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# Mohammad Emad Hammami

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Nationality: Norwegian

## Professional Summary

Experienced Software Engineer & Scrum Master with 4+ years of expertise in digital transformation, agile methodologies, software architecture, and AI-driven research. Demonstrated leadership in designing scalable systems, guiding agile adoption, and conducting academic research in digital transformation and federated learning. Passionate about innovation, team coaching, and building inclusive, data-driven solutions.

## Key Skills

### Management:

- ❖ Engineering Management
- ❖ IT Management
- ❖ Agile Methodologies (Scrum, Kanban, Lean, SAFe)
- ❖ Project Management (Waterfall, Spotify Model)
- ❖ GDPR Compliance
- ❖ Atlassian Jira and Confluence.

### Software Development and Analysis:

- ❖ SDLC
- ❖ CRM (Dynamics 365)
- ❖ Business & Partner Analysis
- ❖ Power BI
- ❖ DevOps
- ❖ Technical Troubleshooting

### Security:

- ❖ Information Security
- ❖ Software and Network Security

### Data Management and Cloud Computing:

- ❖ Data Science & Engineering (Esper, Data Mesh)
- ❖ Databases (MySQL, Hadoop, MongoDB)
- ❖ Microsoft Azure, Cloud

## Certificates

### Google:

- Agile Project Management
- Foundations of Project Management
- Project Initiation: Starting a Successful Project
- Applying Project Management in the Real-World
- Project Planning: Putting It All Together

### Project Management Institute (PMI) and NASBA:

- Project Management Certificates in Foundations, Ethics, Requirements, Schedules, Budgets, Teams, Communication, and Risk
- Managing Project Stakeholders
- Collaborating with Microsoft 365
- Managing Projects with Microsoft 365
- Optimizing Your Work with Microsoft 365
- Project Management Professional Certificate

### People Management:

- Managing and Leading Developers
- Coaching Skills for Leaders and Managers
- Effective Technical Communication
- Building Trust
- The Manager's Guide to Difficult Conversations
- Inclusive Tech: Conducting Humane Code Reviews
- Agile Software Development: Creating an Agile Culture
- Succeeding as a First-Time Tech Manager
- Moving from Developer to Engineering Manager

## Work Experience

**Software engineer / Scrum master**  
7.2021-present.

**DNB Bank /Oslo**

- Designed integration tests for the Sbanken merger using Octane
- Improved Agile delivery through sprint planning and backlog management
- Resolved incidents and optimized IT infrastructure via ServiceNow
- Kept stakeholders informed and aligned with project milestones

## Languages

**English:** ★ ★ ★ ★ ★

**Norwegian:** ★ ★ ★ ★ ★

**Arabic:** ★ ★ ★ ★ ★

## Interests

I have a keen interest in exploring diverse cultures, languages, and customs. Volunteering is a significant part of my free time, reflecting my dedication to community engagement and self-improvement.

## References

Supplied on request.

### Bachelor project / Scrum master

Telia /Oslo

08.2020-05.2021

- Facilitated the development team using Scrum, ensuring project alignment and collaboration.
- Contributed significantly to development tasks, utilizing Laravel and Onfido to meet project requirements.

### Founder and Director

Femi / Oslo

03.2021-12.2023

- Initiated and led a remote development team on a social system project focusing on women's safety and community building.
- Coordinated cross-functional teams in collaboration with the Norwegian Directorate for Children, Youth, and Family Affairs.

## Education

### Master's in Digitalization and Management

06.2024 – Present

University of South-Eastern Norway (USN)

- **Focus:** Focused on the intersection of digital transformation and leadership.

### Master's in Programming and system architecture

Software Engineering (Management) and Machine learning - Artificial intelligent

07.2021-12.2023 | **Grade: A**

University of Oslo

- **Focus:** Software Engineering and Machine Learning, with a focus on IT team management, strategy development, and architectural analysis.
- **Master Thesis:** "Federated and Tiny Machine Learning for Edge Computing in Industrial IoT".

### Bachelor's in computer science

06.2019-05.2022

University of Oslo

### Bachelor's in information of technology

06.2018-05.2021 | **Grade: B**

University of Oslomet

### Bachelor's in IT Engineering

06.2010-06.2012

University of Kalamoon

## Academic Publications

- "Adaptive Mean Absolute Deviation (AdMAD) Pruning in Federated Learning A Hybrid Approach for Efficient Data Transmission and Model Performance"  
Published in DUO, University of Oslo, 2023 ( [duo.uio.no](https://duo.uio.no) | [DUO](https://duo.uio.no)).
- "AMBIT: An Efficient Pruning Technique in Federated Learning for Edge Computing Systems"  
Published in the 8th IEEE International Conference on Fog and Edge Computing (ICFEC), 2024.  
([Mohammad Emad Mohammad Hammami \(researchgate.net\)](https://researchgate.net)).

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## Research Projects

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- **DNB's Digital Transformation Journey: Advancing Towards Digital Competitiveness**

University of Oslo, 2023

Conducted in-depth research on DNB's digital transformation strategies, focusing on the implementation of new technologies and organizational restructuring to enhance digital competitiveness.

- **Factors Influencing Digital Strategy at DNB**

University of Oslo, 2023

Co-authored a study analyzing the key factors that influence digital strategy development and implementation at DNB. The research provided insights into strategic planning, change management, and digital innovation within the banking sector.

- **Software Process Improvement (SPI) Plan**

University of Oslo, 2023

Developed a comprehensive SPI plan for DNB, emphasizing Agile methodologies, process optimization, and the integration of modern software development practices to enhance efficiency and product quality.

- **Handbook of Scrum Methodology**

DNB Bank, 2021

Authored a detailed handbook on Scrum methodology, outlining best practices, common challenges, and strategies for effective implementation in software development projects.

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## Volunteer work

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- **Ambassador**

04.2022- 05.2023

**Nobel Peace Center / Oslo**

Represented the center at the University of Oslo, linking professors and students, showcasing networking and coordination skills.

- **IT Manager**

07.2017- 01.2022

**UN-Students / Oslo**

Managed the website, member registration, and sponsor interactions, reflecting technical and organizational capabilities.

- **Social worker/ team leader**

11.2013-05.2015

**DRC, UN / Lebanon**

Worked as Team leader in protection of women and children, showing leadership in sensitive social initiatives.

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