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Top Skills

Agile Methodologies

Software Design

Software Development

Oren Pelzman

R&D Group Manager at Checkmarx

Tel Aviv

Summary

I am the type of manager who will get things going.

Smooth execution, on-time delivery, high quality, engaged, motivated, productive team members that know their short/medium term career path, technology, code. These are the things that thrill me. This is where I'm best at and where I put most of my effort.

I love my work. I adhere to setting high standards, and I lead by example - meeting those standards. My teams know that I will very rarely compromise on less than excellence.

My main passions are:

- Backend development, system architecture, API design, testability & automation, code.
- People development. Understand what makes my team members perform better. Understand what makes them happy. What brings the good vibes to the team. Engage & motivate.
- I care for my people, on the personal level!

Experience

Checkmarx

3 years 4 months

R&D Group Manager

December 2020 - Present (8 months)

Tel Aviv, Israel

Checkmarx AST(Application Security Testing) 2.0 - Next Generation SAST

- My group is rewriting the ever successful SAST as a multitenant public cloud & On-Prem app
- Managing a multi-geo group of 17 people across 3 teams
- Development is done in go-lang
- Using full micro services architecture orchestrated by Kubernetes

- Taking major part in designing the entire CI-CD development procedure
- Promoting automated quality monitoring
- Leading transformations in group structure, methodologies, processes, team motivation etc.
- Hiring, hiring & more hiring
- Enjoying every second of it!

R&D Group Manager

June 2019 - December 2020 (1 year 7 months)

Tel Aviv Area, Israel

Checkmarx flagship product, SAST R&D.

- Responsible for delivering high quality releases of multi-million \$\$ enterprise software product.
- Managing 22 engineers across 5 teams: Developers, QA-Automation, devops, system architects.
- Leading process transformations for improved R&D efficiency, quality and predictability.
- Migrating legacy technology stacks into modern ones, effecting company tech-culture.
- Work closely with management, PM's and customers influencing directly on product roadmap.
- People management - Recruiting, mentoring, setting goals, performance tracking, org structure.
- My teams are practicing advanced agile methodologies.
- Code - I take active part in design reviews, code reviews, coding & debugging.
- I adhere to excellence, never take anything for granted. I care for my people, and I love my work.

Backend Team Leader

April 2018 - June 2019 (1 year 3 months)

Tel Aviv Area, Israel

Micro Focus

Backend Team Leader

February 2013 - March 2018 (5 years 2 months)

Yehud, Israel

Performance Center & LoadRunner R&D.

- Building , designing & architecting the backend side of a large scale heavily distributed enterprise application
- Managing a team of 7 engineers, agile methodology. Includes recruiting, mentoring & tracking individual performance
- Hands on – coding, debugging, reviewing changes & design, deep knowledge of the code
- Planning & managing product releases end-to-end
- Set coding & development standards
- API architecture – planned the product public API's (REST) for both customers & testability
- Cloud (AWS, Azure) & Docker integration architecture, planning & hands-on using Kubernetes
- Automation architecture – planned and participated in implementation of automated system tests as part of nightly procedure, using Jenkins
- Experience with various CI technologies (Jenkins, Bamboo, TeamCity)
- Direct communication with customers to understand usage pattern & identify market trends
- Main technologies: .NET, C++, Java

HP

4 years 6 months

Customer support R&D Manager

October 2011 - February 2013 (1 year 5 months)

Yehud, Israel

- Managing R&D level (highest) of customer support.
- Leading a team of 3 engineers.
- Investigating issues on customer environments, and bringing them to resolution through defect fix or configuration changes.
- Meetings with customers to understand their needs/pains and develop solutions.

Senior backend software engineer

September 2008 - September 2011 (3 years 1 month)

Yehud, Israel

- Part of a team of 7 engineers.
- Participated in architecting & developing of the product from scratch.
- Lead some major complex features.
- Technologies: .NET, C++.

Certagon

Backend software developer

April 2007 - July 2008 (1 year 4 months)

Raanana, Israel

- Led the backend development of a complex high data volume enterprise application.
- Developed an efficient in-memory multidimensional Aggregation engine (OLAP), focusing on optimal performance.
- Developed networking based code (TCP reassembler, HTTP reassemble)
- Defined administrated, & developed on top of SQL server DB.
- Developed a nightly build & unit-testing procedure.
- Responsibility on production environment including deployment & monitoring.

Easy-Forex Technologies

Software Developer & Team Leader

September 2005 - April 2007 (1 year 8 months)

Ramat Gan Area, Israel

- ASP.NET development for the application side.
- Backend components development & architecture.

Anywhere Technologies

Software developer, student position

February 2004 - July 2005 (1 year 6 months)

Azur, Israel

- C++ development of backend components, focusing on multithreading & networking.

Education

Ben-Gurion University of the Negev

Bachelor of Science - BS, Mathematics and Computer Science · (2002 - 2004)