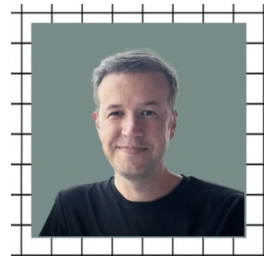


Altan Duman



HR PROFESSIONAL

+90 555 888 23 56 | altan.duman@outlook.com | Eyup, Istanbul | linkedin.com/in/altanduman

Dedicated HR Manager with 10+ years of experience advocating for employee needs and maintaining compliance with all company and labour law.

ATS Systems	HR Digitalization	360 Recruitment	Policy Development
ERPs (SAP B1, ERPNext)	Onboarding	HR Reporting	Internal Communication
Linkedin Recruiter	HR Strategy	Commercial Awareness	Teamwork

EDUCATION

Bachelor Of Human Resources Management – University of Wolongong Australia

WORK EXPERIENCE

HR Manager | GoWit (AdTECH)

Remote | 2025 – present

- SOC 2
- Recruitment & Selection
- Startup to scaleup HR management.

Head of HR | Ventura (Fintech)

Istanbul | 2023 – 2025

- Established 3 remote branches in SE Asia, led HR teams overseas, managed Istanbul
- HR ops, volume hired and built onboarding training programs.
- Managed international HR teams to reach goals.

HR Manager | Advantech (IT)

Istanbul | 2018 – 2022

- Founded and supported departments, led culture adaptation, implemented SAP and a custom HR portal, launched flexi-work plans, and aligned commission schemes with HQ.
- Supported transition from local to internationally connected branch.

HR & Org. Dev. Manager | H.I.S. Japan (B2B Travel, IT)

Istanbul | 2014 – 2018

- Built the HR department from scratch, digitalized all systems, launched H.I.S.
- Academy, designed feedback and recruitment strategies, and led HR initiatives across a matrix organization.
- Managed team of 4 to provide HR shared services.

HR Executive | Polytext (Production)

Tekirdag | 2013 – 2014

End to end recruitment HR responsible of training, standards and reporting (TPM, 5S Kaizen)

HR Associate | NSR (Outsource HR)

Sydney | 2010 – 2012