



Use your phone to get my  
contact details

# Tuğhan Belbek

Senior Software Developer,  
Technology Manager, Team  
Leader, Registered SCRUM  
Master

Gothenburg, Sweden

+46 79 102 72 10

[tughan@belbek.se](mailto:tughan@belbek.se)

[tbelbek.com](http://tbelbek.com)

[linkedin.com/in/tbelbek](https://linkedin.com/in/tbelbek)

## Summary

- Experienced in C# for 10+ years (from web forms to .net 8), C++ for 2 years, Python for 5+ years
- Ex-Project Technical PO for 2 years, leading up to 25 people and collaborating with other teams in an AGILE environment
- 10+ years of experience in AGILE, Registered SCRUM master in Scrum Inc. for 4 years
- Instructor for juniors and mentees from every level
- Presenter in company-wide live events, tech or non-tech-based
- Ex-athlete previously, now an amateur athlete

## Work Experience

### Senior Software Engineer at **Combination AB**

14-04-2025 - Current

**KEY POINTS WORKED ON:** C#, Python, Docker, Kubernetes, GitHub, Azure Devops, GraphQL, gRPC

### Senior Software Engineer at **Toyota Material Handling Sverige**

15-11-2023 – 14-04-2025

**KEY POINTS WORKED ON:** Autonomous forklift orchestration software, C# and Python, Docker, .NET 8, MongoDB, RabbitMQ, Agile environment, Industry trends and advancements, Documentation, Critical thinking skills, Code reviews, Professional development

#### KEY RESPONSIBILITIES:

- Played a key role in managing and developing the TMHE automation portfolio, contributing to the success of one of the world's largest suppliers of material handling solutions.
- Developed new features and functionalities for the autonomous forklift orchestration software T-ONE, using C# and Python for feature development and test framework development, respectively.
- Collaborated with cross-functional teams in an agile environment, using Docker, .NET 8, MongoDB, RabbitMQ, and other software ecosystem tools to ensure seamless integration and efficient software development.
- Actively implemented and integrated new services and technologies as needed, staying up to date with the latest industry trends and advancements.
- Maintained clear and concise documentation, easing knowledge transfer and ensuring a smooth transition for new team members.
- Demonstrated strong critical thinking skills, finding and resolving issues on time to minimize downtime and improve software performance.
- Actively took part in code reviews and provided valuable feedback to team members, fostering a culture of continuous improvement and learning.
- Took ownership of self-improvement and professional development, staying updated with the latest programming languages, frameworks, and software development practices.

**KEY POINTS WORKED ON:** Automated, Embedded, Software, QA, Efficiency, Pipelines, Release, Process, Cross-Functional, Teams, Documentation, Mentoring, Releasable, Software, Regulatory, Requirements, Python, Cynosure, Linux.

**KEY RESPONSIBILITIES:**

- Automated the embedded product software cycle, reducing QA and gating processing time by 30% and improving overall delivery efficiency.
- Established and optimized release pipelines from scratch, resulting in more consistent builds and fewer deployment issues across the development lifecycle.
- Collaborated with cross-functional teams across 3+ departments, improving communication efficiency and alignment on project goals.
- Created comprehensive technical documentation that ensured 100% compliance with regulatory requirements and QA standards.
- Mentored team members in software development best practices, leading to improved code quality and faster onboarding for new developers.
- Successfully built and deployed multiple software releases to embedded environments with zero regulatory compliance issues.
- Implemented structured release flows that effectively managed dependencies between regulations, QA standards, and testing requirements.
- Leveraged Python, Cynosure, and Linux to develop automation tools that streamlined deployment processes and improved system reliability.

Senior Software Developer at doWhile Consulting Scandinavia AB

07-03-2022 - 15-11-2023

**KEY RESPONSIBILITIES:**

- In-house product development

**KEY TECHNOLOGIES USED:** .NET 5, .NET 6, C#, MVC, GitLab

Software Development Technology Manager at KoçSistem

01-07-2021 - 25-02-2022

**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

**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%

**Senior Software Developer** at **KoçSistem**

13-03-2018 - 29-02-2020

**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 awards in one project

**Senior Software Developer** at **Antasya Software & Consultancy**

12-12-2016 - 12-03-2018

**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 (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** at **BilgeAdam Corporate Consultancy Company**

27-08-2014 - 12-12-2016

**KEY RESPONSIBILITIES:**

- Consultancy and Technical support for top 500 companies like Borusan, Koçsistem, Kordsa, Medical part etc. in 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

# Technical Skills and Competencies

## PROGRAMMING LANGUAGES:

Language	Experience	Language	Experience
C#	10+ years	.Net Core	5+ years
JavaScript	10+ years	Python	5+ years
C++	2+ years	Java	1 year

## WEB & BACKEND TECHNOLOGIES:

Technology	Experience	Technology	Experience
MVC	10+ years	HTML5	10+ years
Web Development	10+ years	Restful Services	10+ years
Angular.JS	3 years	React.js	1 year
Microservices	4 years	Qt Framework	2 years

## DATABASES & DATA:

Technology	Experience	Technology	Experience
PL/SQL	5 years	MongoDB	3 years
Dapper	2 years	Google Maps API	2 years

## DEVOPS & INFRASTRUCTURE:

Technology	Experience	Technology	Experience
Azure DevOps	10+ years	CI/CD	10+ years
Linux	5+ years	Jenkins	3 years
Embedded Systems	3 years		

## PROJECT MANAGEMENT & METHODOLOGIES:

Methodology	Experience	Methodology	Experience
Agile	10+ years	Scrum	10+ years
Waterfall	5+ years		

## 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 Consultancy, 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