CENKER AKDEMIR

PRODUCTION OPERATIONS | GARMENT MANUFACTURING

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PROFESSIONAL SUMMARY

Results-oriented garment operations and product development leader with 23+ years of experience in denim and ready-made garment manufacturing, digital transformation, and cross-functional team management. Proven track record of building operational structures from the ground up, implementing barcode-driven and AI-integrated production systems, and delivering measurable improvements in efficiency, sample lead times, and on-time delivery performance. Skilled in leading large-scale multicultural teams, managing full production workflows from pattern making through final shipment, and driving continuous improvement across design, atelier, and manufacturing functions.

Experienced in budget ownership, ERP and PLM system integration, capacity planning, and managing commercial relationships with global brands including Levi's, Uniqlo, Lacoste, Gant, PVH, Zara, M&S, River Island, C&A, and Next. Committed to sustainability and ESG practices, with strong expertise in quality assurance and compliance frameworks (BSCI, OEKO-TEX, GOTS), ensuring responsible sourcing and adherence to international social and environmental standards. Well-practiced in lean manufacturing and industrial engineering (IE) methodologies, driving continuous process optimization and operational excellence across production lines. Holds an established professional network within the Egyptian garment and textile industry, enabling rapid identification and recruitment of qualified talent. Open to international assignments across Turkey, Egypt, and other global manufacturing hubs.

CORE COMPETENCIES

- Large-Scale Clothing Production Operations
- Operations Leadership & Cross-Functional Management
- Production Planning & Execution Oversight
- Factory Performance Improvement
- Cost Control & Operational Efficiency
- Quality Assurance & Process Discipline
- Team Building & Leadership Development
- Supply Chain & Production Coordination
- R&D, Sample Room & Technical Operations
- Business Performance & Commercial Alignment
- Continuous Improvement & Problem Solving
- Stakeholder & Vendor Management
- ERP & PLM System Integration

- Lean Manufacturing & Process Optimization
- Barcode-Based Tracking & AI-Integrated Planning Systems

PROFESSIONAL EXPERIENCE

OPERATIONS & CRM DIRECTOR (Plant / Factory Head Level)

Eroglu Egypt for Ready-Made Garments | 09/2024 – 05/2026 | Ismailia, Egypt

Eroğlu Giyim is one of denim supplier in Turiye and Egypt's earliest foreign investors and ranks among the country's largest garment exporters, reflecting a long-standing commitment to the Egyptian textile and manufacturing sector. Serving global brands including PVH, Zara, M&S, River Island, C&A, and Next, J.Jill etc.

- Built the entire operation from the ground up, establishing and leading a 120-person cross-functional team covering Atelier (Cutting, Sewing & Pattern Making), R&D, and Production Customer Representatives, all within a greenfield setup, achieving full operational readiness within 8 months.
- Recruited and developed a locally sourced Egyptian team (85% with no prior textile experience), onboarding and upskilling all personnel within 3 months through structured training programs and factory immersion visits.
- Designed and implemented a comprehensive sample management system that reduced sample lead times from 20–24 days to just 10 days and increased on-time sample delivery rate from 45% to 80%.
- Drove a 15–20% improvement in sampling efficiency through real-time barcode-based tracking, enabling immediate intervention on bottlenecks and production stoppages.
- Scaled daily sample output from 10–15 pieces to 34–45 pieces through optimized workflow design and team performance management.
- Architected an end-to-end supply chain process from fabric warehouse intake to customer shipment , encompassing pattern preparation, cutting, sewing, washing, quality control, and logistics , integrating barcode-based tracking at every stage.
- Developed and integrated an in-house AI-powered planning and scheduling system, built by the internal IT team and fully integrated with the company's ERP and PLM platforms, delivering 5–10% improvement in capacity utilization efficiency.
- Oversaw the full deployment and execution of the AI-integrated system on the production floor, ensuring successful transition from design concept to live operation.
- Managed customer relationship operations throughout the entire production cycle, ensuring seamless communication and on-time delivery from order placement to final shipment.
- Owned departmental and investment budgets, conducting monthly and quarterly performance reviews to ensure cost-conscious decision-making and financial alignment.
- Maintained close working relationships and strong communication with clients' design and technical teams throughout the product development process.

