



MAHMOUD SALAMA

Director of systems, applications and technical support










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Professional Summary

Innovative and results-driven **Senior Full-Stack Developer and Technical Leader** with 16+ years of success in architecting, developing, and delivering enterprise-grade web and software solutions. Proven track record in leading cross-functional teams, driving digital transformation, and aligning technology with business goals. Expert in full **software development lifecycle (SDLC)**, **Agile methodologies**, and scalable **system design**.

Skilled across a broad tech stack: **C#, ASP.NET, JavaScript, React, Angular, SQL Server, RESTful APIs**, and more. Passionate about engineering excellence, continuous learning, and fostering high-performing development cultures.

Core Competencies & Key Achievements

 Digital Transformation Strategy Played a key role in digital modernization at the Egyptian Authority for Unified Procurement (UPA), enabling cross-departmental data-driven decisions and aligning technology with national-level strategic goals.	 Technical Strategy & Governance Defined and implemented development standards and architectural frameworks, reducing onboarding time and improving code quality across all engineering teams.	 Stakeholder Engagement & Delivery Excellence Successfully delivered enterprise-grade solutions under tight deadlines by aligning expectations, managing scope, and maintaining transparent communication with all stakeholders.
 Team Building & Mentoring Built and mentored diverse, high-performing engineering teams, fostering a collaborative and innovation-focused culture that improved retention and productivity.	 Data-Driven Decision Support Integrated advanced analytics into business processes, empowering executives and department leads with real-time insights and dashboards to support evidence-based decision-making.	 Cloud & DevOps Integration Championed cloud migration and CI/CD automation, reducing deployment time from hours to minutes and improving overall system reliability and recovery.
 Systems Integration & Automation Spearheaded seamless integration of internal platforms with national systems, enhancing interoperability and ensuring full regulatory compliance.	 Software Architecture & Full-Stack Development Engineered full-stack enterprise systems, overseeing the entire software lifecycle to provide secure, scalable, and business-aligned solutions.	 Agile / Scrum Leadership Led Agile teams through multiple high-impact transformation projects, accelerating delivery cycles through efficient sprint planning and continuous improvement practices.

PROFESSIONAL EXPERIENCE

The Egyptian Authority for Unified Procurement, Medical Supply and the Management of medical technology "UPA"	Cairo, Egypt
General Manager of systems, Applications and Technical Support Department	10/2020 - Present
<ul style="list-style-type: none">Led Development Operations: Directed the implementation, maintenance, and support of all systems, and development resources within the department.Boosted Team Efficiency: Increased productivity by 200% by leading and mentoring technical teams, fostering skill growth and high performance.Cross-Department Collaboration: Partnered with stakeholders to align development initiatives with organizational technology needs and strategic objectives.Established Standards & Governance: Defined and enforced development policies, procedures, and coding standards to ensure quality and consistency.Drove Innovation & Training: Introduced new technologies and tools, delivered targeted training programs, and encouraged continuous learning and innovation.Hands-on Technical Leadership: Actively contributed to coding efforts, promoting best practices and collaborating with developers to deliver high-quality solutions.Maintained Clear Documentation: Created and maintained technical documentation to support knowledge sharing, onboarding, and consistent development practices.	
Integral Solutions LLC	Muscat, Oman
Development team leader and senior developer	05/2016 - 10/2022
<ul style="list-style-type: none">Led High-Impact Teams: Increased profit by 100% through technical leadership, mentoring, and skill development of web development teams.Managed Web Projects: Oversaw multiple web development projects, ensuring timely delivery, adherence to requirements, and high-quality outcomes.Architected Scalable Solutions: Collaborated on system architecture and design to ensure security, scalability, and long term maintainability.Resolved Complex Issues: Provided innovative solutions and effective troubleshooting for technical challenges.Ensured Code Quality & Standards: Implemented rigorous QA processes, enforced coding standards, and maintained consistent documentation.Client & Team Collaboration: Worked closely with clients and cross-functional teams to gather requirements, share progress, and align expectations.	

