



# Tuğhan Belbek

Software Development Technology Manager  
@ Koç Sistem

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## Summary

Currently managing digital product development and high-level project road mapping, Agile and DevOps transformation processes as well as leading team up to 25 people.

C#, C++ Developer, Team Lead, Mentor, Presenter and Instructor, Registered SCRUM Master, Ex-athlete.

## Work experience

### Software Development Technology Manager

01-07-2021 - Present

[KoçSistem](#)

#### KEY RESPONSIBILITIES:

- Digital product management
- Development tasks (around 50%)
- Leading team (up to 25 people)
- High level road mapping
- Process/Agile management
- DevOps management
- Product Owner of HR employee experience project
- Mentoring and leading employees to develop career in software development
- Performing presenter/moderator tasks on company's live events

**KEY TECHNOLOGIES USED:** .NET Core, C#, MVC, Git, Azure

**KEY ACHIEVEMENTS:** Completing the first year of the roadmap I created how to convert existing technology and infrastructure to a modern version, including devops, security, project architecture and also agile maturity.

As a Technology Manager;

- 4 Key Metrics implementation in DevSecOps completed %75
- 0 Pentest results in web applications
- 2x Product Release Rate
- Test frameworks implementation
- Database automation implementation
- AGILE maturity increased from 3,1/4 to 3,7/4

### Software Development Lead

01-03-2020 - 01-07-2021

[KoçSistem](#)

#### KEY RESPONSIBILITIES:

- Responsible for team's planning, performance, technical leading
- Architectural support to projects
- Frontier on DevOps transformation, code quality measure metrics implementation, Agile transformation, integration management, app ecosystem management.

**KEY TECHNOLOGIES USED:** .NET Core, C#, MVC, Git, Azure

**KEY ACHIEVEMENTS:** Creating road map how to convert existing technology and infrastructure to a modern version, including devops, security, project architecture and also agile maturity.

As a team lead;

- Git transformation, branch, PR and Code Review strategies implemented
- %60 decreased SLA rate
- DevOps implementation of all applications on Azure
- %55 decrease in bugs in new features released
- User satisfaction increased %50 percent

## Senior Software Developer

13-03-2018 - 29-02-2020

[KoçSistem](#)

### KEY RESPONSIBILITIES:

- Developing warehouse management system using GPS location system including:
  - Card access administration
  - Factory production band audit and management
  - Truck tracing
- Providing leading support about software architecture and solution development in the team.
- Consultant to KocSistem Business Partners in Turkey and around the world like Arcelik, Beko, Bosch Siemens Hausgerate, Aygaz.

**KEY TECHNOLOGIES USED:** Visual Basic, .net Core 3.0, C#, various ORM tools (Dapper, EF), Redis, Elastic Search, RabbitMQ, MVC, Git, Azure, GPS location system

**KEY ACHIEVEMENTS:** Some of the developed modules were added as a contribution to company-wide in the project framework of KocSistem. One project received an award in 2019 IDC Awards and a Customer Satisfaction Award in Turkey.

- Contribution to company wide framework
- 2 Award in one project

## Senior Software Developer

12-12-2016 - 12-03-2018

[Antasya Software & Consultancy](#)

### KEY RESPONSIBILITIES:

- Developing public transport solutions in C# and C++
- Working with IETT (Istanbul public transport agency) and Modyo (The company who is running the in-car and in-train advertisement signage solution)
- Performing research about the "Green stop project" which is about E-Ink screens and solar power with embedded pcs in stops to provide info and also media content to customers(In this case, passengers.)
- Worked at the final edge of the new version of digital signage solution of "Modyo" company.
- Developing Web UI with MVC framework and devices with Android 4.4

**KEY TECHNOLOGIES USED:** C++, .NET, C#, MVC, Git, Jenkins, Azure

**KEY ACHIEVEMENTS:** Created a new AVL solution for IETT and Malatya Municipality

## Software Consultant

27-08-2014 - 12-12-2016

[BilgeAdam Corporate Consultancy Company](#)

### KEY RESPONSIBILITIES:

- Consultancy and Technical support for top 500 companies like Borusan, Koçsistem, Kordsa, Medical part etc int 10+ projects.
- Projects developed were in diverse areas: Stock Management, Public activity planning, In house resource and talent management, Health services management with patient services

**KEY TECHNOLOGIES USED:** .NET C#, MVC C#, JavaScript

## Education

### Management of IT Systems

2016 - 2018

[Beykent University, Istanbul](#)

Master's Degree, Science

### Physics

2008 - 2014

[Marmara University, Istanbul](#)

Bachelor's Degree, Science

## Technical skills and competencies (1 - Basic, 10 - Advanced)

PROGRAMMING LANGUAGES:	C#	9
	.Net Core	9
	C++	6
	JavaScript	8
	Java	1
	Python	2
TECHNOLOGIES:	MVC	9
	HTML5	8
	Restful Services	9
	Microservices	6
	Dapper	6
	React.js	2
	Qt Framework	4
	PL/SQL	5
	Embedded Systems	4
	Google Maps API	5
	Azure DevOps	7
	CI/CD	7
	Jenkins	4
	Agile	7
OTHER:	Scrum	8
	Waterfall	7
	Web Development	9
	Linux	7

## Professional Training and Acquired Certificates

**Registered Scrum Master**, Scrum Inc, Nov 2021

**Agile Leadership**, Coursera, Sept 2021 (a set of 5 certificates: Agile Leadership: Introduction to Change; Developing an Agile Team; Agile Organization; Agile Leadership; Agile Leadership Capstone)

**Introduction to Software Product Management**, Coursera, Sept 2021

**Communication Strategies for a Virtual Age**, Aug 2021

**Leadership in 21st Century**, Coursera, Aug 2021

**How to Manage a Remote Team**, Coursera, Jul 2021

**Mentorship Skills Workshop**, Qmark Danışmanlık A.Ş., June 2021

**Shaping up with Angular**, Code School, Aug 2015

**MS: Programming in C#**, Microsoft, Jul 2015

**MCPS: Microsoft Certified Professional**, Microsoft, Apr 2015

**MS: Programming in HTML5 with JavaScript and CSS3**, Microsoft Apr 2015

## Languages

Turkish	Native/C2
English	Full professional proficiency/C1