Chanlito Hem

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Phnom Penh, Cambodia

Technical Lead · Full-stack engineer

Builds SaaS and enterprise products end to end, from the database schema to the app in a field agent's hands. Currently leading the build of a loan origination system for a financial institution in Cambodia. Before that, founding engineer at Blue, a project and process management SaaS: set the stack, grew the team from 1 to 6 and scaled the platform to thousands of active users. Works mainly in TypeScript (React, React Native, Node.js) and speaks English, Khmer and Spanish.

Experience

Technical Lead · Sean Oliver Consulting

May 2026 – now · Phnom Penh (hybrid)

Leading the build of a loan origination system for a financial institution in Cambodia, from field capture through approval to disbursement.

- An offline-first React Native and Expo tablet app for field agents, with encrypted drafts, background sync and a Khmer and English UI
- A React and TanStack portal for approvers, and a NestJS backend on Oracle with Microsoft Entra ID sign-in
- Growing the team: the engineer role, coding standards and the dev setup new hires start with

Software Engineer Consultant · Independent

Jan 2026 – May 2026 · Remote

Designed, built and shipped products for clients as the sole engineer.

- A sports club and fitness platform with AI workout generation, in Elixir and Phoenix LiveView
- A medicine assistant for Cambodia that reads prescriptions and finds one pharmacy that can fill the whole list

Founding Engineer · Blue

Apr 2018 – Dec 2025 · Remote

Joined a project and process management SaaS as its first engineer, and helped grow it to thousands of active users.

- Set the stack (Vue and Nuxt, Node.js, GraphQL, MySQL) and led the first production release
- Built the custom fields engine and the drag-and-drop form builder, one of the most used features
- Real-time collaboration with GraphQL subscriptions and Redis, and a job pipeline running 10,000+ jobs a day
- Found and fixed production slowdowns with indexes, rewritten queries and caching
- Grew the engineering team from 1 to 6, with code review, coding standards and onboarding docs

Software Engineer, then Tech Lead · Pathmazing

Oct 2015 – Feb 2018 · Phnom Penh

Built web apps and REST APIs for enterprise clients at a Phnom Penh consultancy, then led the backend as tech lead.

- Owned backend architecture and delivery across client projects
- Brought in code review and coding standards

Skills

TypeScript · React · React Native · Expo · TanStack · Tailwind CSS · Node.js · NestJS · GraphQL · Vue · Nuxt · Claude Code

JavaScript, SQL, Elixir, Next.js, Offline-first Android, Phoenix LiveView, REST, OpenAPI, PostgreSQL, MySQL, Oracle, Redis, TypeORM, Prisma, Docker, AWS, Linux, GitHub Actions, GitLab CI, OpenAI, Gemini, Codex

How I work

Done is a claim
Green tests describe the code. Before I call something done, I want to see it work on the real device, the way the person using it would.

Ask what could go wrong
Not who read the code. The risk of a change decides how much review it gets, and a red build doesn't merge.

Start small, grow in stages
Good ideas usually stall at the cost of building them. Find evidence first, build a small version, and grow it one stage at a time.

Education

Bachelor of Software Engineering
Universidad de Cienfuegos, Cienfuegos, Cuba
2010 – 2015

Languages

Khmer (native)
Spanish (native)
English (full professional)