

TUNG NGUYEN

CTO · Engineering Leader · Startup Operator

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PROFESSIONAL SUMMARY

Engineering leader and startup operator with 20+ years building and scaling consumer internet products in Vietnam.

As 5th engineer and Head of Technology at **Tiki** (2012-2017), built the engineering organization from 5 to 100+ across all functions and led the platform rewrite from Magento to in-house - supporting hypergrowth to 15-20k orders/day and 20k req/s burst traffic during peak campaigns.

Co-founded **Viec Co Corp** (2018-2024), Vietnam's on-demand staffing platform, growing it to 100,000+ pre-verified workers and 15,000+ monthly placements across 200+ enterprise customers including Shopee, Tiki, Lazada, Thế Giới Di Động, and Bách Hóa Xanh. Raised Pre-Series A led by Access Ventures.

Earlier built **Clip.vn** at Vega into Vietnam's #17 Alexa-ranked site (~20M monthly pageviews) and led Vega's mobile VAS team behind 3 of 5 launch applications on Viettel's 4G commercial rollout.

Currently building independent AI-native products (computer vision, OCR, multi-platform mobile apps) and **designing Code Agent workflows for the software development process** - custom agents, skill-based context, and explicit safety boundaries - to raise quality and velocity while reducing engineering effort. Seeking the next CTO/VPE role at a scale-up where deep scaling experience meets hands-on AI-native execution.

PROFESSIONAL EXPERIENCE

Independent Founder - Multi-Platform Consumer Apps · imtung.com

2024 - Present | Ho Chi Minh City, Vietnam

- Building and shipping a portfolio of multi-platform consumer apps from a single TypeScript codebase across iOS, Android, web, macOS, and Windows. Live products include **Strait Escape** (naval adventure puzzle), **GeoMinesweeper** (Minesweeper played on real-world locations), and **TaskPaw** (family task manager), with additional products and experiments in active development.
- Operating end-to-end as engineer, designer, and product owner across the full TypeScript stack: React, React Native/Expo, Next.js, NestJS, Node.js, PostgreSQL, MongoDB, Redis - with Capacitor and Electron wrapping for cross-platform shipping.
- Deep hands-on with AI-assisted development workflows (Claude Code with custom agents, skills, and sandboxed automation) and computer vision pipelines - maintaining technical currency at the leading edge of modern developer tooling.
- **Actively developing Code-Agent-augmented SDP practices:** custom agents for code review and tech-lead workflows, skill-based context injection separating auto-enforced rules from on-demand methodology, sandboxed automation (macOS Seatbelt / Linux bubblewrap), and explicit safety boundaries (e.g., never delegating destructive operations like DB migrations to agents). Approach focuses on raising shipped quality and velocity at lower engineering effort.

Co-founder & CTO · [Viec Co Corp](#)

Aug 2018 - Dec 2024 (now Board Member & Technical Advisor) | Ho Chi Minh City, Vietnam

Co-founded Viec Co, an on-demand staffing platform helping companies hire pre-verified hourly/temporary workers in days instead of weeks - built around the hiring spikes e-commerce brands face during flash sales and seasonal campaigns.

- Grew the platform to **100,000+ pre-verified workers**, placing **15,000+ workers/month** across **200+ enterprise customers** (primarily e-commerce and logistics operations teams).
- Customers included **Shopee, Tiki, Lazada, Giao Hàng Nhanh, Thế Giới Di Động, Bách Hóa Xanh, and Viettel Post** - among Vietnam's largest e-commerce and logistics operators.
- Raised **Pre-Series A** led by **Access Ventures**, with participation from Nextrans, 500 Global, and ThinkZone.
- Built and led a **10-person engineering team** across product, mobile, backend, data, and infrastructure.
- Architected the platform end-to-end: React web, React Native / Expo mobile apps (worker + business sides), PHP/Laravel backend, Kafka, Redis, MySQL - all on AWS.
- Shipped **CMND/CCCD identity OCR pipeline** for worker onboarding, automating Vietnamese national ID verification at scale and reducing registration friction while maintaining trust on both sides of the marketplace.
- Deployed **facial recognition for on-site attendance** - pairing a worker-facing mobile app with AI camera hardware at customer sites to verify identity and prevent attendance fraud (a systemic problem in temporary staffing).
- Operated as hands-on technical co-founder across architecture, hiring, and product strategy - directly contributing to backend, infrastructure, and engineering foundations (CI/CD, monitoring, code review, on-call rotation).

