| [**Yves Gurcan**](https://www.linkedin.com/in/yvesgurcan)ss  [gurcan.yves@gmail.com](mailto:gurcan.yves@gmail.com)ss | **Engineering Manager  Portland, Oregon** |
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Middle manager with a knack for empathetic communication and [emotional intelligence](https://nobaproject.com/modules/emotional-intelligence). Passionate about supporting the success of clients, teammates, and the business. Constantly looking for ways to do better and improve processes. I’ve been recognized as a natural teacher and a great leader by the teams I work with. I strive to lead by example and follow the principles of [positive leadership](https://positivepsychology.com/positive-leadership).

**Expertise**

| Communication (expert) | | | Emotional intelligence (expert) | | | Stakeholder interactions (advanced) | |
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| Time management (expert) | | | Project management  (advanced) | | | Estimates (advanced) | |
| Adaptability (expert) | | | Mentoring (expert) | | | Business development (novice) | |

**Talks**

January 20, 2022: [Polite PRs: Emotionally intelligent code reviews](https://www.youtube.com/watch?v=PY-r2T_tTXI&t=321) (YouTube) at [Devetry](http://devetry.com).

September 5, 2020: [Communication for developers](https://youtu.be/JvEyHokLnak?t=1695) (YouTube) at [The Collab Lab](https://the-collab-lab.codes/).

May 19, 2020: [Blue-Green Deployments and AWS SAM](https://www.youtube.com/watch?v=uN3a8r4qeZY&t=1112) (YouTube) at [PDX Serverless](https://www.meetup.com/Portland-Serverless-Architecture-Meetup/).

February 18, 2020: [AWS CloudFormation: A stack in the sky](https://www.meetup.com/Portland-Serverless-Architecture-Meetup/events/268360327/) at [PDX Serverless](https://www.meetup.com/Portland-Serverless-Architecture-Meetup/).

January 16, 2020: [Web Workers: Get off my thread!](https://www.meetup.com/front-end-small-talk/events/266240588/) at [Front End Small Talk](https://www.meetup.com/front-end-small-talk/).

November 20, 2019: [Web Workers Workshop](https://www.youtube.com/watch?v=wjkUx7HR7NM&t=380) (YouTube) at [Funky Ducks Hack & Chat](https://www.meetup.com/Elm-Eug/events/).

October 11, 2019: [Intro to Styled Components](https://www.meetup.com/Elm-Eug/events/qsrfjryznbpb/) at [Funky Ducks Hack & Chat](https://www.meetup.com/Elm-Eug/events/).

June 27, 2019: [Service Workers: Go offline or go home](https://www.youtube.com/watch?v=Gzfux0xfwlY) (YouTube) at [Eugene Web Devs](https://www.meetup.com/eugenewebdevs/).

**Work experience**

**Engineering Manager** | [**DEPT**](https://www.deptagency.com)April 2022 / Current • Portland, OR • Full-time

**Tech Lead** | [**DEPT**](https://www.deptagency.com)April 2022 / Current • Portland, OR • Full-time

* Help clients make informed decisions given their budget and timeline by participating in various meetings with them (design, technical, onsite, etc.).
* Work collaboratively with project managers to make strategic choices for our teams.
* Write fundamental code to serve as a basis for the development of projects by the engineering teams.
* Lead regular one-on-ones with team members to support engineers under my responsibility and acknowledge their successes.

**Senior Software Engineer** | [**DEPT**](https://www.deptagency.com)October 2021 / April 2022 • Portland, OR • Full-time

* Advised the client on technical implementation choices, risk mitigation, and handling priorities of the business.
* Interviewed candidates for senior roles, providing thorough feedback to the team, thus making well-informed decisions about the applicants.

**Senior Software Engineer** | [**Twenty Four 7**](https://twentyfour7.com)August 2020 / October 2021 • Portland, OR • Full-time

* Laid the foundation for the growing engineering team, adopting Agile development and ceremonies, version control workflows, code reviews, and dedicated communication channels for software engineers.
* Discussed project timelines with stakeholders to estimate completion according to the constraints of the business’s clients.

**Senior Software Engineer** | [**Parallel45**](http://parallel45.io/)January 2020 / August 2020 • Portland, OR • Self-employed

* Set the groundwork for project management and software engineering best practices by putting in place various guidelines to support the growth of the client.
* Played a critical role in the formation of the client’s software development team by giving interviews to candidates and hiring the client’s first junior engineer.
* Helped the client transform business and technical requirements into bite-sized tickets, spikes, and epics, creating a clear roadmap for the client’s project.

**Previous positions**May 2015 / November 2019 • Eugene, OR • Full-time

* Software Engineer at[CBT Nuggets](https://www.cbtnuggets.com/)
* Web Developer at [Local Food Marketplace](https://home.localfoodmarketplace.com/)

**Education**

B.A., English Language and Literature/Letters, Université Paul-Valéry Montpellier, France.