

Curriculum Vitae

Family name : ÇELEBİ
First names : Ömer Cengiz
Date of birth : August 07, 1964
Passport holder : Turkey

Education:

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
2000-2003 - Gaziantep University	M.Sc. (Software Engineering)
1982-1986 - Army War Academy	B.Sc. (Electrical and Electronics Engineering)

Language skills: Indicate competence on a scale of A1 to C21

Language	Reading	Speaking	Writing
Turkish	Mother Tongue		
English	C1	C1	C1

Membership of professional bodies:

- Informatics Association of Turkey
- European Bank for Reconstruction and Development (EBRD) - EU
- The Institute of Business Advisors (IBA) - UK
- Oxford Cambridge and RSA Examinations (OCR) – UK
- Computerized Medical Imaging and Graphics – USA
- Computer Methods and Programs in Biomedicine – USA

Other skills: (e.g. Computer literacy, etc.)

- **Business Advisory Assessor** accreditation given by the OCR – UK (Oxford Cambridge and RSA Examinations (OCR) Level 3 Award)
- **Business Advisor** accreditation given by the UK Standards Setting Body for Business Support and Business Enterprise (SFEDI) and The Institute of Business Advisors (IBA) – UK
- **Business Advisor and Software Developer** accreditation given by European Bank for Reconstruction and Development (EBRD)
- **Business Mentor** accreditation given by TUBITAK - The Scientific and Technological Research Council of Turkey

Present position: General Manager at Çelebi Consulting Ltd Turkey, KE2 E-learning and SME Expert - Azerbaijan

Years within the firm: 33 years

Key qualifications: (Relevant to the project)

- 33 years of general work experience with a focus on land forces, consultancy, human resources management, needs assessment, training need analysis, implementation of field work, planning and management of work force, feasibility, diagnostics
 - Experience in **institutional capacity building** and human resource management.
 - Experience with international and national stakeholders such as EU technical assistance projects, TUBİTAK, Regional Development Agencies, governmental bodies as team leader, trainer, evaluator and researcher in specific expert positions
 - Experience in **regional development tools**, stakeholder analysis, data collection and analysis, needs analysis.
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- Strong experience in **preparing** overall **operational budget and HR budget**
- Experience in development of **data collection strategy and methodology**
- Experience in **establishing correct strategy to recruit** and retain the best professionals
- Extensive experience in **identification of the HR base**
- Experience in analysis of findings and preparation of overall **strategic plan**
- Strong experience in **diagnostic studies, business plans, and feasibility analysis**
- Experience in planning, organization and implementation of entrepreneurship programs
- Experience in **developing correct salary practice** that contributes to efficiency and flexibility
- Strong experience in the preparation & follow-up of contracts for project components and **writing sectoral reports**
- Proven experience in **planning and coordination of training programmes**, and **identification of training needs** and consultancy services
- Experience in starting-up and launching of business development consultancy and training units, departments, and companies
- Experience in project cycle management, strategic planning and management, **procurement** procedures
- Strong experience in **security** operations
- Strong experience in planning, management, and implementation of complicated **logistics** operations
- Experience in multinational project implementation based on business development services.
- Experience in cluster development (Bulgur Sector Development, Pistachio Sector development, "Ex-Point" Export development projects)
- Starting-up and launching of business development consultancy and training units, departments, and companies (5 years)
- Experience in construction and launching of distribution chains for large-sized enterprise
- Experience in **software development**

Specific experience in the region:

Country	Date from - Date to
Azerbaijan	May 2019 - Present (Ongoing)
Syria	2005
Iraq	2004

Professional Experience:

Date from - Date to	Location	Company & reference person (name & contact details)	Position	Description
May 2019 - Present	Baku - Azerbaijan	<p>Centro Tecnológico Nacional de la Conserva y Alimentación (CTC) - Spain</p> <p>Bertino Fabro bertinofabro@outlook.it 00393357405686</p>	Key Expert 2 - E-Learning & SME and Incubator	<p>PROJECT - IMPROVED SUPPORT FOR ENTREPRENEURIAL DEVELOPMENT IN RURAL AREAS</p> <p>The objective of the assignment is to</p> <ul style="list-style-type: none"> • Managing and supervising the design of an e-learning platform and piloting to expand the outreach of entrepreneurial learning and embedding entrepreneurial behaviour and skills. <p>In addition to this direct responsibility, the following are supportive responsibilities under the assignment;</p> <ul style="list-style-type: none"> • Strengthening the institutional capacity of the government and the business incubators • Developing and implementing a model of activity programming, management, service delivery, monitoring and evaluation system that meet international standards • Developing new business incubator programmes, including new entrepreneurship programmes for women and rural youth and with activities expanded into rural areas • Developing a communication, coordination, and cooperation platform and network in place and supporting entrepreneurship and SME development in rural areas.
May 2019 - October 2019	Gaziantep -Turkey	<p>İKADA Consulting - Turkey</p> <p>Bahri Aydın bahria@ikada.com.tr 00905337117084</p>	Key Expert 1 - Manufacturing Industry - Innovation - Fourth Industrial Revolution	<p>PROJECT - UNDP - Services for Preparation of sectoral Roadmaps and One-on-One Consultancy to SMEs</p> <p>The objective of the assignment is to</p> <ul style="list-style-type: none"> • Provide a benchmark of Turkish industry with other countries' industries, • Analyse green technologies and the use of renewable energy in manufacturing industry, • Analyse the lean transformation enabling manufacturing industry to produce without waste, • Analyse innovation performance of specific sectors, • Develop recommendations to increase the design to value capabilities in Turkish industry, and • Prepare a strategic roadmap entitled "New Approaches in Manufacturing Industry" that provide a strategic overview regarding latest developments, approaches and technologies that transform the current production methodologies and products in the manufacturing industry.

