



Ákos Kovács

Technology, Compliance, Operations Lead
in InfoTech & InfoSec

“As a technology leader, I'm passionate about empowering people and fostering company spirit as the keys to success!”

CONTACT

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KEY POSITIONS

Key positions from past years

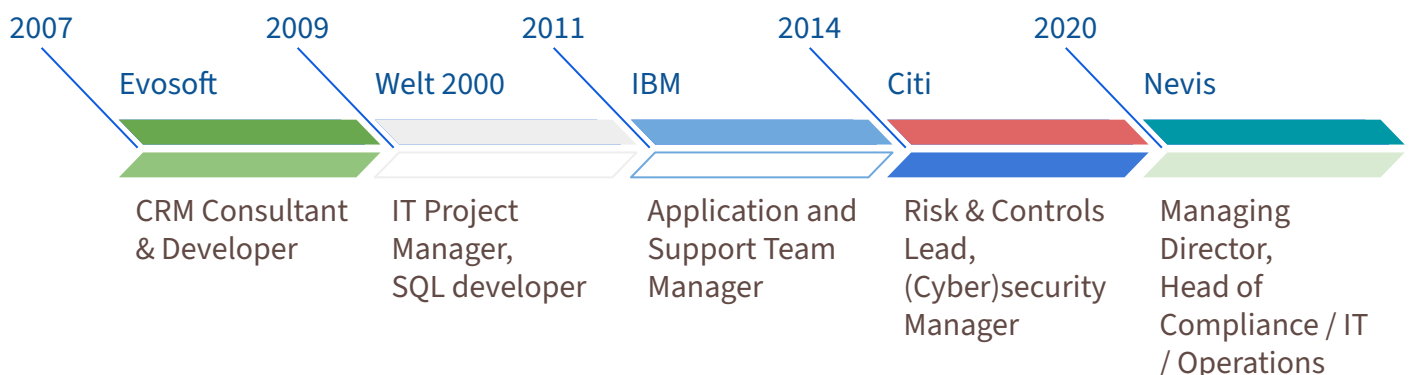
- Managing Director Hungary
- Head of Compliance
- Head of Operations & IT

Key earlier career assignments

- IT, (cyber)security and compliance leadership
- Client engagement
- Background in software engineering (SQL, PHP, CRM)

HIGHLIGHTS

- **Strategic management:** 5 years as *Managing Director (MD)*, scaling and leading a legal entity to 70+ employees. 4 years as *Head of Operations & IT*, driving strategic planning, operational & technology transformation.
- **Leadership & Delivery:** 5+ years in various technical leadership roles—spanning project management, DevOps and support teams—delivering within Agile and ITIL frameworks, and acting as the FPoC for clients.
- **Security & Compliance:** 6+ years in security-related roles, including Global Head of Compliance. Led ISO, SOC, and AI compliance initiatives—transforming regulatory requirements into business enablers—and managed both operational and regulatory risk.
- **Cybersecurity:** 4 years in cybersecurity leadership, managing a threat intelligence team, improving incident response, and strengthening cross-functional collaboration across security teams. Engaged with clients, representing the organization’s cyber mission.
- **Technology & Engineering:** 5 years in software engineering, including CRM development, PHP back-end systems, and database architectures.



For details on my work experience, please refer to the following pages, or visit my portfolio or LinkedIn profile.



CAREER HIGHLIGHTS

Nevis Security (2020-2025)

Managing Director (Hungary)

- At Nevis, I led and scaled the Hungarian legal entity (70+ emps., €4M+), overseeing operations & financials, and enabling strategic / technology transformation (OnPrem to SaaS) and delivery.
- *Key activities: Fostering a culture of excellence, Regulatory and financial compliance, Navigating the challenges of COVID-19 / inflation / geopolitics, Balancing operational efficiency and delivery.*

Head of Compliance, Data Privacy Officer (Global)

- I led Nevis' ISO27001 and SOC2 certifications from the ground up, transforming them into key business enablers—strongly demanded by our clients and prospects.
- As DPO, I handled internal and external data privacy inquiries, ensuring operational compliance.
- *Key activities: Ensuring compliance (GDPR, local regulations, etc.), Risk management & reporting (to C-levels), Identifying technology (AI) and regulatory (NIS, DORA) opportunities as business enablers.*

Head of Operations and IT (Global)

- I developed and implemented Nevis Group's global operational roadmap and IT infrastructure—including strategy, core processes, policies, frameworks, etc. to ensure smooth daily operations.

