

# Yan Hai

## Engineering Leader | Payments Platforms | AI-First Mindset

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Engineering leader with deep experience building and scaling payment platforms and high-performing teams across APAC. I develop engineers and align teams across regions and time zones so distributed teams deliver as one. I bring an AI-first mindset to how teams work and deliver, without trading quality or operational rigor.

### EXPERIENCE

#### Team Lead, Alternative Payments (APAC) · Adyen · Singapore

Sep 2022 – Present

- Lead a Singapore engineering team of 7 and mentor the Sydney team, building shared practices across regions
- Own APAC delivery for 20+ local payment methods across 10+ countries; align regional execution with global architecture and standards
- Build and standardize LPM-native flows across payment, modification, settlement, recurring, and monitoring, moving LPMs beyond card-centric adaptations
- Evaluate candidate partners on API, settlement, reporting, latency, and ops cost; set requirement priority with product and own backend connection architecture based on each partner's trade-offs
- Drive AI adoption with internal MCP servers and reusable skills that raise team velocity and reduce repetitive work

#### Software Engineer, Payments · Adyen · Singapore

Aug 2019 – Aug 2022

- Spearheaded a unified partner-webhook receiver covering 50+ methods across APAC, EMEA, LATAM, and US
- Decomposed the payment acceptance gateway into card, tokenization, IPP, and LPM services, and rolled it out without business interruption
- Integrated two payment partners in India end-to-end across alternative, bank, and card methods
- Led token localization and data purging; migrated ~10M tokens to India-based infrastructure

#### Engineering Manager · Works Applications · Singapore

Dec 2016 – Jul 2019

- Led cross-functional engineering, QA, and DevOps teams across Singapore and India; coached engineers into senior and lead roles
- Drove local payroll from a monolith to microservices: independent deploys, release cadence from monthly to daily, and failures contained to a single service
- Built a jurisdiction-aware master-data framework for legal properties and government submission portals (Singapore, Thailand, Vietnam)

#### Software Engineer · Works Applications · Shanghai

Aug 2014 – Nov 2016

- Designed domain-driven service boundaries and inter-service APIs to cut duplicated data maintenance across subsystems
- Delivered Thailand local payroll end-to-end; extended legacy payroll architecture and an internal DSL for overseas markets

### EDUCATION

#### Master of Engineering, Computer Technology · Nanjing University, China

Sep 2011 – Jul 2014

#### Bachelor, Network Engineering · Nanchang University, China

Sep 2006 – Jul 2010

### PRINCIPLES

#### One team, no borders

Treat all regions as one team; grow people who multiply the team's impact.

#### Open communication

Timely feedback builds trust and keeps teams effective under pressure.

#### Ownership mindset

Own the full outcome: the team, the platform, and what runs in production.

#### Iterative improvement

Great systems and teams are never "done"; they improve through continuous learning.