February 2019 - September 2019	Hatay - Turkey	Antakya Chamber of Commerce and Industry - Turkey Ecem Gaye Yeşil antakyatso@gmail.com 00905323843530	Team Leader & Analysis Expert	PROJECT - Preparation of a Feasibility Analysis for The Establishment of Common Use Facility for Bovine Leather Processing - Antakya Chamber of Commerce and Industry As the Team Leader, the objective of the assignment is to <ul style="list-style-type: none"> • Manage the project's day-to-day operations • Lead the project team • As the Analysis Expert, the objective of the assignment is to • Analyse national and regional bovine leather sector • Analyse current production technologies utilised by the leather processing facilities • Analyse the environmental effects of the technologies • Develop a sustainable business model • Analyse the financial and economic effects of a potential investment for bovine leather processing • Prepare a feasibility analysis report for establishing a common-use facility for bovine leather processing.
July - September 2018	Kayseri - Turkey	WeGlobal (formerly known as Project Group) - Turkey Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755	Senior Monitoring and Evaluation Expert - Training	TECHNICAL ASSISTANCE FOR THE ESTABLISHMENT OF MOBİTEK The objective of the assignment was to provide technical assistance to monitor and evaluate the training delivered to the MOBİTEK staff of manufacturing for the machinery and equipment by the suppliers. The main responsibilities were to: <ul style="list-style-type: none"> • Evaluate and monitor the different training offered to machinery/equipment operators by the machinery and equipment suppliers, • Put special emphasis in the recommendations in case that the training has been insufficient, • Put special emphasis in the safety and work health issues of the machinery operators, considering the use of the appropriate equipment.
August 2018	Ordu - Turkey	Agrotec S.P.A. - Spain Bertino Fabro bertinofabro@outlook.it 00393357405686	Senior Software Development Expert	TECHNICAL ASSISTANCE FOR OPERATION OF MY HONEY MY BEE MY HONEYCOMB IN ORDU The objective of the assignment was to supervise the establishment of an ERP system by the software supplier for Regional Apiculture Network's (RAN) headquarters.
July 2018	Ordu - Turkey	Agrotec S.P.A. - Spain Bertino Fabro bertinofabro@outlook.it	Senior Regional Development Expert	TECHNICAL ASSISTANCE FOR OPERATION OF MY HONEY MY BEE MY HONEYCOMB IN ORDU The objective of the assignment was to deliver training to the staff of Regional Apiculture Network - RAN (particularly Black Sea Bee Products Centre) on the current situation of

		00393357405686		<p>apiculture sector and the strategic roadmap of RAN. The main topic of the training delivered were :</p> <ul style="list-style-type: none"> • The current situation analysis of apiculture products sector in the world, in Turkey and in Black Sea region, • Problems of the sector that needs to be solved, and the sectoral development actions planned, • Strategic roadmap, and action plan.
April 2018 - Present	Gaziantep - Turkey	<p>Çelebi Engineering - Turkey</p> <p>Aysun Çelebi aysun@byclb.com 00905325907505</p>	Senior Business Development Expert - Team Leader	<p>The objective of this assignment was to develop an automation software and MIS system for the companies, which are accredited by Ministry of Labour and Social Security, for managing the certification process of vocational competencies of workers of their customers. Particular activities of the assignment was as follows;</p> <ul style="list-style-type: none"> • Team Building and supervision of the software development project and the team, • Implementation of a needs analysis study and preparation of software requirement specification (SRS) document, and a software design document (SDD) • Configuration of management information system, certification management software and designing the project plan • Development of management information and certification management software
December 2017 - April 2018	Ordu - Turkey	<p>Agrotec S.P.A. - Spain</p> <p>Bertino Fabro bertinofabro@outlook.it 00393357405686</p>	Senior Software Development Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF MY HONEY MY BEE MY HONEYCOMB IN ORDU</p> <p>The objective of the assignment was to develop IT base, software and database for the Technical Assistance Project for establishment an online portal. The main responsibilities were to:</p> <ul style="list-style-type: none"> • To identify business development needs by reviewing national and international resources (on apiculture sector) and prepare a needs assessment report, • To develop a database, software and an online portal which are covering but not limited to the following functional modules; <ul style="list-style-type: none"> ○ Technical information about apiculture and its products, ○ Member SMEs and their profile, ○ News and developments in apiculture sector (regional, national, international), ○ Success stories of SMEs, ○ Regional apiculture network (RAN) structures and their activities, promotion of the RAN services, ○ Resources for beekeepers and SMEs,

