NGUYEN THIEN THANH

Engineering Manager · React Native & Full-Stack Developer

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SUMMARY

Engineering Manager and versatile full-stack developer with 9+ years building React Native apps and distributed fintech backends. I lead cross-functional teams (10 engineers across backend, mobile, web, and QA) while staying 40% hands-on in code, and comfortable jumping across mobile, backend, and AI-orchestration work as priorities shift. I bring distributed-systems rigor (concurrency control, transaction safety) and governed AI-engineering workflows to high-stakes Fintech environments.

EXPERIENCE

Associate Engineering Manager
Jan 2024 – Jun 2026

Aspire

- Accountable lead for 2 sub-teams (10 engineers) across Payments, Claims, Accounting, Bills, and UI/UX Core Platform (Intercom integration, dynamic navigation menu configurable by feature flags and business/person conditions, engagement quick-action tasks, and core app UI/UX). Split: 60% management, 40% hands-on.
- Architected an AI incident diagnostic engine that cut incident handling time ~30% by automating triage: domain detection, report completeness checks, similar-incident lookup and code-level root-cause hints.
- Automated owner routing via domain mapping, delivering each incident with a suggested fix and its investigation trail; engineers still own fix, test and deploy.
- Kept AI diagnostics read-only: they advise and never mutate production code.
- Kept delivery on track through a VP-level reorganisation by protecting domain ownership and running structured knowledge transfer.
- Defined AI usage guardrails, structured prompt standards, and an experimentation evaluation model (risk assessment, rollback strategy, adoption criteria) for safe AI use in a regulated fintech environment.
- Integrated Intercom FinAI as an automated customer support chatbot, enabling customers to quickly query transactions, access guides for card locking, dispute transactions, or download receipts without navigating through multiple app steps.

Tech Lead
Sep 2022 – Jan 2024

Aspire

- Enforced row-level locking and transactional integrity for high-frequency financial updates.
- Wrote concurrent PHPUnit scenarios to validate race-condition safety
- Introduced multi-layer caching with domain-based invalidation, cutting database load ~30%
- Enhanced snapshot accounting tables to reduce real-time computation overhead for financial reporting
- Applied list virtualization (FlashList migration) so infinite lists scroll without lag or memory blow-up, achieving ~20% performance gain
- Led cross-functional design reviews and resolved requirement conflicts with stakeholders

Senior React Native Developer
Sep 2020 – Sep 2022

Aspire

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

Full-Stack Developer (React.js & Node.js)
Oct 2018 – Sep 2020

Targeek

- Built a pre-launch startup product end to end on React.js and Node.js
- Created GraphQL APIs with Apollo and WebSockets for real-time features

SKILLS

Mobile Engineering

React Native · TypeScript · React Navigation · Reanimated · TurboModules · JSI · Hermes · Zustand

Backend & Distributed Systems

Node.js · Laravel · GraphQL (Apollo) · RESTful APIs · MySQL · Redis · Concurrency Control · Firebase

AI & Orchestration

Multi-Agent Systems · Model Context Protocol (MCP) SDK & Skill Bundles · 5-Phase TDD Workflow · Governance Guardrails · Confidence-Scored Decision Support · Model Routing & Cost Optimization

Generative AI & Media

Gemini · Google Flow · BytePlus ModelArk (Seedance, Seedream) · Suno · ElevenLabs · OmniVoice · LTX · Remotion

CI/CD & Observability

Fastlane · GitHub Actions · Datadog · Sentry · Docker

Engineering Management

Multi-Team Leadership · Scrum · Cross-Functional Alignment · AI Adoption Strategy · Jira · Confluence

Languages

Vietnamese (Native), English (Professional Working Proficiency)

EDUCATION

HUTECH University — Sep 2013 – Aug 2017

Bachelor's Degree, Software Technology

AWARDS

3rd Prize, Vietnam Student Informatics Olympiad (2013)

Global Software Talent (GST), FPT Software (2017)

PROJECTS

Archon OS

ethannguyenlabs.dev/archon/ | github.com/nguyenthientha

A planning-first operating system for Claude Code.

- Asks before it builds: trade-offs and file list first, code after you approve
- Test-first 5-phase workflow with approval gates
- Builder ≠ reviewer, enforced on every run
- Hierarchical plan tree persisted on disk

React Native & Backend Developer (Freelance, part-time)
Oct 2018 – Dec 2025

Joynit

- Maintained the Joynit React Native app, which creates calendar events for business users, working directly with Joynit's CEO
- Optimized the media-heavy event pages with caching, removing re-render loops, simplifying components, Context API and higher-order components (HOCs), and list virtualization (windowing) so only on-screen items render; the event feed now shows content almost instantly
- Applied the same techniques to the chat screen for smooth real-time messaging
- Built GraphQL API services on Apollo Server
- Optimized database queries and caching mechanisms, reducing API response times by 40%

Mobile & Backend Developer
Oct 2017 – Oct 2018

Ant-Tech

- Built the React Native app (iOS and Android) for Joynit, a French client and the team's main project, which creates calendar events for businesses
- Built scalable backend services with Node.js and MongoDB
- Created RESTful APIs and integrated third-party services for payments

Backend Developer (Contract)
Nov 2016 – Feb 2017

Thich Lam Moc

- Created a custom content management system (CMS) for managing product catalogs
- Built RESTful APIs in Node.js and Express.js
- Automated data synchronization between web platform and mobile app

tally
github.com/nguyenthienthanh/tally

A local Claude Code usage dashboard: plan limits, credits, cost, and who is really driving the tool calls.

- Plan credits per model against the 5-hour limit, plus the equivalent Anthropic API cost
- Separates three lanes: you typing, subagents, and unattended headless runs
- Flags waste with the money attached: cache misses, costly cache writes, subagent-heavy sessions
- Local-first TypeScript CLI on Node's built-in SQLite with incremental indexing; no telemetry

Labs
ethannguyenlabs.dev · ethan218.itch.io

Side experiments. An agent pipeline (Gemini, ModelArk Seedance/Seedream, Suno, ElevenLabs, LTX, Remotion) produces videos behind a human review gate for 2 live YouTube channels, with 5 in preparation; plus 8 browser games on itch.io.