

Zaw Linn Oo

Tech Lead & Project Manger

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Summary

With over 14 years of experience in web development, bringing a strong background in project management and a proven record of leading IT initiatives for international non-profits, UN agencies, and the private sector. Leadership roles have included managing development teams, overseeing IT training programs, and delivering high-impact projects on time and within scope. Specialized in driving collaboration across diverse stakeholders to ensure project success and long-term sustainability.

Portfolio Highlights:

- [McDonald's Australia](#)
- [MIMU Myanmar](#)
- [CB Bank](#)

Full portfolio: zawlinnoo.me

Education

B.C.Tech (Hons.)

12/2004 - 12/2008

Bachelor's Degree in Computer Technology

University of Computer Studies, Yangon, Myanmar

Skills

PHP, Node.js, Drupal, ReactJS, NextJS, React Native, Typescript, REST, Payload, WordPress, JQuery, Tailwind, Bootstrap, JavaScript, HTML5, Git, MySQL, SQL, PostgreSQL, MongoDB, AWS, Docker, Jenkins, Project Management.

Experience

Plus Impact

Tech Lead

03/2026 - Present
Yangon, Myanmar

Contributing to **xCore**, an AI-powered HR platform designed to make talent visible throughout the employee lifecycle from pre-hire to post-hire. xCore provides capabilities including **CV screening, AI-powered interviews, AI Personality Assessments, and AI-driven 1-on-1 check-ins**, helping organizations understand talent fit, uncover meaningful workforce signals, identify retention risks, and gain insights across multilingual and international work environments.

Key areas of responsibility include:

- **Solution & System Architecture:** Contributing to the design of scalable technical solutions across xCore services, evaluating system boundaries, integrations, data flows, and technical trade-offs as the platform evolves.
- **Release Engineering & Environment Strategy:** Designing and managing reliable promotion workflows across development, staging, and production environments while considering dependencies, compatibility, and production impact.
- **Code Review & Merge Governance:** Providing technical oversight for pull requests, merge decisions, code quality, and branch integrity while ensuring implementations remain aligned with broader architectural direction.
- **Speech & Conversation Architecture:** Supporting the design and evolution of AI-powered speech and conversational pipelines, including multilingual processing and integration between application and AI services.
- **CI/CD & Developer Experience:** Improving continuous integration and deployment architecture, development workflows, automation, and engineering practices to enable safer and more efficient delivery.
- **Release Verification & QA Enablement:** Establishing release validation strategies and quality gates to improve production reliability and reduce deployment risk.
- **Technical Delivery Coordination:** Coordinating technical dependencies, engineering priorities, releases, and cross-functional requirements to translate product needs into practical engineering solutions.
- **Architecture & Technical Decision Records:** Evaluating architectural options and documenting key technical decisions, constraints, trade-offs, and implementation approaches to maintain consistency as the platform scales.

- **Cross-System Integration:** Helping define integration approaches between platform components, AI services, APIs, data pipelines, and third-party systems with consideration for reliability, maintainability, and future extensibility.
- **Technical Risk & Scalability:** Identifying architectural and operational risks early and contributing to solutions that improve system scalability, resilience, maintainability, and production readiness.

Inspiral Creative Agency

Project manager, Team leader and Senior Web developer

04/2012 - 02/2026

Yangon, Myanmar

- Directed the end-to-end delivery of web application projects, from requirements gathering to deployment, ensuring alignment with business goals, timelines, and budgets.
 - Managed and mentored a team of developers, overseeing design, implementation, testing, and release phases while fostering collaboration and adherence to best practices.
 - Coordinated with cross-functional teams, designers and QA engineers to define project scope, allocate resources, and ensure seamless execution.
 - Led code reviews and established quality standards, balancing technical excellence with project milestones to maintain sustainable development practices.
 - Resolved critical technical and organizational challenges, ensuring web applications were optimized for performance, scalability, and security.
 - Continuously monitored industry trends and emerging technologies to guide strategic improvements in both technical solutions and project delivery practices.
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Skynet Myanmar

Web Developer

06/2010 - 04/2012
Yangon, Myanmar

- Designed and developed the intranet based software for ISP customers service management system.
 - Dealt with client's data for service management system.
 - Developed and maintained Joomla CMS on daily basics.
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Certificates

- Certificate In Web Application Development
- Certificate In Network Engineering & System Development
- Certificate In Software Engineering

Languages

	Listening	Reading	Writing	Speaking
English	B2	B2	B2	B2
Burmese	Mother tongue			

Interpersonal Skills

Fast Learner, Self-Confident, Creation, Team Work, Negotiation, Critical Thinking, Planning, Problem Solving, Communication Skills, Leadership.