

PAULUS PANDU WINDITO

Senior Backend Engineer · Java · Spring Boot · Distributed Systems

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SUMMARY

Backend engineer with 3.5 years building fault-tolerant microservices for financial and enterprise systems across three cloud providers (Alibaba Cloud, Google Cloud, Azure). Promoted to Senior within 12 months. Shipped real-time messaging, CRM, telephony, virtual account, and sales analytics platforms, with depth in Spring Boot, Kafka, Redis, and event-driven architecture. Owns systems end to end from design through CI/CD, and works across the stack with React and TypeScript.

CORE SKILLS

Languages	Java, Kotlin, TypeScript, C#
Backend	Spring Boot, Spring Cloud, .NET, Node.js, gRPC, REST
Data & Messaging	Kafka, Redis, Change Data Capture pipelines, relational databases
Reliability	Resilience4j (circuit breaker, retry, bulkhead), eventual-consistency design
Cloud & DevOps	Alibaba Cloud, Google Cloud, Azure, Docker, Jenkins, Argo CD
Frontend	React, TypeScript, Angular
Testing	JUnit, Mockito
Practices	Clean architecture, code review, mentoring, AI-assisted development (Claude Code)

EXPERIENCE

Software Engineer — Integrity Asia

Aug 2025 – Present · Jakarta

Enterprise ERP platform migration. Senior-scoped role in a flat title structure — **two junior engineers report to me.**

- Mentor and technically direct two junior engineers: task breakdown, code review, design guidance.
- Lead migration of legacy ERP modules to Spring Boot on Azure, defining service boundaries and data contracts.
- Act as primary technical translator between business and engineering — surface system constraints early and convert requirements into scoped, buildable solutions.
- Designed and built connectors syncing client ATS/HRIS platforms (Workday, Manatal) with Integrity Asia — moving a candidate to the background-check stage in the client's own system auto-creates the screening request, removing manual re-entry in a second portal. Onboarding needs no client engineering: an API token, or a permission-scoped service account, under an agreed data-access policy.
- Built it as a configurable platform rather than per-client code — runtime UI-configured field mapping lets each client keep their own DTO schema, with idempotency, concurrency handling, rate limiting, and per-contract attachment include/exclude rules. Cancellations respect stage-based business rules, writing an explanatory note back into the client's ATS once a screening can no longer be withdrawn.
- Built an AI-assisted delivery pipeline on Azure DevOps — a high-capability model plans from the bug ticket, cheaper models implement and raise the MR, then the planner reviews the diff against its plan. Routine fixes run autonomously; complex work is gated on manual approval.

Senior Backend Developer — Berijalan Technocenter

Jan 2023 – Aug 2025 · Jakarta

Microservice platforms on Alibaba Cloud. **Promoted to Senior after 12 months.**

- Architected and shipped 5 microservice-based platforms (3–9 services each) — real-time messaging, CRM, telephony, vehicle insurance, sales performance — using Resilience4j circuit breakers and bulkheads to contain cascading failures.
- Re-architected the sales performance dashboard — replaced on-demand recomputation against a slow, unmodifiable legacy system with a CDC → Kafka pipeline writing pre-aggregated results, cutting page load from **~3 minutes to under 1 second** and eliminating database CPU spikes at peak reporting hours.
- Chose CDC over API polling and direct database access under hard constraints — no DB access by policy, unmodifiable legacy app, no push mechanism — reusing existing Kafka infrastructure at near-zero cost.
- Tuned consumer batching to a 500-message cap, holding worst-case lag to ~10 seconds under burst load in stress testing, and surfaced a last-sync timestamp in the dashboard — making the eventual-consistency trade-off explicit to users rather than hiding it.
- Selected as the only engineer to pass Bank Saqu's technical assessment and staff their virtual account build (below), delivering Berijalan projects in parallel.

Senior Backend Developer — Bank Saqu (client placement via Berijalan)

Apr 2025 – Aug 2025 · Jakarta

- Designed and delivered virtual account features on Google Cloud for a digital bank.
- Maintained and hardened core banking services under banking-grade security and audit requirements.

EDUCATION

M.Sc. Informatics, Atma Jaya University Yogyakarta — GPA 3.74

B.Sc. Informatics, Atma Jaya University Yogyakarta — GPA 3.79

Languages: Indonesian (native), English (professional working proficiency)