BUSINESS DEVELOPMENT AND DESIGN DIRECTOR

Eroglu Giyim San. Tic. A.Ş. | 03/2023 – 06/2024 | Istanbul, Turkey

Eroğlu Giyim is one of denim supplier in Turkiye and Egypt's earliest foreign investors and ranks among the country's largest garment exporters, reflecting a long-standing commitment to the Egyptian textile and manufacturing sector. Serving global brands including PVH, Zara, M&S, River Island, C&A, and Next, J.Jill etc.

- Led and managed a 240-person cross-functional team spanning Design, Modelroom (Pattern Making & Sewing), and R&D, overseeing all processes from initial pattern development through final production stages.
- Managed the full product development lifecycle, ensuring seamless coordination across design, technical, and production functions to deliver commercially viable collections on time.
- Collaborated closely with Sales & Marketing teams to drive customer research, collection planning, preparation, and client presentations, ensuring product offerings were aligned with market demands and commercial objectives.
- Spearheaded monthly collection development cycles, delivering regular client-facing presentations that supported business retention and revenue growth.
- Led new business development efforts by engaging with prospective clients, identifying their needs, and managing the end-to-end process from initial briefing through to onboarding and production execution.
- Maintained close working relationships and strong communication with clients' design and technical teams throughout the product development process.
- Partnered with Fabric Development and Procurement teams to drive new fabric innovation processes, sourcing and developing materials that enhanced product quality, differentiation, and competitiveness.
- Maintained strong cross-functional coordination across design, technical, commercial, and supply chain teams to ensure cohesive execution of product strategy and customer commitments.

PRODUCT DEVELOPMENT AND DESIGN DIRECTOR

Taypa Giyim San. Tic. A.Ş. | 11/2016 – 02/2023 | Istanbul, Turkey

Taypa is one of Turkey's largest denim and non-denim manufacturers, with an annual turnover of $140M and a workforce of 3,000+ employees across three production facilities. Serving global brands including Agolde, LEE, Mavi, Mango, Theory,Massimo,PVH, Zara, Levi's, Uniqlo, C&A, Lacoste, and Gant etc.

- Directed product development and design operations for denim collections, managing the process from concept to launch.
- Oversaw planning, budgets, and cross-functional execution to support quality, delivery, and business growth objectives.
- Worked closely with production, technical, and commercial teams to improve product readiness and operational alignment.

- Led and managed a cross-functional team of 200+ professionals, including Design, Modelroom (Sewing & Pattern Making), Sample Development, and Customer Representative teams.
- Built the Design and Modelroom departments from the ground up, establishing workflows, hiring teams, and defining operational standards that became the backbone of product development.
- Spearheaded a productivity transformation initiative in the modelroom that was successfully scaled to full production lines, delivering measurable efficiency gains across the factory floor.
- Designed and implemented a real-time operator performance tracking system using tablet-integrated workstations on the production line; operators logged start/stop times via barcode scanning, enabling instant visibility into individual and line-level productivity.
- Integrated an automated machine fault management system: upon breakdown, machines were flagged in-system and maintenance teams were notified automatically via email — minimizing downtime and reducing machine idle time significantly.
- Leveraged real-time efficiency data to introduce a performance-based incentive (bonus) program, directly driving improvements in operator output and motivation.
- Increased revenue generated from design-driven collections from 64% to 98% of total product output.
- Collaborated closely with clients' design and technical teams, ensuring effective communication and alignment throughout the development cycle.
- Raised the collection-to-production conversion rate from 5% to 30%, significantly improving design-to-market efficiency.
- Improved annual departmental budget accuracy from 80% to 98%, strengthening financial planning and cost control.

