



Nguyen Ngoc Hiep

Software Engineer

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SUMMARY

I am a Software Engineer with about 7 years of experience in Web Development. I have 7 years of experience in modern front-end web development, nearly 3 years as a frontend team leader managing a team of 15 members, 2 years in cross-platform mobile development, and over 3 years working with Node.js-related technologies. With my knowledge, I enjoy solving front-end problems and creating the best user experiences. I also spend time learning new technologies and best practices to become a better engineer.

EDUCATION

Sep 2016 - Dec 2020 **Military Technical Academy**
Major: INFORMATION TECHNOLOGY
GPA: 2.96/4

WORK EXPERIENCE

12/2025 - Present **Synodus**
Technical Leader
Main responsibilities:

- Managed a team of six full-stack developers, responsible for task allocation, performance assessment, and technical mentorship.
- Designed, developed, and maintained high-performance, scalable web applications.
- Coordinated cross-functional teams to deliver end-to-end technical solutions.
- Provided comprehensive technical training and guidance to team members at all levels (interns, juniors, mids, seniors) on both technology and company development processes.
- Agentic Engineering skills with Claude Code and Cursor AI

Technology Stack:

- Back-end: Node.js, NestJS, Microservices
- Front-end: ReactJS
- Database: Oracle, MongoDB
- Cloud & DevOps: Docker, CI/CD, NGINX, K8S, MinIO, Grafana
- Other: Elasticsearch, Redis, Kafka, NATS, Sockets, gRPC

5/2025 - 12/2025 **Charter Tech**
Senior Front-end Developer
Main responsibilities:

- Architect and implement user interfaces using ReactJS for high-performance applications.
- Collaborate with backend and DevOps teams to deliver scalable web applications.
- Develop and implement new features based on customer requirements, ensuring solutions meet business goals and user needs
- Coordinate with stakeholders to gather requirements and deliver new features on schedule.

Technology Stack:

- Front-end: ReactJS, TypeScript, Tailwind CSS
 - DevOps/Cloud: Docker, CI/CD, AWS S3, CloudFront, ArgoCD, Grafana
 - Security/Auth: Keycloak
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7/2020 - 5/2025

VNPAY

Front-end Team Leader

Main responsibilities:

- Led the front-end team (from 12/2022 to 05/2025), managing task delegation, performance reviews, and technical mentoring.
- Developed and maintained web applications, ensuring high-performance and scalability.
- Collaborated closely with product managers and stakeholders to deliver features based on client requirements.
- Designed robust front-end architecture for banking, e-contract, and e-invoice systems.
- Implemented best practices, conducted code reviews, and promoted continuous improvement within the team.
- Coordinated cross-functional teams for end-to-end solution delivery.
- Provided comprehensive technical training and guidance for all team members (interns, juniors, middles, seniors) on both technology and company development processes.

Technology Stack:

- Back-end: Node.js, NestJS
 - Front-end: Angular 8+, Ionic 7, ReactJS, Next.js, **Micro Frontend**
 - Database: PostgreSQL, MySQL
 - Cloud & DevOps: Docker, CI/CD, NGINX, K8S, Keycloak, MinIO, VNPAY Cloud (CDN, S3), Grafana, Openshift
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7/2018 - 5/2020

Powergate Software

Fullstack Developer

Main responsibilities:

- Developed and maintained both mobile and web applications to meet diverse client needs.
- Engineered robust backend systems and designed intuitive user interfaces.
- Mentored and trained interns and junior developers, supporting their skill development and onboarding.
- Participated in all phases of the software development lifecycle, from requirements analysis to deployment and support.
- Collaborated with cross-functional teams to deliver customized solutions for various business domains.

Technology Stack:

- Back-end: NodeJS, PHP, Laravel
 - Front-end: Angular 5+, Ionic 4+
 - Database: MySQL
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2019 - 2021

Freelancer

Fullstack Developer

Main responsibilities:

- Developed custom mobile and web applications for a variety of clients, focusing on tailored solutions to meet specific business needs.
- Worked independently through all project phases, including requirements analysis, system design, coding, deployment, and maintenance.
- Built RESTful APIs, integrated third-party services, and ensured application security and performance.
- Communicated directly with clients for requirement gathering, progress updates, and product delivery.

Technology Stack:

- Back-end: NodeJS, ExpressJS, NestJS

- Front-end: Angular 2+, Ionic 4+, ReactJS
- Database: MongoDB, PostgreSQL
- Other: OAuth, Stripe, Firebase

PROJECTS

12/2025 - Present

Synodus

Digital Government Transformation

Description:

- Contributed to the **National Database on Administrative Procedures** as part of the country's digital transformation strategy.

