

Contact

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Top Skills

Agile Project Management

Web Development

Java

Languages

English (Professional Working)

Chinese (Native or Bilingual)

Honors-Awards

Excellent Graduation Project

Publications

Improved Theta*: Improved Any-Way Path Planning on Grids

Xing (Stella) Hu

Staff Engineer at SEEK

Melbourne, Victoria, Australia

Summary

Staff software Engineer with 8+ years at a leading tech company, with a growing specialisation in platform engineering and observability over the last 2 years. Experienced in large-scale system migrations, high-throughput telemetry infrastructure, and tooling consolidation. Driven by a genuine care for the customers and teams I build for, and equally invested in the human side of engineering including mentoring, hiring, and building team culture. Passionate about making distributed systems observable and built to last.

Experience

SEEK

8 years 3 months

Staff Engineer

September 2025 - Present (8 months)

Telemetry Pipeline Infrastructure (Engineering Platform / Observability)

- Architected and built end-to-end telemetry pipelines processing TBs of logs daily from Kubernetes (EKS) and AWS Fargate via Vector and Kinesis, achieving 99.95% availability in production with configuration changes propagating platform-wide in under 5 minutes.
- Leading POC to migrate pipeline to OpenTelemetry Collector, evaluating vendor-neutral standardisation across multi-tenant workloads

Leadership & Influence

- Established team operational rhythms including weekly on-call handover, 80/20 feature-to-maintenance work distribution, and roadmap creation and maintenance, bringing structure and sustainability to a growing platform team
- Drove team vision and values definition, aligning engineering direction with broader organisational goals

- Delivered tech talks across the engineering department on alerting system orchestration design, and across the full engineering organisation on log standardisation, audiences primarily comprised of technical staff and senior engineers
- Mentored engineers within the team through informal but ongoing technical and career support
- Participated in the company-wide engineering hiring group, conducting 10+ interviews and serving as a custodian for the coding interview track, contributing to question design and assessment calibration

Senior Software Engineer

August 2021 - September 2025 (4 years 2 months)

Observability Platform Consolidation (2024 – 2025)

- Served as technical lead supporting the migration of 300+ services from Splunk to Datadog, enabling centralised observability and significant cost reduction across the organisation
- Consolidated 33 Datadog organisations into a single unified org, streamlining access control, alerting, and cross-team visibility at scale

Monolith to Microservices Migration (2020 – 2022)

- Decommissioned legacy job components within the 'Advertiser' monolith and fully decoupled from a shared relational database, reducing CI/CD time from ~4 hours to under 10 minutes
- Implemented the core job management service in Node.js to manage advertisement content and lifecycle statuses, replacing a C# legacy system
- Built a compliance service for automated fraud advertisement detection and a unified job data enrichment pipeline serving all APAC tenants
- Audited years of accumulated business logic embedded in the legacy system, making deliberate decisions on what to preserve, retire, or redesign, establishing clean domain boundaries across the new microservice architecture

Leadership & Mentoring

- Formally mentored a graduate engineer through SEEK's graduate program, providing hands-on guidance that built their technical confidence and ability to deliver independently

- Contributed to engineering hiring as a coding interview custodian, involved in question design and candidate calibration

Software Developer

July 2019 - August 2021 (2 years 2 months)

Melbourne, Australia

- Implemented the core job posting service to manage advertisement content and statuses
- Built new compliance service to check fraud advertisements,
- Built a unified job data enriching pipeline for all APAC tenants.
- Responsible for regular code review, code quality, and design patterns compliance.
- Responded to and resolved internal customer requests and new feature requirements.

Associate Back-End Developer (Graduate Program Rotation)

August 2018 - June 2019 (11 months)

Melbourne, Australia

Build data processing pipeline to pass customised resume data into frond-end services.

Associate Mobile Developer (Graduate Program Rotation)

February 2018 - August 2018 (7 months)

Experienced in iOS native mobile development.

Developed location suggestion feature in main SEEK app.

Kungfu Software

Junior Software Developer

July 2017 - November 2017 (5 months)

Melbourne, Australia

- Performed as developer to design and implement a smart robot which could perform anthropopathic operations in Wechat platform, such as chatting, weather forecasting..etc
- Used Node.JS framework to build a server website to console and monitor robot's behaviors

Gaoer Technology Co., Ltd, China

Software Developer Internship

October 2014 - March 2015 (6 months)

Xing performed as the main developer to design and implementation a movement library for the non-player characters in "UnitySteer" Project.

Hunan University

Teaching Assistant

July 2013 - February 2014 (8 months)

Xing acted as a tutor to assist Professor Chunming Gao in preparing materials for tutorials and workshops of subject "Game Engine Development"

Education

University of Melbourne

Master's degree, Software Engineering · (2015 - 2017)

Hunan University

Bachelor's degree, Digital Media Technology · (2010 - 2014)