Serkan Durusoy

A generalist engineering leader, mentor, and facilitator for 20+ years; I build engineering teams, coach developers, groom leaders, and ship products.

I am a generalist, T-shaped servant-leader with a passion for teaching developers how to craft **maintainable** software and the true **multidisciplinary** nature of engineering. I believe in **simple and boring software** and find the excitement in the **value delivered** and the length of time it lives on.

What I am looking for is a company and a group of engineers whose culture calls for more than mere "just works" but also are diligent about the **fine balance** across business **requirements** and technical **excellence**.

If I can get to **actively hire and mentor engineers** as well as **first-time managers** and support them for their professional growth, that would be amazing.

Chances to chime in with **architectural decisions** and **engineering direction** would be quite fulfilling.

And if I get to do at least a little bit of hands on **coding in JavaScript/TypeScript**, that would be icing on the cake.

EXPERIENCE

Runa, Mexico City – runahr.com
Engineering Leadership

OCT 2020 - JUN 2022 (Full-time - 1yr 9mos)

Runa (YC'W18) – backed by Salesforce Ventures and Ribbit Capital – is changing the way people work in Latin America. Through Runa's Software, anyone, without being an expert, can process payroll and complete government tax forms in 15 minutes and with 4 simple clicks. Less time spent in administrative processes means more time to invest in your team and business. Reporting to the CTO, initially Sr. Engineering Manager and later working in Head of Engineering capacity during my last months, I worked with various teams on multiple projects, supporting engineers, area leaders, and managers in achieving their company and personal growth goals. Led the Business Rules Engine initiative, set up the Platforms and Tools group, and took over multiple key teams overdue with launch plans to help empower them to apply an agile approach, helping our product and engineering area reorganize for more effective product development. Wearing a more technical hat at times, architected core authentication and authorization services, improved microservice migration strategies, and coached the teams on integration patterns. Meanwhile, I worked with our recruiters to hire for multiple roles while training and promoting new technical and behavioral interviewers.

Barış Sk. No 15A Andifli
Kaş, 07580 Antalya, Turkey
+90 (533) 235-6239
serkan@serkandurusoy.com

StackOverflow - LinkedIn - GitHub

TECHNICAL EXPERTISE

JavaScript, **TypeScript**, React, React Native, Node.js, SQL, MongoDB, **event driven** architectures, microservices, software **maintainability**, api design, domain driven design, hands on **end to end** experience

BUSINESS EXPERTISE

Mentoring, **hiring** and training, people management and **coaching**, business **management** fundamentals, organizational **structuring**, product and engineering **strategy**, **agile** development

INTERESTS

Sailing, scuba diving, hiking, home–**cooking**, reading articles on **tech and life**, watching short training videos on **coding**, sailing and cooking, guilting my girlfriend with my **cuteness** into petting me for hours

LANGUAGES

Intentfully fluent in **English** lest the occasional typo, and native in **Turkish**.

Paystack, Lagos – paystack.com
Engineering Organization Leader / Engineering Manager

NOV 2018 - APR 2020 (Full-time - 1yr 6mos)

I helped Paystack (YC'W16) – backed by the likes of Stripe, VISA and Tencent – triple the engineering organization in size to almost 40, set up processes and build culture, while training engineering leaders and contributing to many individual fintech challenges in product, security, compliance, scalability, maintainability, engineering quality and architectural guidelines that will serve for the next phase of growth. I also took on IC initiatives for direct contribution to major codebases.

WAAT, London – waat.eu
Lead Software Engineer

MAY 2016 - OCT 2018 (Contract - 2yrs 6 mos)

Led multiple teams and projects for London and Berlin based digital agency's enterprise clients such as Merck, Deloitte, Audi, Bloomsbury, NZZ, startups like Plutio, Sloops, Layoutbuddy, Grouply, Mentoracademy, Getaway, Uberchord as well as NGO's like IPSO and IMPACT. Main focus was application architecture, engineering leadership, resource management as well as team building and mentorship often working on full stack JavaScript codebases, cloud-native deployments and various integrations.