Role: Technical Leader

Members: 6 Full-stack developers

Responsibilities:

- Coding, reviewing code, and mentoring junior members of the team to ensure code quality
- Implementing important sections of the application
- Communicated with other teams (Business Analyst, Product Owner, Tester) to generate the product roadmap

Technology:

- Reactjs
- Nestjs
- Docker, Kubernetes, Kafka, Redis, Soketi
- Oracle, MongoDB, Elasticsearch
- Microservices, Event-Driven, CQRS

5/2025 - 12/2025

CharterTech

AI Chatbot

Description:

- We are developing an AI-powered chatbot for a partner, leveraging a Retrieval-Augmented Generation (RAG) model. The chatbot is designed to efficiently handle Frequently Asked Questions (FAQs) while also addressing selected public issues and inquiries related to the partner

Role: Front-end Developer

Members: 1 front-end developers

Responsibilities:

- Responsible for the entire frontend tasks, including feature development, writing unit tests, and deploying to SIT, UAT, and Production environments.
- Developing javascript Based SDK.
- Setting up Docker, CI/CD) for the project
- Communicating with other teams (Back-end, Business Analyst, Product Owner, Tester) to generate the product roadmap

Technology:

- Reactjs
- Docker
- Aws bucket and CloudFront

2/2025 - 5/2025

VNPAY

VNPAY MO

Description:

- Merchant Onboarding Management Project. The project includes a portal page and a webview embedded as an iframe to provide to third parties.

Role: Front-end Leader

Members: 6 front-end developers

Responsibilities:

- Coding, reviewing code, and mentoring junior members of the team to ensure code quality

- Implementing important sections of the front-end application
- Defining the architecture, coding conventions, and setting up Docker, CI/CD, and Kubernetes (k8s) for the project
- Communicating with other teams (Back-end, Business Analyst, Product Owner, Tester) to generate the product roadmap

Technology:

- Reactjs
- NX workspace for monorepo management
- Docker, Kubernetes (k8s)
- Keycloak

5/2024 - 6/2025

VNPAY

VNPAY ID READER

Description:

- Hybrid desktop application. The electronic customer identification and authentication solution allows banks to identify customers based on biometric information.

Role: Team Leader

Members: 3

Responsibilities:

- Defined the architecture and coding conventions
- Implemented important sections of the application
- Communicated with other teams (Back-end, Business Analyst, Product Owner, Tester) to generate the product roadmap

Technology:

- Java, Electronjs, Reactjs

6/2023 - 5/2025

VNPAY

Userman

Description:

- A centralized user management and authorization project.

Role: Team Leader

Members: 2

Responsibilities:

- Coding, reviewing code, and mentoring junior members of the team to ensure code quality
- Implementing important sections of the front-end application
- Defining the architecture, coding conventions, and setting up Docker, CI/CD, and Kubernetes (k8s) for the project
- Communicating with other teams (Back-end, Business Analyst, Product Owner, Tester) to generate the product roadmap

Technology:

- Reactjs
- Keycloak

1/2023 - 5/2025

VNPAY

Vnpay CA

Description:

- Admin site and portal site for VNPAY CA.

Role: Front-end Leader

Members: 4 front-end developers

Responsibilities:

- Coding, reviewing code, and mentoring junior members of the team to ensure code quality
- Implementing important sections of the front-end application
- Defining the architecture, coding conventions, and setting up Docker, CI/CD, and Kubernetes (k8s) for the project

- Communicating with other teams (Back-end, Business Analyst, Product Owner, Tester) to generate the product roadmap

Technology:

- Angular 14 (Admin site)
- Next.js (Portal site)
- Docker, Kubernetes (k8s)
- Keycloak

Link: <https://vnpayca.vn>

11/2022 - 5/2025

VNPAY

Vnpay Invoice

Description:

- VNPAY e-Invoice website using NX workspace.
- Admin site, portal site, and web SDK for VNPAY e-Invoice.

Role: Front-end Leader

Members: 8 front-end developers

Responsibilities:

- Coding, reviewing code, and mentoring junior members of the team to ensure code quality
- Implementing important sections of the front-end application
- Defining the architecture, coding conventions, and setting up Docker, CI/CD, and Kubernetes (k8s) for the project
- Communicating with other teams (Back-end, Business Analyst, Product Owner, Tester) to generate the product roadmap

Technology:

- Angular 15 (Admin site, Portal site, Customer site)
- Ionic 7 (Web SDK)
- Docker, Kubernetes (k8s)
- Keycloak
- NX workspace for monorepo management

Links:

- <https://vnpayinvoice.vn>
 - <https://portal.vnpayinvoice.vn>
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6/2022 - 6/2023

VNPAY

VNeDoc

Description:

- VNPAY e-Contract website using a micro front-end structure and NX workspace.

