

NGUYEN LE PHONG

Lead Software Engineer | Technical Lead

(+84)98-549-0107 | phongnguyen.itengineer@gmail.com | LinkedIn | GitHub | Portfolio
Ho Chi Minh City, Vietnam

PROFESSIONAL SUMMARY

Lead Software Engineer at Zalo PC with 8+ years building production products across large-scale messaging, CDP, fintech, education, and real estate.

I turn ambiguous problems into dependable systems through hands-on engineering, technical leadership, and end-to-end ownership from architecture to production.

CORE EXPERTISE

Leadership & Delivery	Technical direction, code review, delivery coordination, hiring, coaching, RFCs, and runbooks
Architecture	Multi-tenant SaaS, Electron desktop, AI-assisted document workflows, partner Mini Apps, feature flags, and progressive delivery
Front-end & Desktop	React, Next.js, TypeScript, Electron, React Native, and Storybook
Back-end & Integration	Go, Python, Node.js, .NET Core, Java Spring, mTLS, and idempotent APIs
Platform & Observability	PostgreSQL, Redis, R2, Docker, Kubernetes, CI/CD, PostHog, and production diagnostics
Quality Engineering	Playwright, Vitest, Pytest, Jest, BDD/E2E, deterministic packaging, and release readiness

PROFESSIONAL EXPERIENCE

Zalo PC - VNG Corp Ho Chi Minh City, Vietnam
Lead Software Engineer Mar 2, 2026 - Present

Returned to Zalo PC as a Lead Software Engineer, combining hands-on delivery with technical leadership across cross-device messaging and client storage.

- Delivered message backup on Zalo PC with restore on mobile, helping users retain text conversation history across device changes.
- Improved zCloud offload reliability and observability, making client-storage issues easier to detect and diagnose.
- Lead the engineering team through technical decisions, code reviews, and delivery coordination.

Technologies: React, Node.js, Electron, TypeScript, Kotlin

Zalo PC - VNG Corp Ho Chi Minh City, Vietnam
Senior Software Engineer May 2024 - Aug 2025

Core developer for the cross-platform Zalo PC (Web, macOS, Windows), serving 15M+ MAU. Delivered key features such as dark mode, dynamic theming, and user behavior tracking. Spearheaded the development of a promotion flow and a scalable design system for 50+ developers. Optimized performance, enhanced maintainability, and contributed to business growth through robust and efficient solutions. Actively maintained and improved Zalo's Android mobile app, ensuring the stability and performance of critical features for nearly 80 million users.

- Delivered over 10 features, including dark mode, a download module, kiki bot, log tracking, and more, improving UX and engagement.
- Developed a promotion flow with integrated tracking and monitoring systems, driving activation success across 15M+ MAU.
- Led the development of a scalable design system using Storybook, ensuring UI consistency and efficiency for 50+ developers.

Technologies: React, Node.js, Electron, TypeScript, Kotlin

NDSVN JSC Ho Chi Minh City, Vietnam
Senior Software Engineer Lead Aug 2025 - Mar 2026

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.

- 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.
- 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.

Technologies: React.js, Angular, Node.js, Flutter, .NET, AKS/FKE/K3S/EKS

PROFESSIONAL EXPERIENCE - CONTINUED

PrimeData VN Senior Full-stack Software Engineer

Binh Thanh
July 2020 - Apr. 2024

Built CDxP, a customer data platform for identifying, unifying, and activating customer profiles from heterogeneous schemas across disconnected systems.

- 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.

Technologies: ReactJs, Next.js, Typescript, WordPress, SDK, Antdesign, Team Leadership, React Native, Node.js

Spplus-Software JSC Java Developer

Tan Binh
Mar 2019 - July 2020

An out-sourcing company. Most projects revolve around mobile and web apps.

- With expertise in the end-to-end software production process, I led a small team, mastering the phases from requirements gathering to project security, laying the groundwork for future leadership roles.
- Helped secure and deliver key projects such as Savvy and Bank Tool, generating over \$20,000 in revenue and earning Best Rookie of the Year recognition.

Technologies: Java, Spring Framework, ReactJs, Next.js, Typescript, React Native, My SQL, Antdesign, Realm DB, Wordpress, Node.js

Propman Guru Fresher Front-end Developer

District 2
May 2018 - Jan 2019

A real estate-domain startup. I was one of the founding engineers.

- Initiated involvement in primary web app development as a Front-end Developer. Obtained foundational web development skills, with a specialization in React JS and related technologies. Collaborated on responsive design projects, prioritizing enhancements for user experience.

Technologies: ReactJs, Javascript, Wordpress, Material UI

SELECTED PROJECTS

LogiUP - Multi-tenant Logistics SaaS

Mar 2026 - Present

Technologies: Next.js, Electron, NestJS, TypeScript, Python, PostgreSQL, Redis, Cloudflare R2, Docker, GitHub Actions

- Led a 4-person engineering team as Tech Lead and system architect, owning technical direction, architecture decisions, review standards, onboarding, and cross-repository delivery across 9 split repositories.
- Designed LogiUP as a multi-tenant logistics SaaS: one Next.js UI codebase for web and Electron desktop, a NestJS control plane, FastAPI AI data plane, PostgreSQL, Redis/BullMQ, Cloudflare R2, and isolated staging/production GitOps environments.
- Engineered tenant isolation end to end with customer subdomains, database-backed host resolution, tenant-scoped RBAC and tokens, wildcard/on-demand TLS, and a self-owned OAuth 2.1/OIDC provider using RS256/JWKS plus PKCE/deep-link authentication for Electron.
- Shipped the AI-assisted customs workflow with 6 least-privilege runtime roles, resumable private-object uploads, human-confirmed AI suggestions, and 31 typed API endpoints across 8 independently confirmed declaration sections.

BonBon - VETC Mini App & Automotive Platform

Apr 2026 - Present

Technologies: Go, React, Next.js, React Native, PostgreSQL, Redis, PostHog, Playwright

- Built the product integration that helped BonBon advance from MVP to a live field pilot in 3 months, be selected as a Top 3 finalist at Tasco x GenAI Fund's Wash3000 MVP Demo Day, and reach the final pitch for a \$500K equity investment.
- Architected and integrated a 12-screen Mini App into VETC's 4.3M-user app ecosystem, with silent partner-code login, memory-only sessions, deep links, serialized foreground polling, and privacy allow-listed analytics.
- Made releases safe across Go API, Backoffice, web, and mobile using kill-switch feature flags, deterministic rollout, transactional audit, checksum/CSP gates, Playwright flows, and 800+ unit tests.

EDUCATION

Nong Lam University

Sep. 2015 - Dec 2019

Bachelor of Information Technology, Minor in Software Engineering - GPA 3.36