R&D MANAGER

Sık Makas Giyim San. Tic. A.Ş. | 11/2011 – 11/2016 | Istanbul, Turkey

Sık Makas Giyim San. Tic. A.Ş. is one of Turkey's leading denim manufacturers, with an annual turnover of $150M and a workforce of 1,300+ employees across two production facilities in Tokat and Çorlu, headquartered in Istanbul. Serving global brands including Topshop, Inditex (Zara), H&M, River Island, Jack & Jones, and Only etc.

- Led denim R&D activities focused on fabrics, fits, washing processes, product quality, and development efficiency.
- Partnered with technical and production teams to create commercially viable, cost-conscious, and manufacturable products.
- Directed the creation of fabric-based washing recipes for incoming client requests, ensuring technical alignment between fabric structure and desired wash outcome.
- Oversaw control and follow-up of dry and finishing processes to maintain consistent quality across development stages.
- Worked closely with visiting brand designers to interpret collection concepts and translate them into customized washing, laser, and dry process applications matched to fabric type and structure.

- Blended designers' creative concepts with technical washing expertise to shape final product identity, acting as a bridge between design vision and production reality.
- Managed recipe revisions for sustainability and manufacturability, adapting development-stage processes for smooth transition into mass production.
- Analyzed and calculated chemical and washing costs per recipe to support budget-conscious decision-making.
- Maintained close working relationships and strong communication with clients' design and technical teams throughout the product development process.
- Championed sustainable process innovation through laser, ozone, and alternative chemical applications, replacing conventional methods with lower-impact alternatives.
- Led R&D cost-reduction initiatives targeting chemical consumption, improving overall department efficiency and profitability.
- Supported operational improvement through wash innovation, technical problem solving, and sustainable development practices.

SENIOR WASHING DEVELOPMENT TEAM LEADER

Intersource Tekstil ve Konfeksiyon A.Ş. (Denimvillage) | 03/2002 – 11/2011 | Tekirdağ, Turkey

Denimvillage (Intersource Tekstil ve Konfeksiyon A.Ş.) is one of Turkey's established denim manufacturers, founded in 2001, with an estimated annual turnover in the $50M–100M range and a workforce of 500–1,000+ employees, operating production facilities in Turkey and Bulgaria, headquartered in Tekirdağ. Serving global brands including Zara, Levi's, PVH, Burberry, Diesel, Replay, Reiss, H&M, Next, and Gap etc.

- Led washing development activities for denim products, with strong focus on quality, cost awareness, and process consistency.
- Developed fabric-specific washing recipes for client and brand orders, ensuring optimal compatibility between fabric structure and wash technique.
- Controlled and monitored dry processes and finishing operations throughout the washing development cycle to guarantee consistent quality standards.
- Partnered with visiting brand designers to select suitable washing techniques based on fabric type and composition, translating collection themes into tailored wash, laser, and dry process applications.
- Revised and optimized washing recipes for sustainability and production feasibility, streamlining processes for factory-scale execution.
- Calculated chemical and washing costs for recipes, contributing to cost-efficient production planning.
- Drove sustainable recipe revisions through the integration of laser, ozone, and alternative chemical technologies, reducing environmental impact without compromising quality.
- Supported R&D initiatives aimed at lowering chemical costs, contributing to overall process efficiency and margin improvement.
- Collaborated with cross-functional teams to improve product performance and support factory-oriented execution.

- Built deep expertise in denim fabrics, wash processes, finishing methods, and production-linked development.
- Worked in close coordination with clients' design and technical teams, maintaining open and effective communication to support successful product outcomes.

LEADERSHIP STRENGTHS

- 23+ years of hands-on experience in clothing production and denim manufacturing environments
- Strong leadership in managing technical teams, operational processes, and multi-department coordination
- Experience improving execution, delivery performance, visibility, and process discipline in manufacturing operations
- Commercially aware and performance-driven leadership style with strong focus on operational excellence
- Proven experience in managing departmental and investment budgets, including monthly and quarterly financial tracking to support cost-conscious decision-making and operational planning

EDUCATION

Bachelor of Science in Chemical Engineering | Gazi University, Ankara, Turkey | 1995 – 2000

LANGUAGES

Turkish (Native), English (Professional Working Proficiency), Arabic (Basic)