules to handle unstable partners and secure pre-contract validation with third-party ecosystems.

## Leadership & Team Enablement

- **Re-structured engineering organization** after leadership transition: defined org chart, competency matrix, workload routing, and ownership boundaries—unlocking autonomy and reducing lead-time on technical decisions.
- Established a unified engineering playbook: branch strategy, commit convention, release tagging, rollout criteria, API/integration rules, and technical spec repository (RFCs, runbooks, troubleshooting guides).
- Led hiring and capability growth loops: structured interviews (QC/Fullstack), onboarding path, 1:1 coaching, performance review cycles, and cross-team conflict resolution to keep delivery collaborative and output-focused.
- Maintained delivery quality through documentation-first culture and process guardrails (checklists, handover rules, rollback readiness), ensuring predictable release cadences during scaling.

*Key techs:* .NET Core, Node.js, Flutter, React, Angular MFE, PostHog, Coolify, AKS/FKE/QTSC/EKS

### Zalo, VNG Corp

*Senior Software Engineer*

VNG Campus, Dict.7

May. 2024 – Aug. 2025

Senior engineer contributing to Zalo's core desktop cross-platform apps (Zalo PC) and mobile (Android), delivering impactful features at scale to **over 80 million users**.

*Key Contribution:*

- Delivered over **10 features**, including dark mode, a download module, Kiki assistance, logger, tracking, and more, improving UX and engagement.
- Developed a **promotion flow** with integrated tracking and monitoring systems, driving activation success across **15 M+ MAU**.
- Led the development of a scalable **design system** using Storybook, ensuring UI consistency and efficiency for **50+ developers**.
- Proactively supported **200+ client users**, swiftly resolving issues with dedication and **effective problem-solving**, earning strong positive feedback.
- Maintained and improved **5+ features** in **Zalo's Android app**, focusing on stability, performance, and seamless user experience for nearly 80 million users.

*Key techs:* ReactJs, Node.js, Typescript, Electron, Kotlin

### PrimeData VN

*Senior Front-end Engineer*

Binh Thanh

July. 2020 – Apr. 2024

The company builds a so-called CDxP product. In brief, it is a data platform that tailor-made to host and process customer profiles (the keystone solution is how would you able to identify and unify your customers data from heterogeneous schemas and formats from diverged services and systems).

*Key Contribution:*

- Led Front-end team, delivering **10+ projects** including CDxP app, Magento & WordPress demos, JS SDKs, mobile SDKs, and more.
- Managed team of **4 members**, aligning with product roadmap to satisfy multiple major partners, enhancing UI/UX and implementing advanced features like 360 profiles and campaign builders.
- Developed lightweight JS SDK with full functionalities (**<200kb, <150ms** load time), facilitating seamless integration across projects.
- Demonstrated rapid **problem-solving**, ensuring swift feature demonstrations to impress clients and investors.

*Key techs:* React, Next.js, Typescript, Antdesign, Wordpress, React Native, Nodejs

*Beyond these roles, I have also gained experience in other companies across various domains, not fully detailed here for brevity.*

## PROJECTS

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**Digital SAT Math** | *Next.js, React, React Native, Antdesign, Docker, GCP, Directus, Stripe*      Oct 2023 – Present

- Orchestrated product development spanning UI/UX design, product engineering, and user behavior analysis, resulting in a global user base exceeding **10,000** visits and **3,000** signups within two months.
- Elevated Google search rankings through strategic SEO initiatives, including proficiency in **parasite SEO** techniques. These efforts led to significant performance enhancements and effective positioning of the product in alignment with industry peers.
- Demonstrated efficiency and resource optimization in front-end application development by leveraging a single Cloud Run instance with **1 CPU** and a memory limit of **256 MiB**.
- Spearheaded the development of a mobile app with a **mobile-first** approach, enabling rapid deployment to app stores within **two days**. Additionally, ensured seamless **PWA** installation across all devices, enhancing accessibility and user experience.
- Developed **monetization features**, including the integration of **Google Ads** and the implementation of the **Stripe** payment flow, to enhance revenue generation.

**CDxP** | *React, Next.js, Antdesign, React Native, WordPress, Docker*      July 2020 – Apr 2024

- Led the architecture and implementation of the CDxP project, focusing on **UI/UX** features, which enhanced the overall user experience and increased user engagement.
- Configured nested routers, maintained a **scalable** project structure and demonstrated strong knowledge of ES6, Typescript, and data types, which **improved code maintainability** and reduced code-related issues.
- Effectively **tracked errors**, and enhancements, and provided support for bug fixes, ensuring the project's **stability**, which improved system reliability and reduced system downtime.
- Implemented **RBAC** hooks to verify authorization for accessing components in adaptive client configurations. Additionally, I have built **over 20 reusable utility features** that can be shared across different projects thanks to their modular design.
- Engineered **10+ advanced features** such as profiles, campaigns, analytics, and more.
- Established robust testing flow, covering core CDP features with **100+ scenarios and 1000+ test cases**.
- Acquired domain expertise and excelled in testing methodologies, including BDD, unit testing, and **E2E testing**, which **improved test coverage** and reduced software bugs by **30%**.
- Developed a **feature flag** for runtime toggling, enabling A/B testing and feature grouping based on customer segments, which optimized feature delivery and increased feature adoption.
- **Documented** components for clarity and ease of maintenance, which improved code readability and reduced maintenance time.

If you are interested in the project aspect, please visit my portfolio site at <https://nguyenlephong.github.io> for a more comprehensive overview.