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Business Work Experience

Operations Manager @ Office Plus   Apr 2014 - Present (5 years 4 months)

- **Management:** Coordinated and supervised employees, as well as set goals and made sure they are met. Restructured the sales team while introducing commission based compensation.
- **Human Resources:** Evaluated over 800 applicants and interviewed ~100 of them, hiring several for key positions. Introduced employee performance reviews and determined the relevant KPIs.
- **Analysis:** Determined the pricing and stock levels of products. Generated company-wide profitability reports and calculated break even points. Projected sales and procurement trends.
- **Procurement:** Placed orders to the suppliers based on said statistics and negotiated prices.
- **Logistics:** Helped with transportation arrangements and freight forwarders.
- **ERP management**: Implemented a modern ERP system (Pantheon), as well as improved the database and resolved daily software issues. Created custom reports for several departments.
- **Warehouse**: Implemented the WMS and reorganized the warehouse for better efficiency. Monitored product movement and provided relevant statistics, useful for further improvements.
- **eCommerce**: Created the company's webshop and integrated it with the ERP system.

Marketing Manager @ Office Plus   Jan 2011 - Mar 2014 (3 years 3 months)

- **Advertising**: Determined annual budgets and created marketing plans for them.
- **Media Buying:** Negotiated with TV and radio stations, as well as newspaper publishers for ad placement. Optimized the media plans for the TV and radio ads.
- **SEO / SEM / SMM / EM:** Performed keyword analysis and made appropriate meta adjustments to the website. Placed ads in AdWords' Search and Display Network. Used the Facebook Power Editor for creating seasonal campaigns and boosting awareness. Applied tracking pixels for measuring conversion rates and re-marketing purposes. Replaced an unreliable newsletter platform (Aweber) with a powerful new one (Mailchimp) and created custom templates.
- **Analysis:** Determined the ROI of the campaigns with the help of UTM tags and Google Analytics alongside online and offline surveys.
- **Copywriting:** Wrote the copy for most of the marketing efforts.
- **Community Management**: Created and managed the company's social media presence.
- **Graphic design**: Designed newsletters, brochures, banners, catalogues and billboards.

Sales Representative @ Office Plus   Sep 2010 - Dec 2011 (1 year 3 months)

- **Sales**: Made cold calls and prepared offers for clients. Serviced a group of companies as an account manager, taking orders while cross-selling and up-selling.

Business Skills

Languages

English	●●●●●
German	●●○○○
French	●●○○○
Turkish	●●○○○

Advertising

Facebook	●●●●●
Google Ads	●●●●○
Mailchimp	●●●●●
Analytics	●●●●○

Design

Photoshop	●●●●●
Corel	●●●●○
Illustrator	●●●●○

Tools

MS Office	●●●●●
Wordpress	●●●●○

www.github.com/8483

Freelance Development - 2012 - Present (~8 years)

B2B platform – Web app where 6,000+ clients can browse products with custom pricing and place orders directly in an ERP system for the vendor to fulfill.

Pricelist web app – Web app that displays a wealth of information a click away, instead of combining 10 different reports.

Procurement app – Desktop app which forecasts future sales, upon which the purchasing suggestions are based.

RFID access control – A minimalistic WI-FI device that reads RFID cards and sends the data to the cloud for processing and reporting.

Web scraper – A script that gathers data from official government websites, which costs a lot of money to acquire otherwise.

Picture resizer and importer – A script that resizes and resamples images in bulk, and stores in a database for further usage.

Data analysis – Over 10,000 lines of queries that generate crucial custom reports for businesses.

Business websites – More than a dozen of Wordpress websites built for various clients, along with hosting and email management.

Freelance Consulting - 2015 - Present (~5 years)

eCommerce – Implementation and project management for open source platforms: NopCommerce and WooCommerce.

ERP implementation – Implementation and project management for proprietary systems: Pantheon and Phobos.

SaaS software architecture – Complete cloud solution for an accounting desktop app.

App UI/UX – Wire framing and business processes for an accounting desktop app.

Teaching – Introduction to full-stack web development for 80+ students in a coding boot-camp.

Programming Skills

Front-End

Javascript	●●●●●
React	●●●●○
Vue	●●●○○
Angular	●●○○○
Electron	●●●●○
HTML	●●●●●
CSS	●●●●●

Back-End

Node	●●●●○
PHP	●●●○○
Python	●●○○○
SQL	●●●●●
nginx	●●●○○
Docker	●●●○○

Electronics

Arduino	●●●○○
Raspberry Pi	●●●○○

Various: AWS, Digital Ocean, Vagrant, Ansible, Linux, git, bash, vim, tmux, MySQL, MSSQL, NoSQL