Citi (2014-2020)

Cyber Security Manager (EMEA)

- At the Cyber Security Fusion Center (CSFC, ~50 employees across 10 teams), I supported the implementation of a Common Operating Model and Governance Framework to enhance crisis response capabilities and improve collaboration across our cyber defense teams.
- *Key activities: ISO 27001 audit, Governance, Risk reporting, Client engagements, InfoSec projects.*
- I led and scaled the EMEA Cyber Threat Intelligence Analysis function in Budapest (5+ employees), integrating it into the CSFC.
- *Key activities: Identifying emerging cyber threats and transforming them into actionable exposures. Providing in-depth analysis that enabled CSFC teams to develop countermeasures.*
- Beyond operational leadership, I represented the organization's cyber mission across EMEA, engaging with external clients, prospects, and internal executives.

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CAREER HIGHLIGHTS *Cont.*

Citi (2014-2020)

IT Risk, Controls and Compliance Lead (Global Projects)

- I led various information security initiatives within the enterprise banking space, driving efforts to minimize operational and technology risks while strengthening security controls.
 - *Key activities: Audit support, Ensuring compliance with security standards, Risk and controls assessments, Operational reports to senior business and technology leadership.*
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IBM (2011-2014)

Application and Support Team Manager

- Managed a global HR application, ensuring operations under ITIL principles while overseeing the development team (~5 employees in LATAM). Led continuous improvements in operational efficiency while managing an annual budget of ~\$1.5M.
 - Spearheaded a remote 2nd-level service desk team (~5 employees in ASPAC), supporting worldwide financial solutions, optimizing team structure and implementing a lean approach to enhance SLAs.
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Welt 2000 (2009-2011)

IT Project Manager, Database Developer

- Led end-to-end agile IT projects, from planning to execution, ensuring alignment between business and technical needs. Consulted with clients, developed business and technical specifications, and coordinated technology teams to deliver solutions.
 - Designed, implemented, and maintained database functionalities using Oracle PL/SQL.
 - Coordinated and authored IT specifications for six tenders, each spanning 50–200 pages, ensuring clarity and compliance with project requirements.
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Evosoft (2007-2009)

Customer Relationship Management System (CRM) Consultant & Developer

- Consulted with clients across Switzerland and Germany, gathering requirements. Designed, developed, and tested various CRM functionalities within project teams.



EDUCATION

Budapest University of Economics and Business (2008-2011)

- Bachelor of Science, Engineer-economist

Dalarna University (2006-2008)

- Master of Science, Artificial Intelligence and Image Processing

Óbuda University (2003-2007)

- Bachelor of Science, Educator / Teacher in IT

Óbuda University - John von Neumann Faculty of Informatics (2002-2006)

- Bachelor of Science, Software Development and Network Technologies
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CERTIFICATIONS

HWZ University of Applied Sciences in Business Administration Zurich (2022)

- Compliance, HR and Organizational Development

SANS Institute (2018)

- GIAC Security Leadership (GSLC)

Apave (2018)

- ISO 27001 Lead Auditor

EXIN (2013)

- ITIL Foundation v3

Oracle (2011)

- Oracle PLP and APLP
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PROJECTS & VOLUNTEERING

- Web-shop developer (HTML, PHP, MySQL) for Scooter Racing Bt. (2008-2012).
- Web-development lecturer in Óbuda University (2005-2006).
- Volunteering Group Co-Lead at Citi—organizing various charity and fundraising events.
- Transformation lead at a children therapy center to establish & enhance their operational processes.