Role: Front-end Leader

Members: 4 front-end developers

Responsibilities:

- Coding, reviewing code, and mentoring junior members of the team to ensure code quality
- Implementing important sections of the front-end application
- Defining the architecture, coding conventions, and setting up Docker, CI/CD, and Kubernetes (k8s) for the project
- Communicating with other teams (Back-end, Business Analyst, Product Owner, Tester) to generate the product roadmap
- Keycloak

Technology:

- Angular 15
- Docker, Kubernetes (k8s)
- NX workspace for monorepo management
- Module federation for micro front-end architecture

Link: <https://vnedoc.vn/app/auth>

2/2022 - 5/2025

VNPAY

Vnpay t-van
Description:

- Admin site for VNPAY T-VAN.
- Portal site.

Role: Front-end Leader**Members:** 3 front-end developers**Responsibilities:**

- Coding, reviewing code, and mentoring junior members of the team to ensure code quality
- Implementing important sections of the front-end application
- Defining the architecture, coding conventions, and setting up Nginx and CI/CD for the project
- Communicating with other teams (Back-end, Business Analyst, Product Owner, Tester) to generate the product roadmap

Technology:

- Angular 13 (Admin site)
- React.js (Portal site)
- Keycloak

Link: <https://tvan.vnpay.vn/>

11/2021 - 12/2021

VNPAY**year-end conclusion module****Description:**

- Webview for the year-end summary module of VNPAY e-wallet

Technology:

- React.js

Role: Front-end Developer**Member:** 1

5/2021 - 5/2025

VNPAY**INTERNET BANKING EXIMBANK OMNI CHANEL****Description:**

- Allows a user to conduct financial transactions via the Web platform

Role: Web Front-end Developer**Members:** 3 Web Front-end Developers**Responsibilities:**

- Coding, reviewing code & mentoring Junior member of the team to ensure code quality
- Implement important sections of the front-end application
- Define the architecture, coding convention, setup Nginx + CI/CD for project
- Communicate with other team (Designer, Back-end, Backoffice, mobile, Business Analyst, Product Owner, Tester) on generating product roadmap

Technology:

- Angular 11

Link: <https://edigi.eximbank.com.vn>

3/2021 - 5/2025

VNPAY**vnpay.vn****Description:**

- Website introduces VNPAY company and the services provided by this company
- Migrate website from Nuxt.js to Next.js

Role: Team Leader**Members:** 2 Back-end Developers, 4 Front-end Developers**Responsibilities:**

- Define the architecture, coding convention
- Design the database schema, implement back-end services
- Migrate Front-end project from Nuxt.js to Next.js
- Setup Docker, CI/CD, k8s for project

Technology:

- Back-end: NestJS
- Front-end: Next.js, Angular 14 (Admin site)
- Database: PostgreSQL
- Docker/K8s

Link: <https://vnpay.vn>

6/2020 - 5/2025

VNPAY

INTERNET BANKING BIDV OMNI CHANEL

Description:

- Allows a user to conduct financial transactions via the Web platform

Role: Web Front-end Developer

Members: 3 Web Front-end Developers

Responsibilities:

- Coding, reviewing code & mentoring Junior member of the team to ensure code quality
- Implement important sections of the front-end application
- Define the architecture, coding convention, setup Nginx + CI/CD for project
- Communicate with other team (Designer, Back-end, Backoffice, mobile, Business Analyst, Product Owner, Tester) on generating product roadmap

Technology:

- Angular 11

Link: <https://smartbanking.bidv.com.vn/dang-nhap>

2/2019 - 5/2020

POWERGATE SOFTWARE

YMacau

Description:

- This is a white-label app project. Users can develop applications using available components in the system (layout, interface, data, etc.) via the web platform. The highlight of the application is its preview feature, which helps users visualize the application before release. It also allows users to update their apps without having to release a new build.

Technology:

- Web front-end: Angular 7
- Web back-end: ExpressJS
- Mobile front-end: Ionic 4
- Mobile back-end: Laravel
- Database: MySQL

Role: Full Stack Developer

7/2018 - 2/2019

POWERGATE SOFTWARE

ILOSE

Description:

- The Ilose weight loss tracker (available on CH Play and the App Store) allows mentors to provide body metrics so they can track users' progress and develop appropriate solutions for each stage.

Technology:

- Web front-end: Angular 5
- Mobile front-end: Ionic 3

Role: Front-end Developer

Members: 3

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Freelancer

Code&Play

Description:

- Code&Play is an online platform offering live coding classes for K-12 students. It provides personalized and group sessions in various programming languages and subjects such as Scratch, Python, gaming development, and web development.

Technology:

- Back-end: ExpressJs
- Front-end: ReactJs
- Database: MongoDB
- AWS lamda

Freelancer

Moogley

Description:

- Developed a management and analytics web platform for an online game, enabling real-time player activity monitoring, statistics visualization, and administrative control.

Technology:

- Back-end: NestJs
- Front-end: ReactJs
- Database: MongoDB

CERTIFICATIONS

2018	TOEIC 525
2020	Bachelor of Information Technology Military Technical Academy
2023	Enhancing Management Capacity for Middle Manager
