

Shou Heng Tan

Technical Lead | Software Development Lead

Profile

Strategic and hands-on Technical Lead with over 9 years of experience in enterprise-scale software development and digital transformation. Proven expertise in leading engineering teams through complex SAP migrations and ERP integrations using Boomi and .NET architectures. Expert in technical governance, including implementing API Gateways for security and SQL review frameworks for performance. Strong communicator skilled in managing vendor relationships and translating complex technical roadmaps into actionable business value.

Work Experience

Swap Asia – Kuala Lumpur, Malaysia

Development Lead (L3 Team) | Sept 2024 – Present

- Implemented Bytebase to facilitate structured SQL code reviews, improving visibility and accountability for database-level changes.
- Integrated Boomi API Gateway enforcing OAuth2 and API Key authentication to enhance enterprise security.
- Led the technical integration strategy for migration from Microsoft AX to SAP (Jan 2024 – Apr 2025).
- Managed and mentored the L3 engineering team, balancing expertise-driven resource allocation with junior developer upskilling.
- Evaluated and managed vendors through cost-benefit analysis (CBA) and SLA governance.
- Acted as the primary technical liaison between business stakeholders, vendors, and engineering teams.

Software Developer (.NET) | Jan 2023 – Aug 2024

- Maintained and enhanced legacy .NET Framework applications to ensure operational stability.
- Adopted Boomi Integration as a core capability to support complex internal and external integrations.

Accenture – Kuala Lumpur, Malaysia

Business & Integration Architecture Specialist | Mar 2017 – Dec 2022

- Led a team of 5 to deliver a 300+ man-day change request, redesigning over 300 application screens.
- Headed SQL performance tuning initiatives to resolve scalability issues for global clients.
- Supported a large-scale global rollout in India for over 1,000 users.
- Designed RESTful API enhancements after assessing technical feasibility and business requirements.
- Mentored junior developers on system design, best practices, and performance optimization.

Technical Skills & Expertise

- Leadership: People Leadership, Vendor Selection (CBA/SLA), Resource Allocation, Mentorship
- Integration: Boomi API Gateway, SAP Migration, OAuth2, RESTful API Design
- Development: C#, .NET Framework, ASP.NET
- Database: MSSQL, SQL Performance Tuning, Execution Plan Analysis, Bytebase
- Infrastructure: Microsoft Azure, IIS, DevOps Practices

Education

Master of Data Science (2022 – 2023)
Sunway University, Malaysia

Bachelor of Computer Science (2014 – 2016)
University of Wollongong, Australia

Foundation in Business Information Technology (2013)
INTI International University & Colleges

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