



Laszlo Varga

IT Manager & Technical Leader | Enterprise Health Systems, Sensitive Data Management

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Summary

With over 20 years of IT leadership and enterprise development experience, I excel at translating business requirements into robust technical solutions. My focus is on understanding and solving real business needs while ensuring clear communication within development teams and with external partners. I thrive on building high-performing teams, driving strategic initiatives, and mentoring the next generation of technical talent.

With four diplomas and numerous courses, I'm well-educated both in Software Engineering and Management as well as AI/Machine learning.

On the Startup Engineering course of Stanford, I became the best out of 120.000 students and as a result I met Mark Zuckerberg, visited Airbnb and met my professor at Stanford during a trip, awarded by the University. I'm currently pursuing a Doctor of Business Administration (DBA).

Business Education

- **Doctor of Business Administration (DBA)** (2025-Present) - ISMAC International Business School & SSBM Geneva
- **Master of Business Administration (MBA)** (2017-2023) - University of Liverpool
- **Management Course (1 year)** (2001) - Auchan

WORK EXPERIENCE

Tech Lead, Senior Full-stack Developer– European Commission

November 2023– Current

Leading the technical delivery of the EU SoHO Platform, the central digital system mandated by EU Regulation 2024/1938 for registering and overseeing all Substances of Human Origin (blood, tissues, cells) activities across the 27 EU Member States. Coordinating the work of multiple specialised teams — security, infrastructure, quality assurance — and directly managing three developers to deliver a multi-cloud-native, horizontally scalable application built on AWS services including Elastic Beanstalk, Docker, Lambda, and API Gateway. Ensuring compliance with the strictest EU data-protection requirements for processing sensitive health-related personal data of thousands of health institutions, SoHO establishments, and national health authorities. Driving architectural decisions that balance high availability, regulatory auditability, and zero-downtime deployment across a platform designed to serve as the single authoritative registry for SoHO activities throughout the European Union.



REDCOMPETENCE

Founder - SimpleWP

Jan 2025-

Creating an Agentic AI based WordPress platform using top-notch AI technologies. I'm designing and implementing the core features, working on both the architecture and the full-stack development. This platform is revolutionary, changing the webhosting industry forever.

Senior Architect Full-stack Developer – European Commission January 01, 2021 – November 2023

Contributed to the EU Funding & Tenders Portal — the Single Electronic Data Interchange Area through which the European Commission publishes all grant opportunities and manages submissions. Developed two standalone applications within the portal ecosystem, supporting the end-to-end lifecycle of EU-funded research and innovation programmes that allocate billions of euros annually. Contributed to a complex migration effort, moving applications to a modern, scalable architecture and ensuring continuity of service for thousands of applicant organisations across Europe.

Senior Full-stack Developer – Sciensano, healthdata.be

June 01, 2021- July , 2023

Led the transformation of Belgium's national health research data platform (healthdata.be), enabling flexible, institution-defined data collection formats using form.io—replacing rigid, centrally-developed schemas. This shift empowered research institutions to define their own data structures while maintaining strict compliance with sensitive data regulations. Architected high-availability solutions on Azure/Kubernetes to handle unpredictable research data loads from Belgian institutions.

Senior Full-stack Developer – European Commission

January 01, 2019 - December 31, 2020

Developing the application that managed the COVID vaccination scheduling and communicating with the authorities. Built the SERMED application handling highly sensitive health data of European Commission, European Parliament, and EU agencies' employees. Data anonymisation with custom solutions and off-the-shelf security products.

Senior Full-stack Developer – European Commission

January 01, 2018 - December 31, 2018

- Pioneered the first cloud-native application within DIGIT (the European Commission's Directorate-General for Informatics), introducing containerised microservices architecture on Microsoft Azure. Established cloud-native development practices — CI/CD pipelines, infrastructure-as-code, and container orchestration — setting a reference implementation that informed DIGIT's broader cloud-adoption strategy.

Senior Architect / Full-stack Developer – European Commission September 01, 2013 - December 31, 2017

Key developer on SYSPER2, one of the European Commission's most critical and strategic applications managing HR data for 32,000+ EU staff. Handled highly sensitive personal and HR data with strict security protocols and GDPR-level compliance. Responsible for cross-module improvements and security solutions across the full software stack.



Senior Full-stack Developer – European Commission

July 01, 2011 - August 31, 2013

Modernised the Participant Data Management Unique Registration Facility (PDM URF), the central system enabling registration and verification of thousands of research organisations participating in the EU's FP7 grant programme. Led the full-stack modernisation from legacy architecture to contemporary Java-based technologies, eliminating redundant participant data re-entry during proposal and contract negotiation cycles. Improved system performance and reliability, reducing administrative friction for researchers across the Commission. Strengthened data security and validation controls to ensure integrity of participant registration data across multiple jurisdictions and research institutions.

Project manager – Software development and operations – RWE Hungary February 01, 2008 January 31, 2012

Served as external service provider to RWE Hungary, the country's largest electricity company, managing all custom software development needs with a team of two to three developers over four years. Delivered a country-wide electric pylon management system covering requirements analysis, workflow and security design, database development, and integration with SAP and other enterprise applications via web services. Built RWE's regulatory data-reporting application for mandatory submissions to the Hungarian Energy Agency, ensuring full compliance with national energy-sector regulations.

Senior Full-stack Developer – Hotels.com

March 01, 2011 June 30, 2011

Developed features for the Hotels.com global travel portal as part of the Loyalty pod, responsible for maintaining and extending loyalty programmes across the entire platform. Delivered full-stack contributions spanning Java back-end services and front-end development, supporting a high-traffic consumer application serving millions of travellers worldwide.