Getaway, Berlin – [get-a-way.com](get-a-way.com)
Consultant / Lead Engineer for Mobile Platform / Javascript Mentor

FEB 2018 - OCT 2018 (Contract - 9 mos)

Contracted through WAAT, I helped the existing mobile native development team build the app gradually inside out with React Native, while training and mentoring the team with JavaScript best practices and utilizing a static type system. I've also created various parts of the stack myself, including the entire state store, backend integration and the unit/integration testing infrastructure, meanwhile helping with intricate details like routing, transitions, security and performance.

SocialX, Singapore – socialx.network
CTO Coach / Software Architect

FEB 2018 - SEP 2018 (Contract - 8 mos)

Singapore and Switzerland based SocialX was a new breed of blockchain platform and community driven social media app funded by a successful ICO. I mentored the CTO in leadership, team building, management and agile. Audited existing codebases for security, refactored the core React Native mobile product for maintainability and rearchitected the application persistence from its central api towards a distributed crdt-based database, helping fulfill the decentralized promise of the platform.

White Rabbit Express, Tokyo – whiterabbitexpress.com
Technology *Consultant to CEO*

JAN 2018 - AUG 2018 (Contract - 8 mos)

White Rabbit runs Japan's leading proxy buying and package forwarding services White Rabbit Express and Blackship. I helped the technical CEO set up a new engineering team to develop the next version of their fulfillment platform and ecommerce tools, also helping his senior engineer with architecture and tooling decisions moving away from their legacy Meteorjs platform to modern and more maintainable cloud-native microservices. I also debugged and solved production issues in the old platform.

Uberchord, Berlin – **uberchord.com**
Consultant / Lead Engineer for Web Platform

AUG 2016 - MAY 2017 (Contract - 10 mos)

Contracted through WAAT, helped the startup migrate from Parse Server to Firebase and MongoDB, meanwhile architecting a complex, domain-specific content management platform for their new Web Platform product. I trained and mentored the Web Platform team on full stack JavaScript development. I also created a custom Canvas/WebGL based guitar notation visualizer capable of parsing and transforming output from MusicXML editors' data structures.

Plutio, London – **plutio.com**
Consultant / Lead Engineer

MAY 2016 - OCT 2016 (Contract - 6 mos)

Plutio is a multi-tenant all in one business and project management SaaS platform for freelancers. I was contracted through WAAT during early stages to build out the core architecture and infrastructure that the product still runs on today. I've also built most of the React UI components, core state store, multi-tenant authentication/accounts system, real-time chat, drag-and-drop kanban board, project/people/client management features, a few third party integrations and more.

Freelance Consultant, Remote
Full Stack Developer and Consultant

AUG 2014 - JAN 2019 (Self-employed - 4yrs 6 mos)

I helped quite a few US, European and Asian startups and small businesses build both internal and consumer products. The solutions I built or helped build varied from line of business apps such as accounting, inventory, payroll to consumer experiences in ecommerce, media, SaaS, IoT and not limited to building software, but included devops, ideation, project management, training and user support. During this time, I was also an active MeteorJS community member and mentored many junior developers.

Dragoman Outdoor and Diving, Kaş – **dragoman-turkey.com**
Software Developer / Business Tools Administrator

OCT 2014 - MAR 2017 (Part-time - 2 yrs 6 mos)

Dragoman is a boutique travel agency and outdoor activities center located at the heart of the historical Lycian Way in the Turkish riviera. I worked part time to help the small business move their data and tools from desktop tools to online cloud based solutions, set up intranet networks, managed devices and computers, developed a few thematic web sites as well as built the company's crm, accounting, inventory, sales and payroll systems to address real time usage needs out in the field.

