Mehmet Egemen Pembe

Technology & Digital Transformation Consultant

Summary:
Strategic technology executive with 19+ years of experience leading software development, AI integration, and enterprise-scale digital transformation. Proven track record in building and managing high-performing engineering teams, delivering innovative, secure, and scalable software solutions across Fortune 500 companies (Yum! Brands, Roche, Kantar) and startups. Expert in aligning software architecture and development practices with business strategy, with hands-on experience in AI models (language and vision), cloud platforms, ERP, CRM, and e-commerce systems. Former Technical Co-Founder of a California-based startup; known for bridging deep technical expertise with leadership, agility, and measurable impact.
Project portfolio available at https://egemenpembe.com

LinkedIn	https://www.linkedin.com/in/egemenpembe
Web	https://egemenpembe.com

Professional Experience

Technology & Digital Transformation Consultant | **Independent Consultant** | İstanbul, Türkiye | Aug 2024–Present

- Conducting AI research and consulting on AI-powered business applications.
- Developing and testing AI models, including LLaMA, Gemma, DeepSeek, Mistral, Moondream, Ollama, GPT4All, Jan, LM Studio, and LLamaSharp, for real-world applications.
- Creating AI-powered prototypes using ML APIs, automation tools, and vision-based image analysis (e.g., a PoC using Ollama and Node.js).
- Deploying AI solutions on AWS and local environments for performance optimization.
- Publishing thought leadership content on AI trends and applications.

Technical Co-Founder, President & CEO | **EmployeeZ, Inc.** | İstanbul, Türkiye (Irvine, California) | May 2021–Jul 2024

- Established a California-based tech startup to build and operate EmployeeZ, initially launched as a job-matching platform and later pivoted to a Gen Z–focused gig marketplace mobile app.
- Led company strategy, operations, and technology across all phases — from ideation to go-to-market.
- Personally developed the full backend architecture in .NET Core and built the entire website, live video conferencing web app, and all major third-party integrations.
- Integrated Stripe, Mercury Bank, and IRS-compliant payment systems, ensuring secure financial operations and regulatory alignment.
- Implemented GDPR and CCPA compliance, enforced cybersecurity best practices, and scaled AWS cloud infrastructure to support growth.
- Built and maintained the AI-powered Z-Bot chatbot, including a personalization and recommendation algorithm for user-post matching.

Freelance Technology Consultant | **Self-Employed** | İstanbul, Türkiye | Oct 2018–Apr 2021

- Developed and launched the initial version of EmployeeZ as a job-matching platform, iterating the product through the ITU Çekirdek Incubator.
- Supported two local ventures with end-to-end digital setup, including website creation, branding, and performance marketing.
- Managed SEO efforts and ran targeted Google, Facebook, and Instagram ad campaigns to drive traffic and customer engagement.
- Helped small businesses establish and grow their online presence through tailored digital solutions.

IT Solutions Manager | **Yum! Brands** | İstanbul, Türkiye | Nov 2014–Apr 2018

- Reported to the CIO, presented IT transformation strategies to the C-level board.
- Led a team of 4 IT professionals and collaborated with 20+ vendors to drive digital transformation.
- Managed a $1M IT budget, optimizing spend across infrastructure, security, and software development.
- Led 20+ high-impact projects, including:
  - E-commerce platform development for KFC & Pizza Hut Turkey.
  - Implementation of Oracle JD Edwards & MacromatiX ERP supporting 3,000+ employees.
  - Delivery tracking & payment system integration, improving efficiency and customer experience.
- Ensured GDPR & KVKK compliance, enhancing BI reporting, procurement, and inventory systems.

Software Development Team Lead | **Roche**| İstanbul, Türkiye | Jan 2011–Jan 2014

- Led a team of 5 software engineers within a Center of Excellence, delivering CRM services across 65 countries for 8,000+ users.
- Managed vendor relationships, optimized service delivery with ITIL/SCRUM practices, and achieved 100% customer satisfaction.
- Managed a team of 2 internal software engineers and coordinated with 15 offshore team members to develop Roche's Mobile CRM system, earning recognition as the Global Innovation Project of the Year.
- Spearheaded the design and implementation of Roche Pharmaceuticals' SAP Ariba integration.