PROFESSIONAL EXPERIENCE

Keyframe Egypt

Cairo, Egypt

Development team leader and senior web developer

04/2011 - 05/2016

- **Developed Full-Stack Web Applications:** Built dynamic, scalable web apps and reusable components using **C#, ASP.NET, JavaScript**, and more across the full **SDLC**.
- **Enhanced UI/UX:** Implemented responsive designs and interactive elements to optimize performance and improve user experience.
- **Backend & Database Development:** Created robust server-side logic and efficient database schemas using **SQL Server** for high-performance data operations.
- **Collaborated Across Teams:** Worked closely with designers, UX specialists, and project managers to align development with business requirements.
- **Ensured Security & Performance:** Applied web security best practices and conducted troubleshooting to ensure secure and reliable applications.
- **Maintained Clear Documentation:** Created and maintained technical documentation to support ongoing development, onboarding, and knowledge sharing.

Projects

Procurement and Supply of Medical Products System

Designed and developed a scalable, secure web application for managing the procurement, inventory, and distribution of medical products, utilizing **ASP.NET, C#, React.js, Node.js, GraphQL**, and **MySQL**. The system included features such as user management with **two-factor authentication (Google Authenticator)**, real-time inventory tracking, order management, and supplier integration. It also provided customizable workflows, **budget tracking**, and **Telerik Reports** for reporting. Delivered a responsive, cross-platform solution for desktop and mobile devices to streamline medical product procurement processes and ensure efficient data handling and performance.

Tenders and Contracts System

Designed and developed a scalable, secure web application using **ASP.NET, C#, MySQL, JavaScript, Web API, HTML, Kendo UI, CSS**, and **Bootstrap** to manage the entire tendering process, from creation to vendor submission and compliance tracking. The system allowed users to create and post tenders, search for relevant tenders, and submit bids, while securely managing documents and vendor activity. It featured robust reporting and analytics tools for tracking tender status, bids, and vendor performance. Implemented security measures like **encryption** and **multi-factor authentication** to protect sensitive data, with customization options to meet specific business and branding needs.

Educational Portal for the Ministry of Education – Sultanate of Oman

Designed and developed a comprehensive educational portal to support digital learning initiatives across Oman. The platform provided students, teachers, and administrators with centralized access to academic resources, online learning tools, course materials, and assessments. It featured a robust content management system (CMS), user role management, interactive e-learning modules, and performance tracking dashboards. The portal was optimized for scalability, accessibility, and mobile responsiveness to ensure a seamless learning experience. Technologies used included **ASP.NET, C#, SQL Server, JavaScript, HTML5, CSS**, and **Web API**.

Correspondence Management System

I led the design and implementation of a Correspondence Management System to automate and streamline organizational communication workflows. The system featured automated routing, workflow orchestration, e-signature integration, role-based access control, document management integration, full-text search, customizable templates, real-time notifications, audit trails, and analytics dashboards. Built using technologies like **ASP.NET, C#, SQL Server, JavaScript, HTML5, CSS, jQuery, Kendo UI, Syncfusion UI, Telerik tools, Charts.js, Web API**, and **Crystal Reports**, the solution improved cross-departmental collaboration, reduced manual tasks, and ensured compliance with policies and regulations.

Asset Management System

Designed and developed a comprehensive **Asset Management System** to streamline asset tracking, utilization, and maintenance processes across the organization. The system enabled real-time inventory management, asset location tracking, and usage optimization, supported by barcode and QR code scanning for fast identification. It included automated alerts and notifications for maintenance schedules, customizable asset categorization and tagging, and role-based security features to prevent theft and unauthorized access. Technologies utilized included **ASP.NET, C#, SQL Server, JavaScript, HTML5, CSS, jQuery, Kendo UI**, and **Web API**, delivering a robust, scalable solution that improved asset visibility, reduced operational loss, and enhanced lifecycle management.

Crisis Management System

Designed and implemented a dynamic **Crisis Management System** to enhance organizational preparedness, real-time coordination, and post-crisis evaluation. The platform featured a customizable dashboard for a comprehensive view of crisis events, integrated real-time communication tools for effective team collaboration, and incident tracking for detailed crisis monitoring. It included risk assessment modules, emergency notification capabilities for rapid stakeholder alerts, and integration with external emergency response agencies to ensure unified action. The system also supported employee training and post-crisis analysis for continuous improvement. Technologies utilized included **ASP.NET, C#, SQL Server, JavaScript, HTML5, CSS, jQuery, Kendo UI**, and **Web API**, resulting in a scalable, secure solution that strengthened crisis response and organizational resilience.