				<ul style="list-style-type: none"> ○ Messages to consumers for awareness rising, ○ Access to markets, ○ Search engine for apiculture products, ○ Announcement and upcoming national and international events, ○ Communication information, and ○ Training events. <ul style="list-style-type: none"> ● To contribute the internationalization activities via online portal, ● To produce manual for portal administrators and deliver training, ● To provide the apiculture SMEs and stakeholders of the project with a secure platform of collaboration via software.
November 2017	Kayseri - Turkey	<p>WeGlobal (formerly known as Project Group) - Turkey</p> <p>Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755</p>	Business Diagnostic Expert	<p>TECHNICAL ASSISTANCE FOR THE ESTABLISHMENT OF MOBİTEK</p> <p>The objective of the assignment was to provide technical assistance for identifying 45 SMEs for being part of the activity which was "delivery of business development services ". The main responsibilities were to support the Team Leader and KE2 in:</p> <ul style="list-style-type: none"> ● In consultation with ERA to develop the selection criteria and identify 45 companies that will form part of the activity, ● To prepare a letter of commitment ● 45 SMEs identified for being part of the "delivery of business development services. ● To prepare a summary report and recommendation.
September - October 2017	Kastamonu - Turkey	<p>AECOM International Development Europe - Spain</p> <p>Julien Jacques Julien.Jacques@aecom.com 0034915487790</p>	Senior HR Expert	<p>ESTABLISHMENT OF A COMMON USE PROCESSING FACILITY FOR INDUSTRIAL FORESTRY PRODUCTS IN KASTAMONU (KASWOOD)</p> <p>The objective of the assignment was to deliver consultancy Services to the Role Model SMEs on Legal Obligations and Documentations, Recruitment and Performance Management, by using the best and most appropriate methodology of the Business Development services regarding Human Resources Management according to the SMEs' availability and capacity.</p> <p>In the Business Plans which were prepared for each company prior to the mission, the Human Resources topic covered:</p> <ul style="list-style-type: none"> ● Presence of HR Department ● Number of Employee ● Organizational Charts ● Training Need Analysis <p>According to these Business Plans, within the scope of the assignment, consultancy and</p>

				training services were delivered to each company in order to improve (capacity building) their HR capacity, and a Road Map on HR development of each of the Role model companies were prepared to be implemented according to their Business Models.
August 2017	Kayseri - Turkey	WeGlobal (formerly known as Project Group) - Turkey Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755	Business Diagnostic Expert	<p>TECHNICAL ASSISTANCE FOR THE ESTABLISHMENT OF MOBİTEK</p> <p>The objective of the assignment was to provide technical assistance for conducting business diagnostic studies. The main responsibilities were to support the Team Leader and KE2 in:</p> <ul style="list-style-type: none"> • Conducting Diagnostic studies on 50 small-sized enterprises • Production of 50 individual Business Diagnostic Report
April - July 2017	Ordu - Turkey	Agrotec S.P.A. - Spain Bertino Fabro bertinofabro@outlook.it 00393357405686	Senior Business Development Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF MY HONEY MY BEE MY HONEYCOMB IN ORDU</p> <p>Job Title: Development of Cross-Cutting Network Strategies</p> <p>The objective of the assignment was to carry out the following activities during the assignment period:</p> <ul style="list-style-type: none"> • Develop the following strategies together with the assigned experts for this activity; <ul style="list-style-type: none"> ○ internationalization strategy for the Regional Apiculture Sector ○ business collaboration strategy for the Regional Apiculture Sector ○ innovation strategy for the Regional Apiculture Sector ○ communication and publicity strategy for the RAN ○ fund and business development strategy for the RAN • Consolidate and incorporate the developed strategies into the Road Map of Regional Apiculture Network by the joint effort of all experts assigned for the activities • Prepare the Regional Apiculture Network Analysis Report which provides satisfactory information about what needs to be done according to gaps, problems, challenges and needs. • Prepare the RAN Operational Road Map.
February - March 2017	Ordu - Turkey	Agrotec S.P.A. - Spain Bertino Fabro bertinofabro@outlook.it 00393357405686	Senior SME Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF MY HONEY MY BEE MY HONEYCOMB IN ORDU</p> <p>Job Title: Assessment of the Planned Regional Apiculture Network and Development of a Roadmap</p> <p>The objective of the assignment was to carry out the following activities during the assignment period:</p> <ul style="list-style-type: none"> • Meet project TAT and ERA as well as the other TAT Experts who will be involved in the

				<p>same activity and, prepare agreed agenda, goals, methodology and processes to be followed</p> <ul style="list-style-type: none"> Analyse the Stakeholders which were already identified during the Inception workshops Prepare semi-structured Interview questionnaire and conduct 35 interviews with the identified Stakeholders in the target provinces Collect the data from the national and international sources throughout desk study about the production, number of SMEs, subsidies, marketing and etc. Participate in the workshop as co-moderator to set the Shared Vision of Regional Apiculture Network (RAN) in Ordu and support to the Moderator Prepare a Regional Apiculture Network analysis report which provides comprehensive information about the current situation about the sector in the region
January 2017	Hatay - Turkey	<p>WeGlobal (formerly known as Project Group) - Turkey</p> <p>Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755</p>	Senior Human Resources Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF HAND MADE IN HATAY</p> <p>The objective of the assignment was to provide technical assistance to assess and analyse the needs of training of the CUF staff and to support the Team Leader and KE-2 in the following subjects:</p> <ul style="list-style-type: none"> To define the training time frame considering the tight-fitting time of the launch of the CUF services during the Technical Assistance mission of TAT. To define the best methodology for training during the launch of CUF's services. Training in working place
April - May 2017	Gaziantep - Turkey	<p>Turkish Scientific and Technological Research Institute (Tubitak) & Gaziantep University Target Technology Transfer Office (Target TTO)</p> <p>Ekrem Tekin info@ttotarget.com 00903423600611</p>	Technological Business Development Mentor	<p>The objective of the assignment was to provide mentorship services to the entrepreneur who was selected by TÜBİTAK and TARGET TTO and who was operating in the incubator of these institutions, and also who was supported by these institutions through grants, in order to accelerate the commercialization of the product (business idea) and to make the product suitable for the demand structure of the target market.</p> <p>The project was rendered by TUBITAK and the mentor - mentee mapping was implemented by TARGET TTO. The following activities were carried out during the assignment period:</p> <ul style="list-style-type: none"> Determining the level of preparedness for commercialization by analyzing the entrepreneur's technological business idea, Analysis of the market demand structure related with the business idea, Determining the corrective actions by analyzing the incomplete and faulty aspects of the product, Preparing a short-term product commercialization business plan for the entrepreneur, Preparing the entrepreneur for meetings with business angels,

