Francis John Saul M. Tin-ao

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Portfolio: https://francistinao.com **LinkedIn**: https://www.linkedin.com/in/francistinao/ **Github**: https://github.com/francistinao

EXPERIENCE

Full-stack Developer | **W Labs** | Freelance **July 2026 – Present**

- Building internal tools and client products, including an AI financial officer SaaS that monitors subscriptions and expenses.
- Developing a customer portal in front of an existing Jira Service Management (JSM) instance.
- Building a unified search service that indexes the platform.

Mid-level Frontend Developer | **City Government of Butuan – CICTD** | Contract **May 2026 – Present**

- Architecting scalable component systems and reusable UI libraries to support complex enterprise-grade requirements across multiple HR modules.
- Collaborating closely with Human Resource stakeholders and backend teams to translate operational HR processes into intuitive, accessible interfaces compliant with government system standards.
- Driving best practices in code quality, performance optimization, and maintainability within the CICTD development team.

Junior VR Programmer | **PAMANA Project, Caraga State University** | Contract **April 2025 - March 2026**

- Developed immersive virtual reality platform using Unreal Engine 5.5 to preserve and showcase traditional Manobo cultural dances, contributing to cultural heritage conservation through interactive technology
- Implemented complex character animation systems using Blueprint visual scripting and IK (Inverse Kinematics) Retargeting to accurately replicate traditional dance movements and gestures
- Optimized VR experiences for Meta Quest 3 deployment, ensuring smooth performance and comfortable user interaction while maintaining visual fidelity of cultural representations
- Collaborated with cultural researchers and advisors to ensure authentic representation of traditional dances, translating cultural knowledge into technical specifications and interactive experiences

Full Stack Developer | Nurture Your Leads | Full-time **January 2025 - February 2026**

- Translated Figma prototypes into responsive, production-ready Next.js application, achieving 98% design fidelity and reducing design-to-deployment cycle time by 40% through reusable component architecture.
- Engineered n8n-powered email processing system integrated into tRPC backend procedures with Gmail API and AI-powered validation, automatically parsing property inquiries from labeled emails and reducing lead qualification time from 32 seconds to 5 seconds (84% reduction).
- Built event-driven Facebook Ads lead sync automation enabling real-time lead capture from Facebook Forms through webhook integration, eliminating manual data entry and ensuring immediate CRM updates for sales team follow-up.
- Optimized backend runtime performance reducing memory consumption by 40% and API response times by 44%, while implementing OAuth integration (Google, Facebook) to complement email authentication and streamline user onboarding.

Co-Founder & Software Engineer | Exon | Self-employed **June 2024 - April 2025**

- Co-founded software development agency delivering 10+ custom web applications, leading 3-person development team to achieve 95% client retention rate and PHP 50K+ in revenue through agile project delivery and iterative user feedback cycles.
- Architected and deployed 5 full-stack business management systems (inventory tracking, CMS, booking platforms), reducing client operational costs by average of 40% and eliminating 15+ hours/week of manual workflows per client.

Freelance Web Developer | Self-Employed | Part-Time **September 2023 - January 2025**

- Delivered 8 custom web applications including POS solutions and custom software for local businesses using React, Next.js, Express.js, and Supabase or PostgreSQL, achieving 100% client retention through responsive communication and quality deliverables. Work that directly led to co-founding Exon, a software agency built to extend this model with a team of fellow developers.

PROJECTS

Formiq | SaaS Platform | formiq.ph

- Built and launched a SaaS event asset management and bulk layout automation platform enabling event organizers to generate, manage, and distribute personalized assets at scale — a capability absent from major competitors. Engineered a per-participant asset distribution system with one-click bulk email delivery to attendees, reducing manual asset sending workflows to near-zero operator effort.
- Tech Stack: Next.js, TypeScript, Hono, Supabase, BullMQ, Redis, DigitalOcean

ts-performance-analyzer | npm library | Package URL | Github URL

- Achieved optimized TypeScript performance debugging tool for developers by publishing a CLI package that benchmarks and analyzes TypeScript code execution through Node.js internals, resulting in streamlined performance profiling during development workflows.
- Tech Stack: TypeScript, Node.js, V8 Inspector, NPM CLI

garuda-hooks | npm library | Package URL | Github URL

- Achieved cleaner and more maintainable React and Next.js applications by developing a TypeScript-first collection of reusable, SSR-safe custom hooks, reducing boilerplate code and standardizing common state and browser utility patterns.
- Tech Stack: TypeScript, React.js, Next.js, Vitest, ESM/CJS, NPM packaging

TECHNICAL SKILLS

- **Languages**: TypeScript, Python, C, PHP
- **Web, Desktop, & Mobile:** ReactJS, NextJS, Electron, React Native, TailwindCSS, Framer Motion
- **Backend & Databases:** Node.JS, Express.JS, NestJS, tRPC, Laravel, FastAPI, PostgreSQL, MongoDB, Firebase, Supabase, Prisma
- **DevOps, AI/ML, Others:** DevOps, AI/ML, Others: Docker, Git, GitHub, GitHub Actions, AWS, PyTorch, TensorFlow, n8n

EDUCATION

Magna Cum Laude (GWA 1.39), *Caraga State University - Main Campus* **August 2021 - June 2025**
BS in Information Technology