



Hao Phan *Senior Frontend Engineer*

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🎓 EDUCATION

Lahti University of Applied Sciences,
*Bachelor of Business Administration in
Business Information Technology*
Lahti

💻 TECHNICAL SKILLS

Languages & Core: JavaScript (ES6+),
TypeScript

**Frontend Frameworks &
Libraries:** React, Angular, AngularJS |
State Management: Redux, Zustand,
Context API | Server State: React
Query

Build Tools & Development: Vite,
Webpack, Grunt | Package Managers:
pnpm, npm

Styling & UI: Tailwind CSS, Bootstrap,
Material UI, PrimeReact | Design
Systems & Component Libraries

DevOps & Cloud: GitHub Actions
(CI/CD) | AWS (S3, CloudFront) |
Semantic Versioning & Release
Automation | Pulumi

Integration & APIs: RESTful APIs |
CRM Integrations (HubSpot) | Google
Analytics, Google Consent Mode |
Privacy & Compliance Tools
(CookieBot)

Other: Node.js (backend basics) |
MySQL | Java | Claude Code

📜 CERTIFICATIONS

Golden Codility Challenges

Senior Frontend Engineer with 9+ years of experience who owns and leads frontend at a search SaaS company. I set the technical direction, standards, and development workflow across the admin dashboard, embeddable search widgets, and open-source UI libraries.

I scale frontend delivery beyond my own output: I scope and delegate frontend work to backend engineers, guide them through review, and build tools that make operations, Sales, design, and customers self-sufficient. Strong in React, TypeScript, accessibility, and privacy and security compliance.

👛 EXPERIENCE

Senior Frontend Engineer, *AddSearch*

11/2019 – Present | Helsinki

AddSearch is a Helsinki-based SaaS company providing site search and e-commerce search. As the dedicated frontend owner, I set technical direction for all frontend products and enable engineers and non-engineers across the company to contribute to them.

Frontend Leadership & Technical Direction

- Own the frontend technical roadmap and make architecture and stack decisions across all frontend applications, aligning priorities with product and backend leads.
- Defined the team's frontend development workflow: coding standards, PR and review process, release automation with Release Please, and CI/CD on GitHub Actions with AWS S3/CloudFront deployment.
- Led migrations from AngularJS/Angular to React and from Webpack to Vite, planning each rollout so feature delivery continued throughout.
- Designed an AI-assisted PR review workflow pairing Claude Code and Codex to raise review quality and consistency across frontend contributions.
- Contribute to backend and system design discussions, drawing on a full-stack view of the product architecture.

Cross-Team Enablement & Internal Tooling

- Scale frontend capacity by breaking features into well-scoped tasks for backend engineers, then guiding them through implementation and code review until they ship frontend changes independently.
- Established frontend onboarding materials and conventions so backend engineers can contribute to frontend projects with minimal hand-holding.
- Partnered with the operations team to build an internal tools application that streamlines customer data management.
- Enabled Sales and designers to produce demos and UI changes on their own through AI-assisted workflows (Claude Code, Codex), removing frontend as a bottleneck for small requests.
- Built a no-code configurator that lets non-technical customers customize and deploy search widgets themselves, reducing onboarding and support load.
- Act as the company's accessibility authority: authored VPAT reports and advise customers and Sales on WCAG 2.2 AA.

Product Delivery

- Built and maintain the Admin Dashboard (React, TypeScript), where customers configure search experiences and manage integrations.

- Created embeddable search, results page, recommendation, and AI conversation widgets that run reliably on customer-controlled websites, including e-commerce platforms.
- Developed and maintain two open-source, framework-agnostic JavaScript libraries that customers use to build custom search UIs.

Quality, Security & Compliance

- Led accessibility compliance to WCAG 2.2 AA across all frontend products.
- Implemented privacy compliance with Google Consent Mode v2, Google Analytics event tracking, and CookieBot integration.
- Configured Content Security Policy headers for the Admin Dashboard and keep all frontend projects and public libraries free of known vulnerabilities.

Technical Stack: React, TypeScript, Angular, Vite, Tailwind CSS, Material UI, PrimeReact, AWS, GitHub Actions

Web Developer, Frosmo

12/2016 – 11/2019 | Helsinki

Frosmo is a consultancy offering an analytics platform for data tracking, A/B testing, and UI optimization.

- Delivered custom solutions for clients across retail, online betting, and banking sectors.
- Implemented responsive UI transformations, converting desktop layouts to mobile-friendly experiences.
- Developed product recommendation systems, personalization features, and A/B testing implementations to increase client conversion rates.
- Built custom APIs and analytics tracking solutions tailored to client requirements.
- Collaborated with cross-functional teams to deliver data-driven optimizations.

Technical Stack: JavaScript, AngularJS, Custom APIs, Analytics Platforms

LANGUAGES

English: Fluent

Finnish: Basic

Vietnamese: Native