				<ul style="list-style-type: none"> • Accompanying the entrepreneur to work on product, market study, and demand analysis, • Ensuring that the entrepreneur meets the funds, • Ensure the commercialization of the product.
December 2016 - May 2017	Gaziantep - Turkey	<p>Hasan Kalyoncu University</p> <p>Cengiz Helvacikara cengiz.helvacikara@hku.edu.tr 00905395031414</p>	Entrepreneurship Trainer	<p>HASAN KALYONCU UNIVERSITY - GAZIANTEP FIGHTS UNREGISTERED EMPLOYMENT PROJECT</p> <p>The objective of the assignment was to provide technical assistance to analyse the needs of entrepreneurs and develop training programmes for Hasan Kalyoncu University's Technology Transfer Office management team in the following subjects:</p> <ul style="list-style-type: none"> • To analyse the needs of the entrepreneurs • To analyse the expectations of KOSGEB • To define the learning objectives • To prepare training modules on entrepreneurship • To deliver applied entrepreneurship training to 8 distinct groups
January 2017	Hatay - Turkey	<p>WeGlobal (formerly known as Project Group) - Turkey</p> <p>Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755</p>	Senior Human Resources Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF HAND MADE IN HATAY</p> <p>The objective of the assignment was to provide technical assistance to analyse the identified needs of training of the CUF staff and to develop training curricula (topics, units) and to support the Team Leader and KE-2 in the following subjects:</p> <ul style="list-style-type: none"> • To define the learning objectives • To develop optimum subjects to complement the knowledge and skills of the CUF staff • Prepare training modules on <ul style="list-style-type: none"> ○ Strategic Management for Hi-Performance Teams. ○ Communication Skills inside the team and outside the team. ○ Leadership and delegation. How to create a team? ○ Self-confidence to assume their roles as CUF in the market. ○ Introduction of Occupational Health and Safety (OHS 18001).
December 2016	Elazığ - Turkey	<p>WYG International - Turkey</p> <p>İrem Savran Çolakça irem.savran@wyg.com.tr 00903122197755</p>	Senior Institutional Capacity Building Expert	<p>TECHNICAL ASSISTANCE FOR THE EXPANSION OF ELAZIĞ ENTERPRISE DEVELOPMENT CENTRE (ELAZIG ISGEM)</p> <p>The objective of this assignment was to provide technical assistance to Team Leader and Key Expert 2 in the following subjects</p> <ul style="list-style-type: none"> • In consultation with KE 2, discuss, and agree with ERA the proposed structure of the Centre prepared by KE 2 • Conduct desk research to define the staff and workforce profiles according to the agreed

				<p>structure of the Centre</p> <ul style="list-style-type: none"> To establish a Human Resources budget and overall operational budget for the Centre To develop a correct salary practice that contributes to efficiency and flexibility.
November 2016	Hatay - Turkey	<p>WeGlobal (formerly known as Project Group) - Turkey</p> <p>Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755</p>	Design Training Coordinator	<p>TECHNICAL ASSISTANCE FOR OPERATION OF HAND MADE IN HATAY</p> <ul style="list-style-type: none"> To design promotional materials (vouchers, certificates, and so on) To visit all interested furniture manufacturers in Antakya and to find 200 interested potential companies To sign training application forms with the interested manufacturers To share the training content with the candidate companies and collect from them the most important topics for this training To organize training event
October 2016	Hatay - Turkey	<p>WeGlobal (formerly known as Project Group) - Turkey</p> <p>Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755</p>	Senior Training Needs Analysis and Training Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF HAND MADE IN HATAY</p> <p>The objective of this assignment was to provide technical assistance to asses and analyze the needs of training of the Common Use Facility (CUF) staff and to support the Team Leader and Key Expert 2 in the following subjects;</p> <ul style="list-style-type: none"> To define the training time frame considering the tight-fitting time of the launch of the CUF services during the technical assistance mission of Technical Assistance Team To define the best methodology for training during the launch of CUF's services. Training in working place.
September 2016	Hatay - Turkey	<p>WeGlobal (formerly known as Project Group) - Turkey</p> <p>Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755</p>	Senior Training Needs Analysis and Training Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF HAND MADE IN HATAY</p> <p>The objective of this assignment was to provide technical assistance to asses and analyze the needs of training of the Common Use Facility staff and to support the Team Leader and Key Expert 2 in the following subjects;</p> <ul style="list-style-type: none"> Conducting Training Needs Analysis for Common Use Facility (CUF) Staff for identifying necessary knowledge and skills needed for the job To suggest optimum subjects to complement the possible gap on knowledge, skills and experience asked for the job profile description of the CUF staff
August - November - 2016	Gaziantep - Turkey	<p>Sercan Belgelendirme - Turkey</p> <p>Selver Karadağ skaradag@sercan.com.tr 00905337142538</p>	Senior Business Development Expert - Software Engineer	<p>SERCAN BELGELENDİRME & EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT (EBRD)</p> <p>The objective of this assignment was to improve management effectiveness of vocational competencies accreditation company by implementing management information (MIS) and accreditation management software. Project was funded and supervised by the European Bank for Reconstruction and Development. Particular activities of the project was as follows;</p>

