Felix Soewito

Engineering Leader · QA, Backend, Mobile and Web

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SUMMARY

Engineering leader with 10+ years in logistics technology at Ninja Van, from QA automation engineer to Head of Engineering. Built and led a 41-person QA organization, then led QA across Indonesia and Vietnam and all engineering in Indonesia. Combines hands-on technical depth with people leadership; led an AI-assisted workflow rollout that cut cycle times by up to 75%.

41	**2**	**23K**	**75%**
QA engineers at peak, incl. 3 managers	countries in QA scope: Indonesia and Vietnam	automated tests at 92% coverage	max cycle-time cut from AI-assisted workflows

CORE SKILLS

Leadership	Roadmap, KPI and budget ownership; build-vs-buy decisions and SaaS vendor negotiation; org design, hiring, performance calibration
Quality engineering	Automation-first QA; in-house test framework, device farm, test case management and metrics dashboards replacing third-party SaaS; test runs in GitHub Actions
Engineering	Release management across mobile, backend and web; integration testing; custom two-factor authentication for internal software; remote management of warehouse DWS (dimension-weight scanning) machines
AI tooling	Claude Code, Antigravity, Claude Design; custom agent skills that standardize AI output; MCP servers for AI-assisted debugging; custom design system

PROFESSIONAL EXPERIENCE

Ninja Van · Jakarta, Indonesia

2016 – 2026

QA Automation Engineer → Software Engineer → Senior Software Engineer → QA Manager → Head of Engineering

Head of Engineering, Indonesia Tech Lab · also Head of QA

Jul 2024 – Nov 2026

- Took on all engineering in Indonesia, reporting to the CTO, while leading QA in Indonesia and Vietnam: **36 people** (24 QA, 4 QA managers, 1 engineering manager, 5 developers, 2 designers).
- After the Vietnam site closed in 2025, led the remaining **25-person** team (16 QA, 3 QA managers, 6 developers); owned Ops Hub development and QA across all **5** product systems.
- Rolled out AI-assisted tooling and automated workflows across **5 teams**, cutting design, test and implementation cycle times by **up to 75%** (e.g. technical design docs from 3 days to 1).
- Redesigned data retention policies for the Middle Mile service, cutting storage cost by **70%**.
- Kept escaped defects at **near zero** per release as QA shrank from **41 to 19** people, matching test scope to a slower, maintenance-mode delivery pace.
- Built an in-house test case management system that replaced SmartBear CucumberStudio, saving **$23K** per year.
- Partnered with product, ops and regional teams on the architecture of high-reliability systems across Ninja Van's platforms.

QA Manager
May 2020 – Jul 2024

- Grew and led a QA-only organization of **41 engineers** (3 QA managers, 8 direct reports) at peak.
- Raised automation coverage to **92%** across **23K** test cases (Appium Android, Selenium Web, Rest Assured API) and cut the flaky-test rate from **30%** to **4%**.
- Cut regression runtime from **4h** to **0.5–1h** with containerized parallel execution and multithreading in Bamboo CI/CD.
- Built an internal device farm running **28** parallel mobile tests on a customized build of open-source STF (Smartphone Test Farm).
- Shipped internal tools (bulk test data generators and cleaners, Kafka message inspector, automated onboarding) that cut manual test-data setup, debugging and onboarding effort.
- Wrote ad-hoc Python scripts for the team: test data preparation, test report analysis, and spreadsheets generated from Allure results.
- Set QA workflow guidelines and test strategy, and ran performance reviews, calibration and promotions for the organization.

Senior Software Engineer · Backend
Aug 2018 – Apr 2020

- Moved from frontend to backend development, handing frontend work to the team, and led **5 engineers** on the Middle Mile service, which runs connectivity between warehouses.
- Delivered the inter-warehouse network project, linking warehouses and separating main hubs from stations.
- Architected reporting microservices and ETL batch pipelines for customer financial reconciliation, delivering accurate, configurable and reliable reports.

Software Engineer · Frontend
Oct 2016 – Jul 2018

- Worked as a frontend engineer, building and maintaining web application features in PHP and AngularJS.

QA Automation Engineer
Apr 2016 – Oct 2016

- Built a custom test automation framework in Java with Cucumber, Selenium, Appium and Rest Assured, running web, mobile and API tests in Bamboo CI/CD.

Kartuku · Jakarta, Indonesia
2015 – 2016

Software Engineer
2015 – 2016

- Built Electronic Data Capture (EDC) payment terminal software with the Ingenico SDK and payment gateway integrations in Java Spring Boot.

EDUCATION

Bandung Institute of Technology 2010 – 2015
B.Eng., Electronics Engineering · GPA 3.82 / 4.00

PUBLIC TALKS

Career Strategy · Generasi Gigih 2022
All about Kafka · ITB career 2019