

Nguyen Hong Tien

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PROFESSIONAL SUMMARY

Full Stack Engineer with 10+ years shipping web products end-to-end – Golang, Node.js/NestJS, and Rust on the backend; React and TypeScript on the frontend. Builds with AI daily: a spec-first workflow using Claude Code and Cursor that turns rough requirements into working prototypes in days, proven on shipped LLM products including an AI agent platform. Two-time co-founder with a product mindset and B2B back-office experience across HR, payroll, and workforce management, comfortable in distributed multinational teams.

TECHNICAL SKILLS

AI-Native Development: Claude Code & Cursor (daily), spec-driven workflows, LLM APIs (OpenAI, Anthropic), AI agents & tool use, RAG (LangChain, pgvector), MCP
Rapid Prototyping: no-code/low-code automation (n8n, Zapier), AI-generated UI (v0, Claude Artifacts), Figma-to-code workflows; hypothesis-driven prototype iteration
Languages: TypeScript/JavaScript, Golang, Python, Rust, C# .NET, SQL
Frontend: React.js, Next.js, Tailwind CSS, HTML5, CSS3; testing & quality (Jest, ESLint, code reviews)
Backend: NestJS, ExpressJS, FastAPI, Axum; RESTful APIs, WebSocket, microservices, JWT/OAuth2
Databases: PostgreSQL, MySQL, MS SQL Server, MongoDB, Redis; query tuning, ACID-aware design
Cloud & Delivery: AWS, GCP, Docker, CI/CD (GitHub Actions)
Practices: Agile/Scrum, rapid prototyping, clean architecture, TDD
Spoken: Vietnamese (native), English (professional working proficiency)

WORK EXPERIENCE

Workforce Optimizer Pte Ltd

Senior Software Engineer (Remote)

Apr 2025 - Present

B2B Workforce Management SaaS, Singapore

- Migrated production shift rostering service from Java/Kotlin to Rust, improving performance, memory safety, and scalability for enterprise HR workloads
- Designed RESTful APIs with Axum and OpenAPI documentation
- Integrated async runtimes and Redis caching for high-throughput data processing
- Decoded legacy Java/Kotlin specifications with AI-assisted analysis and re-implemented behaviour while preserving backward compatibility

NerdLabs

Senior Full Stack Developer & Technical Lead

Jun 2023 - Apr 2025

Product Projects

- **Nerd GPT - AI Agent Platform — Jan 2025 - Apr 2025**
- Designed and built full-stack AI agent platform integrating LLM APIs with a custom tool ecosystem for automated multi-step task execution
- Applied spec-driven, AI-assisted development (Claude Code, Cursor) to compress prototype-to-production cycles from weeks to days
- Ran hypothesis-validation cycles on early prototypes with stakeholders – prototype, gather feedback, refine – before hardening features for production
- Deployed and operated infrastructure on AWS; wrote API docs and developer guides
- **Poly Arbitrage Trading Engine — Nov 2024 - Apr 2025**
- Architected low-latency trading engine in Go with concurrent processing of real-time data streams across multiple markets
- Built monitoring/configuration dashboard end-to-end with FastAPI (Python), React.js (TypeScript), and PostgreSQL
- Optimized performance via persistent WebSocket connections and connection pooling
- **iLoop Finance - Full-Stack Platform — May 2024 - Jan 2025**
- Led 5-person team building scalable fintech backend with NestJS (TypeScript) and MongoDB
- Designed clean architecture with clear separation of concerns; wrote unit tests and maintained API documentation

- **ChainZoom - Chrome Extension** — Feb 2024 - Apr 2024
- Led 10-member cross-functional team shipping Chrome extension frontend in React/TypeScript
- Architected NestJS backend with MongoDB and delivered high-fidelity handovers (behaviour specs, data contracts, API documentation) to the engineering team
- **NerdBot - Analytics Platform** — Jun 2023 - Feb 2024
- Led development and operations of production analytics platform serving 200K+ users
- Built backend API with Node.js (ExpressJS) and MongoDB; owned production reliability, incident resolution, and performance upgrades

Nearlend DAO

Senior Full Stack Developer (Remote)

May 2022 - Jun 2023

NEAR Blockchain

- Developed lending and borrowing smart contracts in Rust and integrated an NFT lending feature
- Set up CI/CD pipelines for automated builds, testing, and deployments

Freelancer

Full Stack Developer

Sep 2021 - May 2022

Various Client Projects

- Delivered full-stack web apps for multiple clients using TypeScript, React, and Node.js in short, iterative Agile cycles

Cross-Border E-commerce Venture

Co-founder & Technical Lead

Dec 2016 - Dec 2021

E-commerce Platform

- Co-founded and ran a cross-border e-commerce business end-to-end
- Owned all technical operations: web development, order management, payment integrations, and infrastructure

CityMe Vietnam JSC

Full Stack Developer & Co-founder

Feb 2016 - Nov 2016

Local Discovery Platform

- Built business manager site for local food discovery platform (5-member team) with ReactJS, NodeJS, and MongoDB
- Partnered with Product Owner to turn product vision into roadmap and priorities

GOSEI Vietnam JSC

Technical Lead

Oct 2013 - Feb 2016

Enterprise HRIS Payroll System

- Led 5-member team building enterprise payroll system with C# .NET and MS SQL Server, turning complex HR/accounting business rules into detailed technical specs
- Designed database schemas and tuned complex SQL queries for transactional payroll processing and reporting
- Reduced payroll processing time by 60% through algorithm optimization

USOL Vietnam Ltd., Co

Fullstack Developer

Aug 2011 - Oct 2013

Enterprise Solutions for Japanese Clients

- Developed desktop and web applications in C++, Java, Python, and JavaScript for Japanese enterprise clients, following Agile practices in international teams

EDUCATION

Bachelor of Information Technology

Hanoi University of Technology

2008 - 2011

Hanoi, Vietnam

Higher Diploma in Software Engineering (HDSE)

Aprotrain-Aptech

2008 - 2011

Hanoi, Vietnam

CERTIFICATIONS

Interchain Developer Academy

Blockchain Developer - Cosmos SDK, Golang

Sep 2022 - Dec 2022

[\[Certificate\]](#)