Mitolojix, İstanbul
Lead Software Engineer

MAY 2015 - JUN 2016 (Contract - 1 yr 2 mos)

Mitolojix was a Turkish online education and testing platform for K12. I built the entire course management, content authoring, real time testing, scoring and reporting systems as well as the gamified student web and mobile interfaces not just in terms of software development, but also product design and iterations, working with early customers and cofounders. I later hired and trained a small team to take over the engineering work.

Bifincan, İstanbul
CEO / Head of Product and Partnerships

SEP 2011 - DEC 2013 (Cofounder - 2 yrs 4 mos)

Bifincan was an online market research platform, operating in Turkey, focusing on physical product trials and surveys

with a gamified approach to engaging consumers on behalf of FMCG customers. Even though I helped with the product's architectural design and some implementation details, my main focus was on product design and development as well as partnerships with large-portfolio consumer brands in the FMCG sector, also doing some data analytics. We ran out of cash before reaching critical-scale.

Sitepratik, İstanbul
CEO / Head of Product and Engineering

FEB 2007 - DEC 2014 (Cofounder - 7 yrs 11 mos)

Sitepratik was one of the first SaaS businesses in Turkey to offer all in one content management, website hosting, email service and web enablement consulting through a country-wide network of partners. I was responsible for the product vision and delivery as well as the data center operations. Although targeted for small businesses, its Java-based core attracted quite a number of enterprise clients, leading us to shift focus and neglect the SME customer base, which proved to be a huge mistake.

DNA Internet Solutions, İstanbul
CEO / Head of Engineering and Partnerships

NOV 2001 - DEC 2012 (Cofounder - 11 yrs 2 mos)

DNA was one of the first Sun Microsystems J2EE ecosystem partners in Turkey. Also partnering with SyBase, SoftwareAG and Oracle, we enjoyed 10+ years of successful projects for the likes of 7eleven, Axa, Bayer, BenQ, Cargill, Ericsson, McKinsey, Samsung, Universal and many household names in Turkey. Again, one of the first in Turkey to embrace remote work and employ internationally, we also delivered overseas projects. We later pivoted to Sitepratik and Bifincan for a new era, but failed.

DG Internet Solutions, İstanbul
Head of Business Development

NOV 1999 - NOV 2001 (Cofounder - 2 yrs 1 mo)

Started this business right out of college as the first web developer, moving on to business development as the company took off very fast and grew into a full service digital agency. I helped expand our business with clients like Citibank, Sun Microsystems, Danone, Hasbro and many Turkish household names, often ideating projects from a blank canvas and building running relationships. I wanted to focus more on software and left the business that grew in design and marketing.

AS Software and Networking, İstanbul
Web Developer

JUN 1997 - OCT 1998 (Part-time - 1 yr 5 mos)

AS was one of the first software shops in Turkey to offer web development services based on good old HTML developed on Microsoft Frontpage. I worked part time, creating small web sites for forward thinking businesses.

Freelance Developer, İstanbul
Software Developer

AUG 1995 - OCT 1999 (Self-employed - 4 yrs 3 mos)

Developed many small desktop applications and utilities, both DOS and Windows, mainly with Pascal, Fortran and Delphi for a few small businesses. The products ranged from purpose-built engineering calculators to small business software like sales, inventory, ledger and contact books.

EDUCATION

Boğaziçi University, İstanbul
BE, Mechanical Engineering

OCT 1995 - JUN 1999 (4-yr bachelor programme)

BOUN is the top university in Turkey, enrolling only the top few thousand students across Turkey. I focused on mechatronics and robotics as well as utilization of networked software in supply chain, sales and service endpoints.

Robert College, İstanbul
High School Diploma

SEP 1987 - JUN 1994 (7-yr high school programme)

RC is the top high school in Turkey, enrolling only the top 100 students in the country, out of a million candidates. As an enrolling gift, I got a Sinclair ZX Spectrum 48K and for lack of games, I taught myself programming in Basic. This became my passion and learned and got officially certified in Pascal at age 11. I used my father's business to improve my coding skills and learn about business concepts like accounting, inventory, payroll during this time.