

Contact

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(LinkedIn)

Top Skills

Dutch Tax Compliance
Business Analysis
Investment Strategies

Languages

Nederlands (Native or Bilingual)
English (Professional Working)
Portuguese (Elementary)
Roemeens (Native or Bilingual)
Spans (Elementary)
Turks (Elementary)

Certifications

LinkedIn Video Marketing for
Personal and Brand Pages
Google for Education Basics Exam
Content Marketing: Social Media
Introduction to Generative AI
349 Windows Operating System
Fundamentals

Honors-Awards

Erkend leer bedrijf

Cihat Kaya

Founder & Financial Strategist | Helping Dutch Businesses Achieve
Financial Clarity | Bookkeeping & Financial Management Expert
Rijswijk, South Holland, Netherlands

Summary

As the founder of Glodinas Finance and Glodinas Holding, I help Dutch businesses transform financial complexity into clarity, compliance, and strategic growth.

With extensive experience in Dutch tax regulations, financial management, and investment strategy, I lead a diversified business group providing comprehensive solutions across bookkeeping, real estate, and workforce optimization - specializing in the unique needs of businesses in the Netherlands from ZZP'ers to established BVs.

My leadership approach combines:

- Deep knowledge of Dutch financial regulations and market dynamics
- Strategic financial planning and investment expertise
- Technology-driven efficiency and data analytics solutions
- Enterprise-wide optimization and growth strategies
- Personalized service focused on your business goals

Throughout my career, I've helped hundreds of businesses optimize their financial operations, ensure tax compliance, and make data-driven decisions that support sustainable growth. My experience as co-founder and CIO at Heg Capital further enhances my ability to provide sophisticated financial insights.

Whether you're an entrepreneur looking for reliable bookkeeping services, an established company seeking to streamline financial processes, or a business ready for strategic growth, I'm committed to delivering transparent, reliable financial leadership.

Let's connect to discuss how my team and I can help your business achieve financial clarity, compliance, and strategic advancement.

Contact: info@glodinas.nl | www.glodinasfinance.nl

Experience

Glodinas Finance B.V.

Founder

January 2021 - Present (4 years 6 months)

As Founder of Glodinas Finance B.V., I've revolutionized traditional Dutch bookkeeping by integrating cutting-edge AI and machine learning technologies into our core services. We deliver comprehensive financial solutions for businesses throughout the Netherlands, with specialized expertise serving ZZP'ers and BVs starting at €130 per month.

Our technology-driven approach using Exact, Twinfield, and custom cloud solutions not only streamlines financial administration but transforms raw data into actionable business intelligence. By analyzing financial patterns and trends, we help clients anticipate market shifts, optimize cash flow, and make strategic decisions based on predictive insights rather than historical reporting alone.

Key achievements:

- Developed proprietary financial forecasting models that have helped clients reduce operational costs by an average of 15%
- Successfully guided over 50 Dutch businesses through complex BTW and Belastingdienst regulations, ensuring full compliance while maximizing legitimate deductions
- Implemented cloud-based accounting systems that reduced administrative workload for clients by up to 40%

At Glodinas Finance, we don't just manage your books—we partner with you to build financial clarity and strategic advantage in an increasingly complex business environment. Connect with me to discuss how our innovative approach can benefit your business.

Glodinas Holding

Founder

November 2020 - Present (4 years 8 months)

The Hague, South Holland, Netherlands

Founded and lead a diversified business holding company that strategically manages a portfolio of specialized subsidiaries across financial services, real estate, and workforce solutions. Provide executive oversight and strategic

direction to Glodinas Finance B.V., Glodinas Makelaardij B.V., and Glodinas Flex Work B.V., creating synergistic growth opportunities and operational efficiencies across the enterprise.

Key achievements:

- Built a profitable business ecosystem with three distinct subsidiaries that achieved combined annual revenue growth of 35%
- Developed an integrated business model that leverages cross-company expertise to deliver comprehensive solutions to clients
- Implemented a centralized financial management system that improved capital allocation efficiency by 40%
- Created a strategic investment framework that guides expansion decisions and has yielded 28% ROI on new ventures
- Established a corporate governance structure that balances entrepreneurial agility with operational accountability

Glodinas Flex Work B.V.

Founder

November 2022 - January 2024 (1 year 3 months)

The Hague, South Holland, Netherlands

Founded and led an innovative workforce solutions company that revolutionized flexible employment models for Dutch businesses. Developed a comprehensive service platform that enabled companies to optimize staffing costs while maintaining operational excellence. Applied financial modeling expertise to create sustainable business structures that delivered measurable ROI for clients across multiple industries.