CTO · VeXeRe.com

Sep 2017 - Jan 2018 | Ho Chi Minh City, Vietnam

Led technology, product, and engineering execution at Vietnam's leading online bus ticketing platform during a focused 4-month tenure.

- Built **data warehouse and BI system** from scratch, giving CEO and board the first integrated view of operational and commercial metrics for data-driven decision making.
- Designed and shipped **Cash-on-Presence** - a pay-on-boarding payment option addressing the conversion gap from Vietnamese travelers uncomfortable with prepaid online booking.
- Initiated the company's **transition to a mobile-first product**, defining architecture and laying engineering groundwork for native mobile development.
- Worked directly with CEO and board on technical roadmap and cross-functional execution across product, engineering, QA, and infrastructure.

Head of Technology · Tiki Corporation

Jul 2012 - Jul 2017 | Ho Chi Minh City, Vietnam

Joined as the 5th engineer and built Tiki's technology organization from the ground up during the company's hypergrowth into one of Vietnam's leading e-commerce platforms.

- **Scaled engineering 20x** - from 5 to 100+ engineers across backend, frontend, mobile, platform, infrastructure, and data teams. Recruited and developed multiple Heads of function (Infrastructure, Data) and the VP of Engineering who continues to lead Tiki's engineering organization today.
- Led "**Talaria**" - a ground-up rewrite of Tiki's e-commerce platform, replacing a heavily-customized Magento monolith (300+ extensions, 1,000+ DB tables) with an in-house stack on PHP/Phalcon, MySQL (replication), MongoDB, Memcache/Redis, and RabbitMQ. Personally wrote the data migration tooling that transitioned live operations from legacy to Talaria.

- Architected systems sustaining **15-20k orders/day** in steady state and bursting to **20k req/s** during peak campaign events.
- Led infrastructure evolution across three generations: **2 bare-metal servers -> 50-server fleet -> partial migration to Google Cloud Platform**. Introduced Docker and Ansible for deployment and configuration management.
- Rebuilt VISA/Mastercard payment flow by replacing the third-party payment gateway with **direct VISA Cybersource integration**. Cut card transaction failure rate **from 60% to 30%** (remaining 30% are customer-side: bad card data, limits) while bringing PCI-compliant security in-house.
- Established Tiki's engineering foundation from zero: source control migration **FTP -> Git with Jenkins CI/CD**, full Atlassian stack (Jira / Confluence / Service Desk) across engineering, product support, and customer care, and a dedicated **QA automation team**.
- Deployed **Odoo** as the operational backbone (warehouse, fulfillment, finance), enabling the operations side to scale alongside the storefront.

Software Engineer -> Tech Lead -> Division Manager (D5) · Vega Corporation

2005 - 2012 | Hanoi, Vietnam

Joined as a Software Engineer on outsourcing projects, progressed into technical leadership, and ultimately led an entire cross-functional division (D5).

- Led engineering and product development of **Clip.vn**, Vietnam's pioneering video-sharing platform - scaling it to **Alexa #17 in Vietnam (~20M monthly pageviews)** and into the country's top 20 highest-traffic sites at peak.
- Designed the **high-availability, horizontally-scalable infrastructure** sustaining Clip.vn under heavy consumer traffic - including a custom **Vietnamese-language full-text search engine for MySQL**, built years before MySQL's native multi-byte full-text support existed.
- Partnered with **Viettel, Vinaphone, and Mobifone** to build mobile VAS services integrated with carrier billing and charging gateways. On **Viettel's 4G commercial launch, 3 of the 5 featured launch applications were products my team built** - earned by going deep into the 4G charging gateway internals and working directly with multiple Viettel departments on integration design.

TECHNICAL SKILLS

Currently hands-on: TypeScript, React, React Native / Expo, Next.js, NestJS, Node.js, Capacitor, Electron, PostgreSQL, MongoDB, Redis, AWS, Claude Code

Production experience (current and prior): PHP/Phalcon, PHP/Laravel, MySQL (replication), Kafka, RabbitMQ, Memcache, Docker, Kubernetes, Ansible, Terraform, BigQuery, GCP, CI/CD pipelines, Observability

AI & Computer Vision: LLM applications, RAG, OCR pipelines, facial recognition, AI-assisted development workflows (custom agents, skills, sandboxing)

EDUCATION

Hanoi University of Civil Engineering - Hanoi, Vietnam