

Alvin Radeka Pratama

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SUMMARY

Senior software engineer, full-stack capable but deepest in backend and platform work, and engineering manager. Eight years across payments, e-commerce, health, and logistics, shipping backend systems and building the teams behind them. Equally at home as a hands-on senior IC, an architecture and migration lead, or an engineering manager. Open to senior individual-contributor and engineering-manager roles, full-time, remote.

SELECTED HIGHLIGHTS

- Lifted daily payment success **3–4x** at Tokopedia (from under 10% to 30–40%); promoted to Senior.
- Led a Go + MySQL migration at AnekaPay: **14 services into 6**, estimated infrastructure cost roughly halved.
- Grew Delos Aqua engineering **from 3 to 25** with a metrics-driven review framework and zero review-time complaints.
- Built and led a **12-engineer team across three countries** at Shipper; Honeywell-integrated WMS at 99.99% uptime.
- Shipped FitScore and a multi-doctor chat platform at Halodoc as EM of 10, at 100% SLA compliance.

EXPERIENCE

Independent · Freelance & Advisory

Feb 2026 – Present

- Freelance software engineering engagements across backend and full-stack work.
- Hands-on exploration of AI-assisted and agentic development workflows, continuing the AI-augmented engineering practice started at Halodoc.

Career break · family & personal

Oct 2025 – Feb 2026

- A planned pause to focus on family and personal matters, and to get hands-on with the shift in how software gets built, studying modern AI-assisted and agentic development.

Engineering Manager · Halodoc

Mar 2025 – Oct 2025

- Launched FitScore, a feature quantifying users' health conditions, adopted by ~5% of Halodoc users (tens of thousands of people) and seeding a multi-year product roadmap built around it.
- Designed and shipped an extended, multi-doctor chat system on existing infrastructure, lifting session-length limits and enabling collaborative patient care, used by 5,000+ users.
- Introduced an AI-augmented PRD analysis workflow, taking the team from manual feasibility scans to working prototypes before a line of production code.
- Mentored a team of 10 engineers and SDETs; maintained 100% SLA compliance on user tickets and complaints.

Java · Go · Node.js · Kubernetes · Kafka · MySQL · MongoDB · Redis · AWS · Grafana

Technical Advisor · AnekaPay

Jul 2024 – Feb 2025

- Led the migration of microservices from Node.js + MongoDB to Go + MySQL (architecture, migration strategy, business continuity, and disaster recovery), consolidating 14 services into 6 and roughly halving estimated infrastructure cost.
- Mentored and guided a team of five engineers running AnekaPay's core systems; acted as the technology-feasibility voice for new business ideas.

Go · Node.js · MySQL · MongoDB · Redis · GraphQL · Docker · GCP · Grafana · Loki

Engineering Manager · Delos Aqua

Jan 2022 – Jul 2024

- Grew the engineering organisation from 3 to 25 across multiple teams: hiring end to end, org structure (three leads and a principal), and a culture of autonomy and shared knowledge.
- Designed a metrics-driven performance-review framework (story points, rework rate, deployment success, code reviews, tech debt, innovation): zero complaints across two years, transparent dashboards, no review-time surprises.
- Led ISO 27001 gap remediation across all departments and stood up data governance covering structure, storage safety, and accessibility.

Go · React · Flutter · PostgreSQL · MySQL · Redis · Redshift · Airflow · DBT · AWS · Grafana · Prometheus · Loki · Tempo · Mimir

Software Engineer Lead · Shipper

Nov 2020 – Jan 2022

- Hired to build the team from the ground up and grew it from 3 to 12 engineers across Indonesia, India, and China, running hiring end to end.
- Personally architected the integration layer between Shipper's WMS and Honeywell's platform; led the single-warehouse POC and rollout to its first 3–5 warehouses at 99.99% uptime, within a ~300-warehouse network moving 40–60k orders/day.
- Led the China-based sub-team that reverse-engineered and modified Honeywell's WMS directly, working across languages and companies; delivered on time through constantly churning integration contracts.

Go · PHP · Java · GraphQL · MySQL · Redis · MongoDB · Kafka · Databricks · Docker · AWS · Consul · Grafana

Senior Software Engineer · Tokopedia

Oct 2018 – Nov 2020

- Owned the subscription system: took over an intern-built MVP and revamped it end to end. Daily payment success rose 3–4× (from under 10% to 30–40%), test coverage to 85%.
- Integrated OVO as it became Tokopedia's primary wallet; eliminated internal server errors with systematic retries; shipped payment-expiry notifications and top-up nudges.
- Tribe champion for the org-wide canary deployment rollout; initiated Monitoring-as-Code (versioned Grafana dashboards); authored the backend-engineer onboarding curriculum. Promoted to Senior.

Go · gRPC · GraphQL · React · PostgreSQL · Redis · DynamoDB · MongoDB · NSQ · AWS · Consul · Grafana

Software Engineer · Astragraphia IT

Oct 2017 – Oct 2018

- Full-stack development on Java and Kotlin across three legacy enterprise systems, including a logistics/warehouse system serving ~100 users.
- Drafted the team's DevOps adoption plan (Jenkins, rolling deployments, protected branches, enforced PRs and unit tests) to replace fully manual deployments.

Java · Kotlin · Spring · Vue.js · MySQL · Redis · SAP

SKILLS

Languages	Go · Java · Node.js · TypeScript · Kotlin · PHP · Rust
Frontend	React · Next.js · Angular · Vue.js · Flutter
Data stores	MySQL · PostgreSQL · MongoDB · DynamoDB · Cassandra · Redshift · Redis
Messaging / API	Kafka · NSQ · gRPC · GraphQL
Infrastructure	Docker · Kubernetes · AWS · GCP · Argo CD · Jenkins · GitHub Actions · Consul
Observability	Grafana · Prometheus · Loki · Tempo · Mimir · Elasticsearch · Kibana
Leadership	Team building & hiring · performance frameworks · ISO 27001 · data governance · mentoring

LANGUAGES

Native Bahasa Indonesia · Native English · Beginner Japanese

EDUCATION

B.Eng, Universitas Gadjah Mada · 2011–2016