Recruitment System

Designed and developed a comprehensive Recruitment System to streamline the hiring process, from job creation to onboarding. The system featured job posting management, an applicant tracking system (ATS), resume organization, interview scheduling, candidate assessments, automated email notifications, and customizable application forms. It ensured compliance with hiring regulations, integrated with existing HR systems, and included a grievance module for candidate feedback. Built using **ASP.NET, C#, SQL Server, JavaScript, HTML5, CSS, jQuery, Kendo UI**, and **Web API**, the platform delivered a scalable, efficient, and compliant recruitment solution.

Projects

Ministry of Health and Population of Egypt Website

<https://www.mohp.gov.eg>

Developed and maintained the official website for the **Ministry of Health and Population of Egypt**, providing a user-friendly platform for citizens to access vital health information. Key features included a robust **Content Management System (CMS)** for easy content updates, an **electronic voting poll system** for citizen engagement, and modules for **news and events** updates, a comprehensive **electronic library**, and an interactive **FAQ section**. The website also featured a **newsletter** system, **image and video galleries**, and seamless **social media integration** to connect with the public across multiple platforms. Technologies used included **ASP.NET**, **C#**, **SQL Server**, **JavaScript**, **HTML5**, **CSS**, **jQuery**, and **Web API**, creating a dynamic, scalable, and accessible digital presence for the Ministry.

Ministry of Agriculture, Fisheries and Water Resources of the Sultanate of Oman Website

<https://www.maf.gov.om>

Developed and implemented the official website for the **Ministry of Agriculture, Fisheries and Water Resources of the Sultanate of Oman**, aimed at providing easy access to key information and services for citizens and stakeholders. The website featured a dynamic **Content Management System (CMS)** for seamless content updates, **news and events modules** to keep the public informed, an interactive **FAQ section**, and rich **image and video galleries** to engage visitors. The platform was designed to be scalable, user-friendly, and easily manageable. Technologies used included **ASP.NET**, **C#**, **SQL Server**, **JavaScript**, **HTML5**, **CSS**, **jQuery**, and **Web API**, ensuring an efficient and reliable digital presence for the Ministry.

Personal Skills

Problem Solving	Critical Thinking	Communication
Organizational Skills	Leadership	Time Management
Emotional Intelligence	Continuous Learning	Cross-Functional Collaboration

Education

Faculty of computers and informatics	Zagazig University, Egypt
Bachelor of computer science	2003 - 2007

Professional Involvements

Manama Health Conference 12/2022 I participated as a General Manager at the UPA, where I was a speaker in a lecture on bioinformatics.	Track and trace for pharmaceutical products committee member Collaborated with UPA, drug authority and ministry of health's top-level managers to set the vision and goals for the project.	Egypt's Blood Operations Oversight Board Member Under the direction of the Egyptian Minister of Health, I serve as a member of the Blood Operations Control Board in Egypt.
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TECHNICAL SKILLS

SW Architecture & Engineering Principles: Software Architecture, System Design, Security Best Practices, OOP, SOLID Principles, Design Patterns
Project Management and Agile Methodologies: Scrum, Agile, JIRA
Backend Development: C#, ASP.NET, Node.js, .NET Core
Frontend Development: HTML5, CSS3, JavaScript, React.js, Angular, jQuery, Kendo UI, Telerik UI, DevExpress, ComponentOne, , Infragistics, Syncfusion UI
Database Technologies: SQL Server, MySQL, PostgreSQL, Redis, MongoDB, GraphQL, LINQ, Entity Framework, ADO.NET
DevOps and Deployment: Docker, IIS, Nginx, Apache, Jenkins, TFS
API Development and Integration: RESTful APIs, Swagger, Postman, Web API, SignalR, Socket.IO
Reporting & Data Visualization: Crystal Reports, Apache Superset, Telerik Reporting, DevExpress Reporting, Chart.js, , CanvasJS, Kendo UI Charts
Version Control: Git, GitHub
CMS and eCommerce Platforms: DotNetNuke, Umbraco, Sitefinity, Kentico, nopCommerce, Virtocommerce

Languages

Arabic Native ●●●●●	English Advanced ●●●●●
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