

Zsolt KUCSAK

Software R&D Lead ▫ Agile Enthusiast ▫ MBA

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SUMMARY

Enthusiastic R&D Lead with 17-year track record of professional, large-scale software development in multi-cultural environment. Having extensive experience in building cross-functional teams and promoting agile best practices to deliver world-class product together. Accomplished in all phases of product development lifecycle from analyzing product requirements, design, client/server-side coding, testing and operation. Eager to learn, to share, to create and to get my hands dirty.

STRENGTHS

- **Strong grasp of both practical and theoretical sides of software development**, committed to high standards of excellence (quality and detail oriented, yet able to accomplish time schedule)
- Proven ability to **build and lead strong, highly-effective teams** and keep them **motivated** (mentoring)
- Strong **IT project management skills** (agile) on highly complex, distributed projects
- Worked under pressure, **frequently performed in stressful situations**
- Strong problem solving and **analytical skills**, focus on both short and long-range business goals
- In-depth knowledge of **SDLC, continuous** process and quality **improvement**. Effectively implement them in **agile environment**.

WORK EXPERIENCE

2016 Jun – present: **Misys** – Financial Services – **Sr. Development Manager**

- Supervise **development of cloud-native platform (aPaaS)** of next generation financial products and services (Java 8, Spring boot, microservices, Spring Cloud, Netflix OSS, Angular)
- **Lead cross-functional development team** of 20, located in Hungary and India
- Gather and clarify high **level product requirements, define delivery scope**, synchronize multi-project requirements in close co-operation with product management, business analyst, **UX** and **QM**
- **Secure deliveries**, coordinate content and schedule with project and product managers
- **Setup and improve development process**, promote **agile development** (scrum), cross-functional teams and continuous integration/delivery (CI/CD)
- Recruit team members, **build development team**, propose team structure; **Understand people's motivation**; Set, monitor and evaluate personal improvement goals and achievements

2014 Nov – 2016 Jun: **NNG (aka NavNGo)** – Automotive Industry – **Head of Service Operations**

- **Supervise NNG's online services**, covering **infrastructure operation (linux), product transition (online, java), customer care, incident management** and **business intelligence**
- Act as delivery manager to **secure product/service transitions** (close cooperation with QA, dev teams and project managers). Work with local and global service providers.
- Implement and maintain **operational processes** and **quality standards (ITIL, SLA)** to meet customer expectation.
- Implement and perform **risk assessments** and **security impact analyses**
- Having **people and team management** responsibilities (hiring, coaching, motivating, evaluating performance and improving team's cohesion): 40 people in 5 teams
- **Promoting agile culture** and ensuring cutting-edge organization development (Scrum, Kanban)
- Support (B2B / B2C / B2B2C) marketing and sales activities via processing operation data (BI)

2005 Sep – 2014 Mar: **Evosoft (Siemens)** – Healthcare Devices – **Engineering/Line Manager, Developer**

- Develop software platform (data component) of medical imaging products of Siemens, called syngo (international projects of over 300 people in 4 countries; using java and c#/.net technologies)
- **Member of Department Leadership Team**, participate in **strategic planning** sessions
- Started as developer (Java, C#), then **promoted** to Team lead and Engineering Manager
- **Supervise up to 50 people**, including 5 group leaders. Provide **mentorship and guidance** to team members and helping them in **career development**
- Promote agile development and **transform organization**, apply agile framework of **Scrum to safety critical software project**, regulated by FDA
- **Increased product quality** by improving processes and by **promoting customer-centric culture**

2002 Jan – 2005 Aug: **GE Medical Systems** – Healthcare Devices – **Team/Development Lead, Developer**

- Manage and provide technical leadership for a software development team of 4-5: effort estimation and project planning; **providing complete support of the software life cycle**, including needs analysis, requirement documents, design, coding, integration and validation (C/C++, Tcl)
- **Member of technical leadership team**: improve software development/configuration process, enhance defect tracking; review design, code, test plan and related documentation
- Gather and analyze user needs; translate product requirements into software functional specifications
- **Created the concept and architecture** of test automation framework for accelerating verification and validation processes and spreading test know-how (QA/QM)

1999 Aug – 2001 Dec: **Nokia** – Telecommunication – **Software Developer**

- Develop platform independent software products (using C/C++ and Java) that worked in both Unix (HP, Solaris) and windows (NT) platforms with **high performance and scalability**

SELECTED LEADERSHIP AND TECHNICAL SKILLS

- **Leadership**: build productive teams, people management, hiring, training, coaching and supervising individuals; team motivation; maintaining group dynamics; creating organization and strategy; managing expectations and issues; coordinating changes; stakeholder management
- **Technical**: hands-on experience designing architecture and applications, database and data modeling; extensive programming abilities in a wide variety of development environments (java, c#/.net and C++). In-depth knowledge of multithreaded, distributed and scalable applications (cloud-native development).
- **Project management**: creating project plans and project timelines with change and risk management; tracking project progress; define and use metrics; experience with a wide range of formal and informal software development methodologies and standards, including Agile (Scrum) and Waterfall; maintain backlogs, assure process flow and drive retrospectives (Confluence, Jira)
- **Quality Assurance**: CMMI, ITIL managing audits, working in regulated environment, process optimization, test automation and continuous integration.
- **Teaming and collaboration**: experience in creating cross-functional, cross-organizational teams. Solid interpersonal skills, efficient communication in distributed team environment

ACADEMIC QUALIFICATIONS

2011-2012 Central European University, Business School

Master of Business Administration, MBA

MBA Program

1999-2001 University of Szeged, Faculty of Sciences

Master's Degree in Computer Science

Majored in real time systems and software technology

1997-1999 Kando Kalman College of Engineering, Course in Engineering Informatics

Bachelor's Degree in Engineering Informatics

Studied computer networks, digital and electronic circuits, embed systems and computer architectures

SPECIAL COURSES AND CERTIFICATES

- Six Sigma certification - DFSS/sw GB
- Design For Reliability, DFR/sw
- Risk management: method of Corrective Action and Preventive Action
- Quality System Overview: Design Control, Defect Tracking, Quality Function Deployment
- Project Management, ITIL
- Certified Scrum Master (CSM) and Product Owner (CPO)
- Strategic Mindset Development

ADDITIONAL INFORMATION

- Languages: Hungarian (mother tongue), English (fluent)
- Spare time activities: cross fit, squash, basketball and motorbikes

Budapest, 2017 October