Mehmet Egemen Pembe

Chief Technology Officer (CTO) | Director of Software Development AI, Cloud & Digital Transformation | Enterprise & Startup Leadership

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Professional Summary

Technology executive with 19+ years of experience leading software engineering, product development, and digital transformation programs across global enterprises and startups. Former fintech CTO who built and scaled a California-based marketplace from concept to production, managing distributed teams and ensuring compliance with global standards. A rare leader who bridges the gap between high-growth startup agility (building a fintech platform from scratch) and enterprise-scale governance (managing \$1M budgets and 30+ person vendor teams at Yum! Brands). Expert in driving sustainable transformation by leveraging modern (AI, Cloud, Microservices) technology to core business objectives.

Professional Experience

Al & Digital Transformation Consultant | Independent | İstanbul, Türkiye | Jan 2025 – Present

Conducting strategic R&D to develop and validate enterprise-ready AI solutions. Focused on bridging the gap between emerging AI/Cloud technology and practical business application.

- Designed and deployed functional AI prototypes (LLM-based chatbot, MobileNetV2-based image classification) to demonstrate tangible use cases for workflow automation and intelligent knowledge management.
- Engineered local model deployment pipelines and designed integration architectures for enterprise test environments.
- Developed strategic analysis on AI governance and EU AI Act readiness, creating frameworks for ethical and compliant technology adoption in regulated industries

CTO (Chief Technology Officer) | EmployeeZ, Inc. | Irvine, CA (Remote from İstanbul, TR) | May 2021 – Dec 2024

Led the end-to-end technology function of a fintech gig marketplace. Oversaw development, infrastructure, and product delivery for web and mobile platforms.

- Defined the overall technology roadmap, architecture, and security policies.
- Directed cross-platform development using .NET Core microservices, React Native, AWS, and MySQL.
- Implemented embedded payment infrastructure with Stripe and Mercury Bank, enabling secure same-day settlements.
- Delivered Al-driven personalization features that increased user engagement by 22% through adaptive job recommendations.
- Scaled video infrastructure to support over 100,000 concurrent sessions using AWS Media Services.
- Led GDPR, CCPA, and IRS (1099/W-9) compliance initiatives, establishing audit-ready processes.
- Represented the company in product demos, investor presentations, and partnerships.
- Successfully led the technology team from MVP concept to full-scale production launch. Following the
 market testing phase, the company concluded operations in 2024 due to a strategic pivot and a challenging
 venture funding environment.

Technology Consultant | Independent | İstanbul, Türkiye | Oct 2018 – Apr 2021

Short-term consulting engagements for SMEs and startups, delivering digital transformation, e-commerce, and platform development projects.

- Designed and developed the MVP of EmployeeZ (pre-incorporation), covering backend (.NET, FFmpeg), web (ASP.NET), and AWS cloud architecture.
- Led end-to-end digital transformation for FiPi Design, including:
 - Showroom infrastructure setup (lighting, network, and security)
 - E-commerce platform management and digital marketing (Meta Ads, Google Ads, SEO)
 - Development of 3D interior and furniture models for international clients, including exports to France

IT Solutions Manager | Yum! Brands (KFC, Pizza Hut) | İstanbul, Türkiye | Nov 2014 – Apr 2018

Reported to the CIO, managed an annual IT budget of $^{\sim}$ \$1M, and led internal and vendor teams delivering enterprise digital projects across Türkiye.

- Team: 4 internal staff + 30 external contributors
- Scope: ERP, BI, e-commerce, and retail systems.
- Delivered 20+ enterprise projects on time and within budget, including MacromatiX ERP rollout that cut daily close time from hours to 15 minutes.
- Partnered with Marketing to launch a new e-commerce and loyalty platform, boosting online sales by 30%.
- Implemented supplier integrations (HAVI, Banvit) reducing restaurant order times by 67%.
- Introduced BI dashboards for real-time operational KPIs and automated ERP financial reporting to U.S. HQ.
- Drove GDPR/KVKK compliance programs jointly with Legal and Customer Care.
- Managed vendor selection, contract performance, and KPI tracking for all major IT programs.
- Facilitated regular 1:1s and cross-functional meetings to align IT initiatives with business objectives.

Software Development Team Lead / Sr. Dev. | Roche Pharmaceuticals | İstanbul, Türkiye | Feb 2008 – Jan 2014

Led multi-national software development and CRM projects, managing cross-functional teams to deliver enterprise solutions across Europe and globally.

- Led a team of 5 software engineers at the Global Center of Excellence, applying SCRUM methodology and Jira for CRM 2nd- and 3rd-level support to 8,000+ users across 65 countries, raising customer satisfaction from 70% to 100% within two months.
- Managed 17 engineers (internal and offshore in Poland) to deliver the Mobile CRM project (ASP.NET, TIBCO, web app), recognized as Global Innovation Project of the Year in Zurich.
- Directed ETL and data migration projects across 7 European countries, overseeing freezing, go-live, and hypercare phases to ensure accurate and timely global reporting.
- Developed CRM harmonization across 14 European countries (1,500+ users), designing territory alignment for pharmaceutical representatives and integrating multiple systems (.NET, SQL, Web API) including global clinical trials, SAP Ariba, and partner platforms (GlaxoSmithKline, Bonviva).

Senior Software Developer | Kantar (TNS Piar) | İstanbul, Türkiye | Jul 2005 – Feb 2008

Software Solutions team member supporting 100+ HQ employees with internal applications and tools.

- Developed ERP and CRM applications integrated with finance and payroll using Visual Studio, MSSQL, and .NET Core, supporting processes from customer proposals to project costing.
- Developed internal tools to automate report preparation and synchronize mobile device data, reducing processing time from weeks to hours and improving data accuracy.

Electrical Project Manager | Eto Enerji A.Ş. | İstanbul, Türkiye | May 2003 – Nov 2004

Oversaw multi-site electrical infrastructure projects, managing teams and client relationships to deliver commercial and retail installations across Turkey.

• Designed and executed electrical infrastructure projects across 5+ worksites in İstanbul, Ankara, and İzmir (supermarkets, Starbucks, and A+ fashion stores), managing 15+ on-site workers.

Education

MBA, Management & Organization | Beykent University | 2014 – 2015

• GPA: 3.7/4.0 | Project: Best-Employer Analysis (Great Place to Work Model)

BSc, Electrical & Electronics Engineering | Eskişehir Osmangazi University | 2000 – 2004

• Project: Windows updater using Microsoft BITS & .NET

Professional Skills

- Leadership & Strategy: Team building, IT-business alignment, budgeting, vendor management, KPI-based governance
- **Software & Cloud**: .NET Core, Python, React Native, Node.js, AWS, GCP, Azure, Docker, Kubernetes, CI/CD pipelines
- Al & Data: Applied Al integration, LLM and CV systems, data compliance (GDPR, KVKK, EU Al Act)
- Domains: FinTech, ERP/CRM, E-commerce, Video Platforms, Process Automation, Pharma, Market Research

Certifications & Professional Development (Selected)

- Al & Digital Transformation: Harvard, Stanford, Cisco, CeADAR 2024–2025
- Leadership & Strategy: Harvard Business School, Yale University, YUM! Brands 2015–2024
- Project Management: Scrum Master (Scrum Alliance), ITIL v3, Istanbul Kurumsal Gelişim
- Entrepreneurship: ITU Çekirdek Incubation Program (2018)

Languages

English: FluentTurkish: Native