Key achievements:

- Grew client portfolio to 15+ businesses within first year, achieving 85% client retention through exceptional service delivery
- Designed flexible workforce models that reduced clients' operational costs by an average of 22% while improving productivity
- Developed proprietary assessment methodology that improved employee-role matching by 35%, enhancing workforce performance
- Created scalable business processes that supported 40% quarter-over-quarter growth while maintaining service quality

Heg Capital

Chief Investment Officer

August 2021 - January 2024 (2 years 6 months)

Leiden, South Holland, Netherlands

Co-founded and provided investment leadership for an innovative asset management firm focused on delivering exceptional returns through sophisticated cryptocurrency trading strategies. Developed and implemented a comprehensive investment approach that leveraged market volatility while maintaining rigorous risk management protocols. Built a reputation for transparency and integrity that attracted high-value investors primarily through referrals.

Key achievements:

- Co-developed proprietary trading algorithms that consistently outperformed market benchmarks by 45%
- Designed and implemented risk management frameworks that protected capital during extreme market volatility
- Built and led a team of experienced traders who executed complex strategies across multiple cryptocurrency markets
- Established institutional-grade compliance and reporting systems that ensured complete transparency for investors
- Created an investor education program that improved client retention and referral rates by 65%

Glodinas Makelaardij B.V.

Oprichter

November 2020 - November 2022 (2 years 1 month)

The Hague, South Holland, Netherlands

Established and grew a specialized real estate services firm focused on delivering exceptional value through data-driven property transactions and investment advisory. Applied financial analysis expertise to develop comprehensive property valuation models that optimized client investment decisions. Built a reputation for transparent, client-focused service that resulted in significant referral business.

Key achievements:

- Built a profitable real estate services business that achieved break-even within 8 months of founding
- Developed proprietary property valuation models that improved investment return forecasting by 25%
- Created and implemented client acquisition strategies that generated 65% of new business through referrals

- Established strategic partnerships with financial institutions that expanded service offerings and created additional revenue streams
- Managed a portfolio of €3.5M+ in property transactions with 100% client satisfaction

Rowelldmar construction

Chief Financial Officer

October 2021 - June 2022 (9 months)

Terneuzen, Zeeland, Nederland

Provided strategic financial leadership for a growing construction firm, overseeing all aspects of financial management, reporting, and strategic planning. Implemented comprehensive financial controls and analysis systems that improved decision-making capabilities and operational efficiency. Partnered with executive leadership to align financial strategy with business growth objectives.

Key achievements:

- Restructured financial reporting systems that improved data accuracy by 40% and reduced reporting time by 60%
- Implemented cash flow optimization strategies that improved working capital position by €175,000
- Developed project-based financial analysis tools that increased profit margins by 12% through better resource allocation
- Created risk assessment framework that reduced unexpected project cost overruns by 35%
- Led negotiations for equipment financing that reduced capital expenditure costs by €85,000

Google

Reseller

February 2019 - November 2020 (1 year 10 months)

The Hague, South Holland, Netherlands

Served as an authorized Google Workspace (formerly G-Suite) Partner, providing strategic cloud-based business solutions to over 30 Dutch SMEs. Conducted comprehensive business needs assessments to identify operational inefficiencies, then designed and implemented customized Google Workspace environments that enhanced productivity, collaboration, and cost management.

Key achievements:

- Generated €75,000+ in annual recurring revenue through strategic client acquisition and relationship management
- Achieved 92% client retention rate by delivering measurable business value and ongoing optimization support
- Reduced clients' technology costs by an average of 22% while improving operational capabilities
- Developed migration strategies that minimized business disruption during cloud transitions

Glodinas

sole proprietorship

June 2018 - November 2020 (2 years 6 months)

Den Haag en omgeving, Nederland

Founded and operated a technology consultancy focused on delivering business-enhancing digital solutions to small and medium enterprises throughout the Netherlands. Developed a comprehensive service portfolio including web development, cloud integration, and business software implementation. Applied financial management principles to both internal operations and client solutions, creating measurable business value.

Key achievements:

- Built a profitable business serving 45+ clients with 85% coming from referrals and repeat business
- Designed and implemented integrated business technology ecosystems that improved client operational efficiency by an average of 30%
- Developed custom cloud migration strategies that reduced client IT infrastructure costs by 25-40%
- Created scalable business models for clients that supported their growth objectives while optimizing technology investments

ROC Mondriaan

Business Consultant

January 2020 - June 2020 (6 months)

Den Haag, North Brabant Province, Netherlands

Partnered with the finance department to conduct a comprehensive needs assessment for a strategic financial decision-making application. Applied business analysis methodologies to identify process inefficiencies, reporting gaps, and decision support requirements. Translated complex financial workflows into structured technical specifications that guided application development.

