

Aditya Amin Refandi

QUALITY ENGINEERING & ENGINEERING MANAGEMENT LEADER

Jakarta, Indonesia · aa.refandi92@gmail.com · [linkedin.com/in/adityaaminrefandi](https://www.linkedin.com/in/adityaaminrefandi)

PROFILE

Quality Engineering and Engineering Management leader with 12+ years of experience across fintech, e-commerce, healthcare, and global technology organizations. Experienced in scaling engineering organizations, leading distributed teams across Indonesia, Japan, China, and the Philippines, and driving quality transformation, automation strategy, release excellence, platform engineering, and operational systems.

SELECTED IMPACT

100%	Critical regression flow automation coverage at Infokes, with >92% execution pass rate.
2h → 30m	Critical regression execution time after CI/CD integration at Infokes.
8 → 24	Quality Engineering organization growth at Flip within one year.

EXPERIENCE

QA Manager (Contract) · Infokes

January 2026–Present · Jakarta, Indonesia

Leads a Quality Engineering organization of 12 QA Engineers across multiple healthcare product teams while contributing hands-on to automation architecture and framework development.

- Built the first automation testing MVP for the core healthcare platform, reaching 100% coverage of critical regression flows with a greater than 92% execution pass rate using Playwright, Cursor, Codex, and MCP.
- Reduced critical regression execution from two hours to 30 minutes through CI/CD integration.
- Reduced the development defect rate from 5.53% to 2% through shift-left testing, quality gates, and earlier engineering collaboration.

Automation Lead · Rakuten Group

May 2025–December 2025 · Tokyo, Japan

Led automation and quality initiatives for business-critical item-management and product-catalog platforms in a globally distributed environment.

- Maintained greater than 90% automation coverage across critical business flows.
- Coordinated distributed QA and engineering stakeholders across Japan, China, and the Philippines for quality strategy and release readiness.
- Navigated releases involving multiple engineering organizations, business units, and cross-system dependencies.

Senior Engineering Manager · Flip

September 2023–May 2025 · Jakarta, Indonesia

Led engineering across Platform Engineering, Risk, KYC, Help Center, and Operational Systems while continuing company-wide Quality Engineering initiatives across 28+ Test Engineers.

- Reduced mobile regression validation from two days to 80 minutes by transforming more than 1,000 test cases into 28 critical business flows.
- Built automation-generation capabilities that accelerated API automation delivery by up to four times across multiple engineering teams.
- Improved engineering productivity by 300% through engineering-excellence initiatives.
- Established quality governance and release-readiness practices contributing to 99.9% service availability and maintained zero critical production incidents.

Engineering Manager · Flip · Operations Platform

December 2021–October 2023 · Remote

Led cross-functional teams supporting Help Center, customer service, KYC, fraud investigation, and operational platforms.

- Increased project delivery success from 30% to 90% within six months.
- Reduced customer-support SLA resolution time by 40%.
- Led monolith-to-microservices modernization and delivered RBAC, audit logging, maker-checker controls, and workflow automation.

QA Manager · Flip

December 2020–December 2021 · Jakarta, Indonesia

Led the Quality Engineering organization and established quality ownership, engineering standards, shift-left practices, and career-development frameworks.

- Scaled the Quality Engineering organization from 8 to 24 engineers within one year.
- Built and scaled API, web, and mobile automation frameworks, reducing regression cycles from ten days to three days.

Software Development Engineer in Test · GoTo Group · Midtrans

July 2019–December 2020 · Jakarta, Indonesia

Supported quality engineering for payment SDKs, QRIS, EDC, payment gateways, and high-volume transaction systems.

- Built and maintained mobile and payment-device automation and CI/CD workflows using Java, Selenium, and Appium.

Lead Software Development Engineer in Test · Bukalapak

April 2015–July 2019 · Jakarta, Indonesia

Joined as an early Quality Engineer, progressed into technical leadership, and helped build testing practices and automation foundations.

- Built automation frameworks and CI/CD testing practices for mobile, payment, web, and API platforms while contributing to release readiness, hiring, and mentoring.

EARLIER EXPERIENCE

QA Automation and Presales Engineer · KANA Software · August 2014–March 2015

Mobile Application Developer (Part-time) and Web Development Intern · Altrovis · 2013–2014

Android Developer Intern · Badr Interactive · January–March 2013

TECHNICAL EXPERTISE

Leadership	Engineering Leadership, QA Management, People Management, Stakeholder Management, Cross-functional Leadership, Vendor Management
Quality Engineering	QA Strategy, Test Governance, Risk-Based Testing, Release Readiness, Defect Management, Quality Metrics, CI/CD Quality Gates
Testing	API, web, mobile, regression, SIT, UAT, exploratory, and performance testing
Tools	Playwright, Selenium, Appium, REST Assured, Postman, WebdriverIO, Java, Go, JavaScript, TypeScript, CI/CD, Cursor, Codex, MCP

AI, TEACHING AND MENTORING

AI for QA Trainer · May 2026–Present — Delivers private and group training covering requirements and risk analysis, test design, API and web testing, exploratory workflows, automation, debugging, output evaluation, and responsible AI use.

Co-teacher · ATLAS ID TECH · June 2020–April 2023 — Basic Java and Basic Automation API with Java.

Guest Lecturer · Faculty of Computer Science, University of Indonesia · 2020–2021 — Software testing and quality engineering.

Bootcamp Mentor · 2020–2025 — Mentored aspiring engineers on software testing and engineering practices.

EDUCATION AND LANGUAGES

Bachelor's degree in Computer Science · University of Indonesia · 2010–2014

Indonesian — Native · English — Professional working proficiency