				<ul style="list-style-type: none"> • Team Building and problems analysis • Configuration of management information system, accreditation management software and designing the project plan • Establishment of vocational competencies accreditation system • Development of management information and accreditation management software • Development of management reports under the MIS software
July - August 2016	Gaziantep - Turkey	<p>İKADA Consulting - Turkey</p> <p>Bahri Aydın bahria@ikada.com.tr 00905337117084</p>	Senior SME Expert	<p>SIIRT PISTACHIO PROCESSING FACILITY PROJECT (SFİT)</p> <p>The objective of this assignment was to provide technical assistance to asses and analyze the business development needs of pistachio manufacturers in the region and establish diagnostic studies in order to support the Team Leader and KE2 in the following subjects:</p> <ul style="list-style-type: none"> • To identify and prepare a list of pistachio manufacturers in Gaziantep, Şanlıurfa, Kilis and Kahramanmaraş provinces • To visit pistachio manufacturers in the region, and interview with company managers • To establish diagnostic studies for 16 pistachio manufacturers • To prepare business diagnostic reports for 16 pistachio manufacturers
May 2014 - July - 2016	Gaziantep - Turkey	<p>Güllüoğlu Baklava - Turkey</p> <p>Cevdet Güllü cevdet@gaziantepgulluoglu.com 00905324783831</p>	Senior Business Development Expert - Software Engineer	<p>GULLUOGLU BAKLAVA & EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT (EBRD)</p> <p>The objective of this assignment was to improve management effectiveness of baklava (regional dessert) manufacturer company by implementing management information (MIS) and bar-coding systems. Project was funded and supervised by the European Bank for Reconstruction and Development. Particular activities of the project was as follows;</p> <ul style="list-style-type: none"> • Team Building and problems analysis • Configuration of management information system and designing the project plan • Development of management information system software • Establishment of bar-coding system, and integration with overall MIS system • Development of a digital commercial information sharing network between retail stores and the headquarters of the company which were spread out country wide • Development of management reports under the MIS software
March - June 2016	Gaziantep - Turkey	<p>WYG International - Turkey</p> <p>İrem Savran Çolakça irem.savran@wyg.com.tr</p>	Senior Needs Assessment Expert	<p>TECHNICAL ASSISTANCE FOR GAZIANTEP REGIONAL INDUSTRIAL DESIGN AND MODELLING CENTRE (GETAM)</p> <p>The objective of this assignment was to provide technical assistance to identify the Human Resource Base, prepare the associated operational costs, and establish the legal status of the GETAM in order to support the Team Leader and KE2 in the following subjects:</p>

		00903122197755		<ul style="list-style-type: none"> • Desk Research to define the staff and workforce profiles according to the expected structure of the GETAM • To establish a Human Resources budget and overall operational budget for the GETAM • To develop a correct salary practice that contributes to efficiency and flexibility • To identify an appropriate legal status in order to operationalise and manage GETAM once established
April 2016	Hatay - Turkey	<p>WeGlobal (formerly known as Project Group) - Turkey</p> <p>Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755</p>	Senior Training Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF HAND MADE IN HATAY</p> <p>The objective of this assignment was to investigate and establish the feasibility of establishing a common training centre in Hatay to provide training to the handmade furniture sector. The study examined and validated the proposal under a number of headings, including:</p> <ul style="list-style-type: none"> • The nature and range of the services to be supplied • The likely demand (volume) for training services to be provided on a commercial basis • The market rate for the proposed services • The operating structure of a common training facility • The operating principles of a common training facility • The financial model for the facility
June – September 2015	Gaziantep - Turkey	<p>Hasan Kalyoncu University</p> <p>Cengiz Helvacikara cengiz.helvacikara@hku.edu.tr 00905395031414</p>	Senior Feasibility Analysis Expert	<p>HASAN KALYONCU UNIVERSITY - SILKROAD DEVELOPMENT AGENCY - FEASIBILITY ANALYSIS PROJECT</p> <p>The objective of this assignment was to investigate and establish the feasibility of constructing a smart reference building and establishing an innovation centre. The study examined and validated the proposal under a number of headings, including:</p> <ul style="list-style-type: none"> • The nature and range of the services to be supplied • The likely demand (volume) for innovation services to be provided on a commercial basis • The market rate for the proposed services • The operating structure of a common innovation centre • The operating principles of a common innovation centre • The financial model for the smart building and the innovation centre • This project was funded and supervised by İpekyolu Development Agency.
September – November 2015	Hatay - Turkey	WeGlobal (formerly known as Project Group) - Turkey	Senior Training Needs Analysis and Training Expert	<p>TECHNICAL ASSISTANCE FOR OPERATION OF HAND MADE IN HATAY</p> <p>The objective of this assignment was to provide technical assistance to asses and analyze the needs of training of the Hand Made Furniture Manufacturers and to support the Team</p>

		Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755		Leader in the following subjects; <ul style="list-style-type: none"> To analyze findings of the Diagnostic Business Report, and evaluate the prior needs in basis assessments of DOĞAKA and ABİGEM To organize meetings with stakeholders of the project and define criteria of the interviews for selecting enterprises by the Chamber of Commerce and Industry of Hatay To incorporate findings into a report and to identify the monitoring mechanisms To suggest optimum subjects according to the finding needs.
November - 2015 - January 2016	Gaziantep - Turkey	Sırma Halı - Turkey Ebru Köroğlu koroglu_ebru@hotmail.com 00905336428483	Senior Business Development Expert - Software Engineer	The objective of this assignment was to improve management effectiveness of carpet manufacturer company by establishing a purchasing department and developing a purchasing automation system. Project was funded and supervised by the European Bank for Reconstruction and Development. Particular activities of the project was as follows; <ul style="list-style-type: none"> Analysis of business needs and establishment of strategic purchasing procedures Determination of the authority and responsibility levels of the personnel involved in procurement demand and decision mechanisms Establishment of a mechanism to ensure that purchasing processes are organised, managed and controlled from one centre Development of an automation software to manage and report on these processes
September - 2015	Hatay - Turkey	WeGlobal (formerly known as Project Group) - Turkey Elif Köyatası elif.koyatasi@wyg.com.tr 00903122197755	Senior Human Resources Expert	TECHNICAL ASSISTANCE FOR OPERATION OF HAND MADE IN HATAY The objective of this assignment was to provide technical assistance to define the Human Resource Protocol of the CUF and support team leader and KE2 in the following subjects; <ul style="list-style-type: none"> Desk research to define the staff and workforce profiles according to CUF performance To establish the human resource specialist in an industrial manufacturing environment To establish a correct strategy to recruit and retain the best professionals To establish a HR Budget for the CUF business plan To fix correct salary practice that contributes to efficiency and flexibility To define an induction and training plan to increase the skills and knowledge of human resources.
June - September - 2013	Gaziantep - Turkey	Tanis Degirmen - Turkey	Senior Business Development Expert - Software Engineer	TANIS DEGİRMEN & EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT (EBRD) The objective of this assignment was to improve management effectiveness of key turn milling factory manufacturer company by establishing an online management information system. Project was funded and supervised by the European Bank for Reconstruction and Development. Particular activities of the project was as follows;

				<ul style="list-style-type: none"> • Diagnostic study to identify business needs • Design and development of client information & management system • Design and development of proposal/offer management system • Design and development of production & export management system • Design and development of post-sales/technical services management system • Development of an automation software to manage and report on these systems • Delivery of training to the management board & staff
July 2009- Present	Gaziantep - Turkey	<p>Celebi Consulting - Turkey</p> <p>Aysun Çelebi aysun@byclb.com 00905325907505</p>	Company Owner / General Manager / Expert	<ul style="list-style-type: none"> • Starting-up and management of consulting, training and engineering departments with all aspects • Identification, constitution and starting-up of an experts work-force for consulting and counselling services • Development and implementation of organizational service marketing strategies • Development, planning and implementation of organisational strategic communication and marketing strategies and tools • Development of job descriptions, work-flows for business development consultancy services • Delivery of consultancy services on several management issues, manufacturing and on marketing to SMEs and large sized enterprise • Service delivery on installation of distribution chain to large sized enterprise • Implementation of "training needs analysis" projects for multiple SMEs, preparation, development, supervision, assessment and evaluation of training programmes • Performance evaluation of consultants and trainers, identification and development of actions and strategies to be taken to improve service quality and standards • Launched and managed "Management and Leadership Centre" in order to provide support and improve managerial capabilities of graduates • Training and consulting service delivery on Marketing Management, Professional Management, and Training Management topics under EU and KOSGEB funded multiple projects • Multiple training delivery on Applied Entrepreneurship organized by ISKUR and KOSGEB (which are governmental organizations operating for national development) • Training delivery on Women Entrepreneurship organized by the public business institute GAGIAD • Consultancy service delivery to SMEs on business development • Various consultancy service delivery to SMEs on market development, improvement of

				<p>market share, and penetrating to new markets</p> <ul style="list-style-type: none"> • Preparation of various feasibility reports and business plans for entrepreneurs and consultancy service delivery on these subjects • Multiple entrepreneurship training delivery to young people at the Agri province of Turkey, which was launched by ESOB, funded by EU and supported by KOSGEB • Multiple training delivery for Bingöl province government on "protocol, breeding and gentleness" and "corporate writing rules", where the programme was funded by EU • Development and preparation of documents and reports for SMEs which were applying to investment incentive certificate of the national government • Various training and consultancy service delivery to Firat Development Agency on Business development and entrepreneurship • Training and consultancy service delivery to citizens of multiple countries of EU in Turkey on business development, marketing, entrepreneurship, and the importance of culture in entrepreneurship, which was a programme of and funded by the Gruntvig Project • Formulation, planning, implementation and reporting of all aspects of the "Tourism Analysis of Gaziantep Project", which was hosted by the Gaziantep Tourism Delegates Association and funded by the Silkroad Development Agency • Formulation, planning, implementation and reporting of all aspects of the "Migration Analysis of Gaziantep Project", which was hosted by the Hasan Kalyoncu University and funded by the Silkroad Development Agency • Formulation, planning, implementation and reporting of all aspects of the "AKSOLENSI Intelligent Solar Energy Systems R&D Project", which was hosted by three SMEs and funded by TUBITAK with a 2 million USD budget • Development of multiple web based and desktop software applications for SMEs • Development of multiple software applications which were funded by the European Bank for Reconstruction and Development (EBRD) as accredited software developer of the EBRD
February 2007- July 2009	Gaziantep - Turkey	<p>Consept Door Consulting - Turkey</p> <p>Dr. Zeki Yüksekbilgili yuksekbilgili@gmail.com 00905448075052</p>	General Manager & Expert	<ul style="list-style-type: none"> • Starting-up and management of consulting, training and human resource departments with all aspects • Identification and development of standards for training delivery services • Development and implementation of organizational training strategy • Identification and development of standards for business consultancy and counselling service delivery • Development and implementation of organizational consulting service delivery strategy