Key achievements:

- Conducted stakeholder interviews across 5 departments to identify critical financial decision-making requirements
- Developed a comprehensive business requirements document that reduced development time by 30%
- Created financial process maps that identified 7 key optimization opportunities, resulting in projected annual savings of €45,000
- Designed user experience specifications that improved financial data accessibility and analytical capabilities

Hamilton Bright

Verkoopvertegenwoordiger

March 2018 - May 2019 (1 year 3 months)

The Hague, South Holland, Netherlands

Executed strategic marketing and sales initiatives focused on brand awareness development and direct client acquisition. Utilized consultative selling approaches to understand prospect business needs and position solutions effectively. Applied data-driven market analysis to identify high-potential client segments and optimize outreach strategies.

Key achievements:

- Exceeded monthly acquisition targets by 15% through effective prospect qualification and needs assessment
- Developed and implemented a structured client engagement methodology that improved conversion rates by 22%
- Created targeted value propositions that addressed specific business challenges of different market segments
- Gathered valuable market intelligence that informed product development and marketing strategy

Studentaanhuis.nl

ICT-consultant

June 2015 - May 2019 (4 years)

The Hague, South Holland, Netherlands

Provided strategic IT consulting services to over 200 clients, developing customized technology solutions that improved productivity and digital efficiency. Specialized in translating complex technical concepts into actionable business solutions, a skill that directly transfers to my current financial advisory approach. Managed client relationships through a

consultative process focused on understanding needs, designing solutions, and delivering measurable results.

Key achievements:

- Developed and implemented systematic troubleshooting methodologies that reduced average resolution time by 30%
- Created custom website solutions for small business clients that enhanced their digital presence and customer acquisition
- Designed and deployed network infrastructure solutions that improved operational reliability by 40%
- Established data backup and recovery systems that protected critical business information and ensured business continuity

Christelijk College De Populier

ICT-systeembeheerder

September 2014 - March 2015 (7 months)

The Hague Area, Netherlands

Led a strategic IT infrastructure upgrade project that modernized the school's system deployment capabilities while minimizing operational disruption. Analyzed existing workflows to identify efficiency opportunities, then designed and implemented solutions that reduced system deployment time by 45%. Collaborated with department stakeholders to ensure technology solutions aligned with educational objectives and budget constraints.

Key achievements:

- Redesigned the imaging system deployment process, reducing implementation time from 4 hours to 30 minutes per workstation
- Developed documentation and training materials that improved IT staff efficiency and reduced support requests
- Implemented resource optimization strategies that extended hardware lifecycle and reduced capital expenditure needs
- Created automated solutions that minimized manual intervention and improved system reliability

Priva

ICT-systeembeheerder

January 2014 - June 2014 (6 months)

De Lier, South Holland, Netherlands

Contributed to digital transformation initiatives at a leading environmental technology company, focusing on infrastructure optimization and cloud

migration strategies. Analyzed business processes to identify efficiency opportunities, then developed technical solutions that improved operational performance while reducing support costs. Designed and implemented a self-service tool that empowered users while decreasing IT workload.

Key achievements:

- Supported cloud migration strategy that improved system accessibility while reducing infrastructure costs by 20%
- Developed an Active Directory self-service tool that decreased help desk tickets by 35% and improved user satisfaction
- Created technical documentation that streamlined knowledge transfer and improved operational continuity
- Collaborated with cross-functional teams to ensure technology solutions aligned with business objectives

Jumbo Supermarkten

Voorraadmedewerker

June 2012 - December 2012 (7 months)

Leyweg, Den Haag

Managed inventory operations and stock replenishment in a fast-paced retail environment, ensuring optimal product availability. Developed efficient shelving systems that reduced product location time by 15% and improved store organization. Collaborated with cross-functional teams to streamline receiving processes and maintain accurate inventory records. This experience built a foundation for my later business management approach.

Ahold

Voorraadmedewerker

October 2011 - December 2011 (3 months)

Escamp

Supported inventory management operations at one of the Netherlands' leading retail chains, focusing on stock accuracy and efficient product flow. Participated in implementing new inventory tracking procedures that improved stock accuracy by 10%. Assisted with store layout optimization to enhance customer experience and product visibility. This early career experience provided valuable insights into retail operations and systems thinking.

Education

De Haagse Hogeschool / The Hague University of Applied Sciences

Bachelor of Applied Science - BASc, ICT-beheer / ICT-beheerder · (February 2018 - October 2021)

Grafisch Lyceum Rotterdam

Systeembeheerder, Mediatechnologie | Mediaworkflowbeheerder (ICT- en mediabeheer) · (2011 - 2015)