`<header>`

VARIANT FROG // SYSTEM CORE

`<h1>`

NGUYEN THIEN THANH

`<img src="profile">`

● OPEN TO WORK

`</h1>`

Engineering Manager   ⊙ TP.HCM, VN   ▸ AI-Ready Systems Architect

`</header>`

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`<section id="philosophy">`

99

`<h2>`

Building AI-native engineering that scales responsibly — balancing innovation, reliability, and governance.

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`<p>`

I bridge the gap between distributed system architecture and AI-enabled engineering workflows, ensuring every technical decision serves both current reliability and future AI readiness.

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`</section>`

`<summary id="leadership-impact">`

LEADERSHIP IMPACT

Extracted metrics from operational history

`<data-point>`

10

ENGINEERS MANAGED

Across 2 cross-functional sub-teams

`</data-point>`

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9+

YEARS EXPERIENCE

Backend, Mobile & Distributed Systems

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`<data-point>`

5+

YEARS LEADING

Engineering Manager & Tech Lead roles

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`<data-point>`

7

FINTECH DOMAINS

Claims, Budgets, Cards, Accounting, Bills, Invoices, Payments

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</summary>

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SYSTEM DIAGNOSTICS

Core proficiencies & stack analysis

Distributed Systems
Fintech

- Concurrency Control
- Transaction Safety
- Snapshot Tables

Backend Architecture
Node.js

- Laravel / MySQL
- GraphQL / Apollo
- Caching & Optimization

AI Orchestration
Aura Frog

- Multi-Agent Systems
- Governance Rules
- Workflow Automation

Engineering Leadership
Manager

- Multi-Team Management
- AI Adoption Strategy
- Cross-Functional Alignment

<section id="projects">

● SIDE_PROJECTS

AI TOOLING

Engineering productivity tools built with Claude & AI.

Aura Frog
AI DEVELOPMENT PLATFORM
<project>

A structured multi-agent AI workflow system for Claude Code. Transforms ad-hoc AI prompting into deterministic, quality-...

Agents: **11** | Skills: **46** | Rules: **50** | Commands: **83** | Hoo...

Aura Frog Cursor
IDE AI ORCHESTRATION
<project>

Extended Aura Frog workflows into Cursor IDE through command-based interaction models, embedded structured instruction flows,...

Agents: **20** | Commands: **94** | MCP Servers: **13** | Skills: **46**

<ul class="timeline">

● LIVE_BRANCH: MAIN

DEPLOYMENT LOG

Tracking career milestones, major releases, and system upgrades.

2024

<li id="current">

CURRENT HEAD

Associate Engineering Manager
ASPIRE

Managing 2 cross-functional sub-teams across Claims, Budgets, Cards, Accounting, Bills, Invoices, Payment Links. Driving AI-ready engineering foundations and structured governance.

- ✓ Managed 2 cross-functional sub-teams (5 engineers each) covering Backend, Frontend, Mobile, and QA across Claims, Budgets, Cards, Accounting, Bills, Invoices, and Payment Links
- ✓ Structured domain knowledge transfer to prevent system ownership fragmentation across teams
- ✓ Introduced AI-assisted engineering workflows to improve documentation clarity and code review consistency
- ✓ Established AI experimentation evaluation model (risk assessment, rollback strategy, adoption criteria)
- ✓ Ensured delivery continuity during leadership-driven organizational restructuring at VP/Director level
- ✓ Designed resource allocation framework (80/20) to sustain technical health alongside feature delivery
- ✓ Defined AI usage guardrails and structured prompt guidelines for safe usage in regulated environment

2022-24

Tech Lead
ASPIRE

Architecting concurrency-safe financial systems. Multi-layer caching, snapshot tables, row-level locking.

- ✓ Designed scalable high-level architectures across Laravel, Vue.js, and React Native
- ✓ Designed snapshot accounting tables to reduce real-time computation overhead for financial reporting
- ✓ Implemented PHPUnit concurrent test scenarios to validate race-condition safety
- ✓ Led cross-functional design reviews and resolved requirement conflicts with stakeholders
- ✓ Implemented multi-layer caching strategy with domain-based invalidation, reducing database load ~30%
- ✓ Built concurrency-safe financial transaction updates using DB transactions and row-level locking
- ✓ Optimized React Native rendering via FlashList migration, achieving ~20% performance gain

2020-22

Senior React Native Developer
ASPIRE

Performance-focused mobile development. KYC/KYB, state management migration, 60fps optimization.

- ⊘ Built KYC/KYB onboarding integrating Onfido identity verification
- ⊘ Migrated state management (Context → Constate → Zustand) for improved performance
- ⊘ Achieved consistent 60fps mobile performance via profiling and Reanimated optimization
- ⊘ Developed cashback & referral system with +15% engagement impact
- ⊘ Built reusable screen components reducing render overhead ~30%

2016-20

Full-Stack & Mobile Developer
`<li>`

TARGEEK • JOYNIT • ANT-TECH

Built React.js/Node.js enterprise solutions. GraphQL APIs, real-time WebSocket, React Native apps. Reduced API response times by 40%.

- ⊘ React.js & Node.js enterprise applications
- ⊘ Database optimization & caching mechanisms
- ⊘ GraphQL (Apollo) & WebSocket integration

2013-17

HUTECH University
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SOFTWARE TECHNOLOGY

⬡ Bachelor's Degree

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