				<ul style="list-style-type: none"> • Development and implementation of strategic marketing plan for the services provided to SMEs • Delivery of consultancy services to SMEs on training department setup • Development of an experts database to be used for consulting and counselling services • Implementation of a "training needs analysis" project for the region • Identification of regional training demands, training programmes and curricula development and planning, development of training programme contents, identification of trainee profiles, coordination with trainers and other personnel involved in training activities • Designing and implementing training programmes / training curricula • Analysis and reorganization / restructuring responsibility of company • Assessment and performance evaluation of business advisors and trainers • Preparation of business consultancy manuals • Setup, launched and managed a "Management and Leadership Centre" in order to provide support and improve managerial capabilities of graduates of vocational training organizations of the region • Planning, organization and implementation of entrepreneurship programs in connection and coordination with KOSGEB at University of Gaziantep and Adiyaman University • Entrepreneurship training delivery within the context of EU funded "Better Opportunities for Young and Women Entrepreneurs" which is managed by Bingöl Chamber of Commerce and Industry • Consultancy service delivery to SMEs at Gaziantep, Şanlıurfa and Diyarbakır regions on multiple business management issues, manufacturing and marketing • Preparation of proposals for public and private sector service delivery tenders, planning, coordination, reporting any other correspondence works for contracted projects • Entrepreneurship training and consultancy service delivery for the preparation of feasibility studies and business plans of entrepreneurs under Young Entrepreneurship Programme governed by Gaziantep TEKMER and implemented at Gaziantep University • Entrepreneurship training and consultancy service delivery for the preparation of feasibility studies and business plans of entrepreneurs under Young Entrepreneurship Programme governed by Şanlıurfa KOSGEB and implemented at Adiyaman University • Training delivery on Professional Management to company owners and senior managers of SMEs at Malatya, Sivas and Elazığ under General Training Project governed by Malatya KOSGEB
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2004- 2007	Gaziantep - Turkey	<p>EU Business Centres - Gaziantep Chamber of Commerce - Turkey</p> <p>Gülbin Çalışkantürk gulbin@gto.org.tr 00903422203030</p>	Training Manager & Co-Director	<p>EU-TURKEY BUSINESS CENTRES DEVELOPMENT PROJECT</p> <ul style="list-style-type: none"> • Assistance and responsibility of supervision and management of the implementation of the EU funded Business Centres project. • Implementation of procurement procedures via tenders based on PRAG rules to obtain the desired quality of services and supplies for the Business Centre • Assessment of business advisors in Izmir and Kocaeli EU Business Centres • Delivery of consultancy on feasibility studies to SMEs in the region • Preparation of business development consultancy manuals on Strategic Business Planning, and Entrepreneurship • Starting-up and supervision of training department • Development and implementation of training strategy of the Business Centre • Starting-up and management of human resource and entrepreneurship departments • Management of human resource projects, human resource planning, defining job profiles • Analysis of organisations, identification of training needs of SMEs

			<ul style="list-style-type: none"> • Designing and implementing training programmes / training curricula • Identification of regional training demands, training programmes and curricula development and planning, development of training programme contents, identification of trainee profiles, coordination with trainers and other personnel involved in training activities • Assessment of consultants and experts on business advisory activities based on international standards provided by the IBA • Assessment and performance evaluation of trainers • Marketing of BC's services and training programmes to SMEs • Delivery of counselling, consultancy and training services to SMEs in Gaziantep and in the region on multiple business development issues • Executive of training projects • Working with local administrations, cooperation and coordination social policy projects • Designation and implementation of sector development projects (Bulgur Sector Development, Pistachio Sector development, and Regional Export development projects) • Implementation and management of market analysis in the region in order to identify vocational qualifications demanded by SMEs • Coordination and cooperation of vocational training programmes with MEKSA, the main vocational training centre in the region setup and launched by EU, ILO and UNDP • Management of an internship project on international marketing in line and collaboration with regional vocational training centre • Setup, launched and managed a "Management and Leadership Centre" in order to provide support and improve managerial capabilities of graduates of vocational training organizations of the region • Supported the preparation of vocational training needs analysis report project run by MoNE and Gaziantep Directorate of National Education • Implementation of ECDL certification project in the region in order to improve computer operational skills of unemployed people • Management and implementation of a Marketing Skills Development project in order to develop qualified work force from unemployed people in cooperation with Gaziantep Chamber of Commerce and İŞKUR • Delivery of consultancy services to Gaziantep Government on setting up and launching of a GIS system • Sectoral participatory strategic planning with the participation of local public
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1999-2004	Gaziantep – Turkish Republic Of Northern Cyprus - Bolu	Turkish Land Forces - Turkey Şeref Dağkılıç dagkilig@ttmail.com 00905333392833	Operations and Training Officer / Battalion Commander	<ul style="list-style-type: none"> • Supervision of staff and organization activities • Supervision and management of organization covering all aspects • Strategic business planning • Capacity building • Preparation of feasibility studies on multiple projects • Management of projects involving multidiscipline tasks • Identification and evaluation of training needs and planning training • Preparation and implementation of annual training plans • Management of multiple human resources covering all aspects (with 1200 employees) • Human resource planning, defining job profiles • Logistics executive • Planning, management and implementation of complicated logistics operations • Management of public relations • Responsibility of Total Quality Management processes • Assessment and evaluation of the performance of the organization with respect to pre-defined performance criteria • Performance evaluation of senior managers • Coaching and training of managers and leaders • GIS planning and operations • Information management • Organization and management of multiple vocational training programmes in order to setup and/or improve labor qualifications and help employment of recruited personnel after the completion of military service • Planning and command of security and combat operations • Supervision of staff and organization activities
1994-1999	Gaziantep - Turkey	Turkish Land Forces - Turkey Şeref Dağkılıç dagkilig@ttmail.com 00905333392833	Company Commander	<ul style="list-style-type: none"> • Supervision and management of organization covering all aspects • Supervision of staff and organization activities • Long term business planning • Management responsibility of internal security applications at operational and planning levels • Capacity building