Senior Full-stack Developer – Albacomp Inc

February 01, 2011 March 31, 2011

Developed the Hungarian National Employment Service (NFSZ) Workforce Portal on the Liferay platform, building Java-based services for the state's public employment system. Delivered on schedule as part of a focused team working under extreme time pressure, enabling nationwide digital access to employment services for Hungarian citizens.

Technical lead – Joobili

November 01, 2010 February 28, 2011

Led the refactoring of Joobili, an angel-funded event-led travel startup (Seedcamp finalist, later acquired by TravelShark), managing a team of eight developers. Completed a full front-end modernisation of the Google Web Toolkit platform, delivering a crawlable, SEO-optimised interface that preserved the rich interactive experience while making the site discoverable by search engines.



REDCOMPETENCE

Technical Solutions Manager – IBM Hungary

January 01, 2003 May 31, 2010

- Progressed from shift leader to Technical Solutions Manager over a seven-year career at IBM Hungary, ultimately responsible for technical and financial project planning, coordination between clients, sales and technical teams, and ensuring delivery in accordance with contractual agreements. Managed teams of three to ten professionals and owned project budget planning. Key clients included ELMŰ and ÉMÁSZ — Hungary's largest electricity distributors, together serving over two million customers and approximately 30% of the national electricity market — delivering enterprise solutions such as a secure automated invoice platform handling more than one million end customers. Through IBM's international network, coordinated cross-border projects for several Swiss banking and insurance institutions. Began as shift leader overseeing second-level support and infrastructure operations across approximately 1,000 Windows servers, building the technical foundation that supported promotion into solution management.

Project manager – Geonardo Ltd

January 01, 2002 - December 31, 2002

- Managing the IT aspects EU research projects

Development projects – Szoftverek.hu Ltd/ Simple IT SRL

January 01, 2000 - Current

Founded and managed a software consultancy delivering over 100 web-based projects for Hungarian and international clients. Highlights include nol.hu, the online edition of Hungary's largest daily newspaper, which won the "Website of the Year" award in 2008.

Designed and built PoolCommander, a world-class pool and aquapark management solution combining custom hardware (dosing controllers, sensor gateways) with a cloud-based monitoring platform, deployed in commercial aquatic facilities across Central Europe.

Developed a Mago.net ERP – Microsoft CRM integration module, bridging operational and customer-relationship data for mid-market enterprises.

IT Manager – Auchan Hungary Ltd

February 01, 2000 - January 31, 2002

- Led IT department of 8–10 technicians and provided technical supervision to IT managers across multiple hypermarket locations. Managed IT aspects of new store openings as the company expanded its retail footprint in Hungary. Full responsibility for departmental budget, vendor negotiations, and central IT infrastructure procurement. Established IT operational processes and standards across the organization.

IT Support specialist – Arthur Andersen Ltd

February 01, 1999 - January 31, 2000

Provided IT infrastructure support for one of the Big Five global professional services firms, ensuring uninterrupted operations in a high-availability environment serving audit and consulting professionals with strict data confidentiality requirements.

Security consultant – User Consulting Ltd

January 01, 1996 - December 31, 1998



REDCOMPETENCE

Served as one of Hungary's first five certified IBM Tivoli specialists, providing enterprise data-security consulting to some of the country's largest organisations. Key clients included TVK (Tiszai Vegyi Kombinát), one of Central Europe's flagship petrochemical producers; MOL, Hungary's national oil and gas company; and Hungária Biztosító, the country's leading insurance provider (later acquired by Allianz). Designed and implemented a disaster-recovery solution for TVK's mission-critical chemical-plant systems — a landmark project that established business-continuity capability for one of Hungary's most strategically important industrial facilities. Analysed, improved and implemented data-security policies across these enterprises, and developed custom software solutions extending IBM's Tivoli security platform to address client-specific requirements.

SKILLS

Technical Leadership & Enterprise Architecture (20+ years)
Health Data Systems & Regulatory Compliance (EU SoHO, GDPR, eHealth)
Sensitive Data Management & Information Security
Team Management, Mentorship & Cross-functional Coordination
Stakeholder Communication & Client Relationship Management
Critical Thinking, Problem Solving & Decision Making
Project & Budget Planning
Full-stack Development: AI, Java, Angular, SQL, Cloud (AWS, Azure)

EDUCATION

Doctorate dual degree in Agentive and Generative AI ISMAL International Business School & SSBM Genoa	2025 -
Postgraduate course in AI and Machine Learning Caltech	2024
Master of Business Administration University of Liverpool	2017 - 2023
Technical Course in Startup Engineering Stanford – Best student	2013 - 2013
Master of Science in Software Engineering University of Liverpool – Award	2009 - 2012
Computer programmer Harkaly Maganiskola	2001 - 2001
Master degree in Computer programmer mathematician ELTE – Completed the course, not graduated	1990 - 1995



COURSES

Approximately 20 IT infrastructure and cloud certifications

Postgraduate Program in AI & Machine Learning - Caltech

2024

Deep Learning Specialization

Essentials of Generative AI, Prompt Engineering & ChatGPT

Machine Learning

IBM Applied Data Science with Python

IBM Python for Data Science

Pandas

ITIL-F

2010

Microsoft Certified Trainer

2009

Microsoft Certified Engineer

2009

Management Course (1 year) - Auchan

2001

LANGUAGES

Hungarian – Native or bilingual

English – Full professional

Russian – Basic

Swedish – Basic

French – Basic