



# Márk Verebélyi

SOFTWARE ENGINEERING LEADER

## Profile

Highly accomplished and results-oriented engineering leader with 15+ years of experience in software development and 3+ years in progressive engineering leadership roles. Proven ability to build and scale high-performing engineering teams, drive technical vision, and align engineering strategies with business objectives. Expert in fostering a culture of innovation, collaboration, and continuous improvement, with a strong emphasis on leadership development and strategic execution.

## Employment History

### Senior Engineering Manager, Brandwatch, Copenhagen (Denmark)

NOVEMBER 2022 – PRESENT

- Direct and scale a multi-team engineering organization, managing 18+ engineers (13 direct reports, 5 indirect reports).
- Provide mentorship and guidance to an engineering manager responsible for a team of 5 engineers.
- Drive the long-term technical vision and strategy and align with company-wide engineering initiatives.
- Foster an environment of growth, collaboration, and transparency across multiple teams.
- Coach and mentor team members.
- Conduct bi-annual performance reviews with a focus on providing honest, constructive feedback to facilitate employee growth.
- Lead hiring efforts for multiple teams, with thorough experience in running interviews.
- Offer technical guidance based on extensive engineering experience.
- Collaborate closely with product management, design, and other stakeholders to drive product strategy and execution.

### Engineering Manager, Brandwatch, Copenhagen (Denmark)

FEBRUARY 2022 – OCTOBER 2022

- Led a team of 8 software engineers, focusing on growth and collaboration.
- Provided technical guidance, improved processes, and addressed technical debt.
- Coached, mentored, and developed team members.
- Drove the long-term technical vision and strategy.
- Conducted bi-annual performance reviews with a focus on providing honest, constructive feedback to facilitate employee growth.
- Contributed hands-on as a backend engineer.

### Staff Software Engineer, Brandwatch, Copenhagen (Denmark)

NOVEMBER 2020 – JANUARY 2022

- Led cross-organizational efforts, documented standards, and facilitated knowledge transfer.
- Coached and mentored team members.
- Acted as a sparring partner, providing technical insights.

## Details

Copenhagen  
Denmark

## Links

[Personal Website](#)

[LinkedIn](#)

## Skills

Strategic Planning and Execution  
Team Leadership and Management  
Coaching and Mentoring (ICs and Leaders)  
Leadership Development  
Cross-functional Collaboration  
Communication and Presentation  
Performance Management  
Scaling Engineering Organizations  
Hiring and Interviewing

## Languages

English

Danish

## Hobbies

Running  
Reading and listening to audio books  
Learning and self-development  
Playing piano

## Senior Software Engineer, Brandwatch, Budapest (Hungary)

SEPTEMBER 2016 – OCTOBER 2020

- Executed complex projects, participated in the entire software development lifecycle.
- Coached and mentored less experienced developers.
- Designed components and services to meet business needs.

## Software Architect, Kolkida Zrt., Budapest (Hungary)

JANUARY 2014 – AUGUST 2016

- Designed and implemented a greenfield SaaS platform for credit risk assessment.
- Owned security-related decisions, ensuring application and data security.
- Contributed to project direction and technical strategy.

## Lead Developer, Floyd Zrt, Budapest (Hungary)

SEPTEMBER 2010 – MAY 2012

- Built a fleet tracking solution for a private railway company.
- Designed backend architecture and integrated hardware devices.
- Negotiated with the client, gathered requirements, and provided support.

## Software Engineer, Statlogics Zrt., Budapest (Hungary)

MARCH 2009 – DECEMBER 2013

- Owned development and maintenance of the mortgage module.
- Provided direct support to Hungary's largest bank.
- Stepped up as a lead engineer, mentoring team members.

## Technical Skills

- System Design & Architecture: DDD, CQRS, Scalability, Resilience & Fault Tolerance, Microservices & Distributed Systems, Application Security
- Cloud Infrastructure & DevOps: AWS, GCP, Kubernetes
- Programming Languages: Java
- Application/Web Frameworks and Libraries: Spring Boot & Ecosystem, Spring Security, JPA (Hibernate ORM)
- Message Brokers: Apache Kafka, Apache ActiveMQ
- Federated Identity Providers: Keycloak, CAS, Shibboleth
- CI/CD: Jenkins, Drone, ArgoCD
- Monitoring, Logging & Observability: Graylog, Sentry, Prometheus, Grafana
- Database & Data Management: PostgreSQL, Elasticsearch, Redis, MySQL, Oracle
- Build Tools: Maven, Gradle, Ant

## Other

As an EU citizen, I'm allowed to work in any EU country without a visa. I live and have permanent residency in Denmark.