				<ul style="list-style-type: none"> • Planning, management and implementation of complicated logistics operations • Management of procurement processes • Planning, management and implementation of complicated logistics operations • Identification of training needs and planning of training • Human resource management (with 400 employees) • Arrangement, maintenance, and inventory applications of medium-sized stores • Management of projects involving multidiscipline tasks • Performance evaluation of leaders and managers • Responsibility of Total Quality Management processes • GIS planning and operations • Coaching and training of managers and leaders • Organization and management of multiple vocational training programmes in order to setup and/or improve labour qualifications and help employment of recruited personnel after the completion of military service • Planning and command of security and combat operations
1990-1994	Ankara - Turkey	<p>Army War Academy - Turkey</p> <p>Şeref Dağkılıç dagkilic@ttmail.com 00905333392833</p>	Senior Manager	<ul style="list-style-type: none"> • Identification of training needs on multiple multidisciplinary tasks of military war academy students • Medium term business planning • Planning, management and implementation of complicated logistics operations • Responsibility of Total Quality Management processes • Performance evaluation of junior and senior managers • Information management • Executive of training programmes • Coaching and training of managers and leaders
1986-1990	Kars - Turkey	<p>Turkish Land Forces - Turkey</p> <p>Şeref Dağkılıç dagkilic@ttmail.com 00905333392833</p>	Company Commander	<ul style="list-style-type: none"> • Supervision and management of organization covering all aspects • Supervision of staff and organization activities • Medium term business planning • Identification and evaluation of training needs and planning training • Management of human resource (with 200 employees) • Logistics executive • Planning, management and implementation of complicated logistics operations • Performance evaluation of leaders and managers • Management of projects involving multidiscipline tasks

				<ul style="list-style-type: none">• Performance evaluation of leaders and managers• Coaching and training of managers and leaders• Responsibility of local security operations and planning• Planning and command of security and combat operations
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Courses, Seminars and Training

- Business Development Mentorship – TÜBİTAK & Gaziantep University Target Technology Transfer Ltd.
- Training of Trainers (ToT) – IMC Consulting
- Business Advisory Standards – The Institute of Business Advisors
- ISO 9001:2000 QMS - EU Business Centres / Gaziantep
- Cost Management - – IMC Consulting
- HACCP QMS and Hygiene - EU Business Centres / Gaziantep
- Women Entrepreneurship - – IMC Consulting
- Project Cycle Management - EU Business Centres / Gaziantep
- Feasibility Analysis - EU Business Centres / Gaziantep
- International Financial Techniques - IMC Consulting
- Financial Analysis - EU Business Centres / Gaziantep
- International Marketing - EU Business Centres / Gaziantep
- CE Marking (Machinery) - EU Business Centres / Gaziantep
- CE Marking (Medical) - EU Business Centres / Gaziantep
- Strategic Marketing - EU Business Centres / Gaziantep
- Market Research - EU Business Centres / Gaziantep
- Brand Management - EU Business Centres / Gaziantep
- Clustering - EU Business Centres / Gaziantep
- Business Planning - EU Business Centres / Gaziantep
- Environment - EU Business Centres / Gaziantep
- Marketing and Sales - EU Business Centres / Gaziantep
- Company Mergers - EU Business Centres / Gaziantep
- Nuclear, Biological, and Chemical Defence Expert - Long Term Course - NBC School - Turkish Land Forces / Istanbul
- Land Mines Expert Course - Tuzla Infantry School / Istanbul
- Explosives Expert Course - Eğirdir Commando School / Isparta

Publications

- O. C. Celebi, U. Cevik, Selective surface normal estimation for volume rendering, Intelligent Automation and Soft Computing, vol.23, pp.95-102, **2017**
- O. C. Celebi, U. Cevik, Accelerating volume rendering by ray leaping with back steps, Computer Methods and Programs in Biomedicine, vol.97, pp.99-113, **2010**.
- O. C. Celebi and U. Cevik, (2003) A Template-Based Algorithm for Volume Rendering, International Journal of Artificial Intelligence, vol.1, pp.371–378, **2003**.
- O. C. Celebi, U. Cevik, A Template Based Algorithm for Volume Rendering, TAINN'2003 International Twelfth Turkish Symposium on Artificial Intelligence and Neural Networks, July **2003**, Canakkale - Turkey.
- O. C. Celebi, A Template-Based Discrete Ray Tracing System for Volume Rendering, M.Sc. Thesis, University of Gaziantep, **2003**.