Senior/Lead Software Developer | **Roche**| İstanbul, Türkiye | Feb 2008–Jan 2011

- Directed a team of 3 junior software engineers in a CRM ETL project spanning seven countries, completing data migrations and resolving technical challenges efficiently.
- Managed CRM harmonization projects across multiple countries

Senior Software Developer | **Kantar** | İstanbul, Türkiye | Jul 2005–Feb 2008

- Developed company-wide ERP and CRM in-house applications integrated with Logo finance and payroll systems, enhancing user experience and delivering advanced Crystal Reports–based business intelligence.

Electrical Project Manager | **Eto Enerji** | İstanbul, Türkiye | May 2003–Nov 2004

- Designed and executed electrical infrastructure projects for 5+ worksites in 3 cities—including supermarkets, Starbucks outlets, and A+ fashion stores.

Skills

Leadership & Strategy:

- **Strategic:** Strategic leadership, cross-functional leadership, executive collaboration, team development
- **Vendor & Partnership Management:** Vendor relations, contract negotiation, IT-business alignment
- **Organizational Oversight:** Risk management, change management, IT governance

Technical Skills:

- **Programming & Frameworks**: .NET Core, Python, JavaScript, React Native, Node.js
- **Cloud Platforms**: AWS (RDS, EC2, S3), Google Cloud, Azure
- **Version Control & DevOps Tools**: Git, GitHub
- **Infrastructure as Code & CI/CD**: Terraform, GitHub Actions workflows
- **Processes & Methodologies**: DevOps, SDLC, Agile (Scrum), ITIL, CI/CD
- **Containerization & Orchestration**: Docker, Docker Desktop, Kubernetes, K3s (lightweight Kubernetes)
- **Video & Real-Time Communication**: Dolby.io, WebRTC, Daily.co, Video Streaming, Real-Time APIs
- **Microservices & Integrations**: RESTful APIs, Webhooks, OAuth2, JWT, External API Consumption, Service-to-Service Communication, Modular Architecture
- **Banking & FinTech Tools**: Mercury Bank API, Stripe, BaaS Architecture, Payment Gateway Integrations
- **AI & Machine Learning**: AI Model Integration, Machine Learning, Ollama, LLamaSharp, Gemma, Llama
- **Databases**: SQL, MySQL, MSSQL, Microsoft Access, NoSQL, DynamoDB, Redis
- **IoT & Embedded Systems**: PIC Microcontrollers, ESP8266, Raspberry Pi, Siemens PLCs

Education

MBA (Master of Business Administration), Management and Organization | Beykent University | 2015
- Graduation Project: Multi-Dimensional Analysis of Best-Employer Identification: Multinational Companies Operating in Turkey — analyzed using the Great Place to Work Model, focusing on trust in leadership and workplace culture
- GPA: 3.7

BSc, Electrical and Electronics Engineering | Eskişehir Osmangazi University | 2004
- Graduation Project: Developed a global Windows application updater using Microsoft BITS and .NET
- 100% English Instruction

Professional Development

- **Certification**, IELTS (6.5), British Council | 2017
- **Certification**, ITIL v3 Foundation, Hewlett Packard Enterprise | 2012
- **Certification**, SCRUM Master Certification, SCRUM Alliance | 2010
- **Certification**, ITIL v2 Foundation, Hewlett Packard Enterprise | 2008

- **Course**, The AI Awakening: Implications for the Economy and Society, Stanford University | 2024
- **Course**, Narrative Economics, Yale University | 2024
- **Course**, The Online Marketing Fundamentals, Google | 2017
- **Course**, Leadership Development Program, YUM! Brands | 2015
- **Course**, Microsoft ASP.net Web Development, Bilge Adam | 2010
- **Course**, Java Programming, Sun Microsystems | 2009

- **Languages:** English (Fluent), Turkish (Native)