

MINTAK SON

mintak.son@gmail.com

education

- 2024 - 2026 **HARVARD BUSINESS SCHOOL** **BOSTON, MA**
MBA. Section Leadership. Member of Tech, AI, Automation & Deep Tech, and Entrepreneur Clubs
- 2007 - 2015 **KAIST (KOREA ADVANCED INSTITUTE OF SCIENCE AND TECHNOLOGY)** **DAEJEON, KOREA**
Bachelor of Science in Mechanical Engineering & Business and Technology Management, *magna cum laude*,
Full scholarship upon entrance, President of Student Ambassador. Focus on System Control and Robotics Course

experience

- 2026 - Present **STEALTH MODE STARTUP (FOUNDER)** **WATERTOWN, MA**
- Interviewed 40+ companies, from CPG brands to manufacturers, to map where AI can improve their workflows
 - Designing an AI pipeline that automates product design, CAD and prototyping toward manufacturability
- 2016 - 2026 **VIVA REPUBLICA (TOSS)** **SEOUL, KOREA**
#1 Korean fintech super-app, valued at \$14B+, offering bank, securities, insurance, and payments
- Technical Product Manager (2024)**
- Ranked as employee #8 by tenure among 4,000+ employees (as of June, 2026)
 - Managed development and optimization of internal financial accounting system to cover 50K+ transactions
 - Created and led localization taskforce aiming to promote inclusion for 2.2M foreign residents in using Toss app
- Lead Software Engineer (2018 – 2023)**
- Grew iOS team from 3 to 28 direct reports, owning hiring and performance reviews
 - Conducted 200+ tech interviews and 20+ final culture interviews when hiring developers
 - Designed leadership development framework, performance evaluation system, and structural onboarding program for developers in iOS Chapter, reducing first-year turnover for new hires to below 10%
 - Initiated PKI Certificate Authority system, acquiring exclusive government licenses for digital signature system and identification system, issuing 30M+ certificates
- Software Engineer (2016 – 2018)**
- Proposed and guided internal data-driven decision-making tool tailored to company's needs, processing over 1K+ A/B tests in real-time, now considering selling it as standalone SaaS product
 - Spearheaded Korea's first design system with 95%+ accessibility coverage including Larger Text and VoiceOver, enhancing convenience and usability for visually impaired customers
 - Created automated one-click deployment system, distributing internal apps 100+ times daily and establishing agile process for weekly App Store releases
 - Pioneered the 'Customer-in-person' Program to address voice of customers, executing 10+ cases annually and fostering a customer-centric culture
- 2015 - 2016 **SIMSIMI** **SEOUL, KOREA**
Full Stack Engineer (in lieu of mandatory military service)
- Commercialized AI project to filter profanity and inappropriate words, using a dataset of 15B+ sentences
 - Built stable backend server for app, achieving 22M+ MAU and 1st place in app stores across 19 countries
- 2012 - 2015 **SK PLANET** **SEOUL, KOREA / SAN FRANCISCO, CA**
Software Engineer
- Selected as one of founding members in Frankly Inc, one of SK Planet's U.S. subsidiaries backed by Stanford's StartX and listed on TSX Venture in Canada, acting as bridge between U.S. product team and engineers in Korea
 - Implemented core features for messenger app with 20M+ users as 3rd software engineer in team
 - Received three-year full-time contract after internship with sponsorship for entrepreneurial leave from college
- 2011 - 2012 **KOSFAN (KOREA SPORTS FAN)** **SEOUL, KOREA**
Co-Founder
- Headed engineering and product management of content management system (CMS)
 - Secured partnership with 60% of most-viewed sports bloggers, reaching 100K+ page views

personal

Filed two U.S. Patents in user interface domain (2014)
Bronze medal in Korea Olympiad in Informatics (national algorithm and programming competition, 2005)