

# Russell Kua

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## WORK EXPERIENCE

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### Mitsui Ocean Development & Engineering Company (MODEC)

Oct. 2023 – Present

*Product Owner*

- Heading the development of two document indexing products (enterprise search and document processing) with the use of OpenCV, YOLO v5 and Python PDF libraries.
- Established and managed connections with Documentum™ CP DMS to ensure seamless document fetching via an API-enabled pipeline to MySQL DB.
- Working closely with engineers in Vietnam and UI/UX designers in Singapore; conducting biweekly sprints and hosting all scrum events including planning, daily standups, retrospectives, poker, and design planning.
- Ensuring transparent communication with stakeholders for project alignment.

### Speedoc

Sep. 2022 – May 2023

*Senior Product Manager (retrenched)*

- Healthtech startup, reported directly to the CTO. Managed the development of the App (iOS and Android) and web-based internal tools. Co-owned and co-managed product boards with Engineering squad leaders for sprint planning, backlog management, user story sizing, estimation and prioritisation.
- Developed a medication delivery tracking system by integrating 3PL APIs into App products which reduced call volumes to call centres by 50% with approximate savings of SGD\$30k/month.
- Developed a hospital enrolment system (SaaS) which decreased doctor-to-patient matching wait times by 30% and increased patient intake with only the MVP with approximate savings of SGD\$20k/month.
- Tech member of the SEA expansion/localisation team; optimised proprietary products for growth and scalability.

### Movel AI

Feb. 2020 – Sep. 2022

*Head of Product*

- Robotics startup, reported directly to the CEO. Hired, built processes and led teams across the Southeast Asian region (Singapore, Malaysia and Indonesia).
- Designed the roadmap and strategy for the conceptualisation and development of proprietary flagship products [Seirios RNS](#) and [Seirios FMS](#). Co-developed navigational feature modules for logistics/manufacturing/production robotic capabilities.
- De facto engineering manager responsible for task delegation, team planning and hiring. Founded [news.movel.ai](#) and [docs.movel.ai](#). Managed a team of 20 people across 3 departments.
- Expanded into North Asian and European markets by acquiring key accounts; from lead generation to pre and post sales support.

### SGInnovate

Jun. 2019 – Jan. 2020

*Talent Manager (Contract)*

- Supported portfolio of startup companies (robotics, medtech, quantum computing, etc) on building their technical teams.

### Glints

Apr. 2017 – Mar. 2019

*Recruitment Solutions Lead*

- Led BD and SDR teams from Singapore and Indonesia to service technical clients to grow their engineering and product teams.
- Key account manager consulting clients on hiring strategies and roadmap plans.
- Designed processes and business logic for the novel recruitment team.

*Recruitment Specialist*

- Specialist technical recruiter in the Key Account Team; serviced scientific, pharma, biotech and manufacturing companies.

## EDUCATION

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**Edinburgh Napier University**

September, 2022

*Master of Business Administration*

*Dissertation: The impact of organisational policies to employee motivation in the technology industry*

**UTAR**

December, 2014

*B.Sc (Hons) Biotechnology*

## CERTIFICATIONS

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- **Certified Scrum Master®**
- **Certified Scrum Product Owner®**

## SKILLS & INTERESTS

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- **Technologies:** HTML, CSS, React, JavaScript, Python, REST APIs, MySQL, MSSQL, DQL, iOS & Android.
- **Platforms:** AWS (EC2), Google Analytics, AzureDevOps, GitHub, Visual Studio Code, Documentum™ (D2 and CP), Postman API Platform, Cloudflare, Jira, Figma, Confluence, Hubspot.
- **Skills:** Product management, team leading, strategic planning, Agile methodologies, Scrum, Product marketing, UI/UX design, SaaS, SoHo networking, business development, technical staffing, and team management.
- **Interests:** Computer networking/routing/switching, Plex, Reddit, personal finance