# Nándor Tóth

TECH EXECUTIVE
GLOBAL DELIVERY & AI TRANSFORMATION


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Based in Budapest, Hungary


**350+**
People in the organization I lead

**€45M+**
Annual budget under my management

**15+**
Years leading technology teams

**+20%**
Engagement index, last two years

## PROFILE

I build and scale global technology delivery organizations: strategy first, then an operating model that holds, and a culture people want to stay in.

For me, growth is measured in what a team is trusted with: broader scope, end-to-end ownership and a real say in decisions. Today that also means building AI into how teams work, rather than bolting it on.

## EXPERIENCE

### Head of Hungary Hub

**Allianz Technology** · Budapest — Jun 2022 – Present

- Lead one of the group's strategic nearshoring centers: 350+ people, full P&L ownership of a €45M+ budget, end-to-end accountability for growth, delivery and culture.
- Set a strategy that turned the hub into an end-to-end service owner, earning broader responsibility, trust and decision-making scope from the business.
- Raised the engagement index by 20% over the last two years, during a period of rapid change.
- Expanded the service portfolio with capabilities owned end to end: real ownership, not staff augmentation.
- Made the hub an early AI adopter through an AI Ambassadors program and its first AI Hackathon.
- Standardized the operating model and built a leadership bench; lead a multicultural team across six countries.

### Head of Data Platforms, Products & Analytics for CEE

**Allianz Technology** · Budapest — Jan 2019 – Jun 2022

- Built and led the CEE Data & Analytics organization: BI, Big Data, risk and catastrophe modeling, and fraud-fighting platforms for Allianz entities worldwide.
- Scaled the organization several times over, with clearer goals, sharper performance management and a culture that retained talent.
- Full budget ownership and forecast accountability, bridging international stakeholders and local delivery.

## CORE EXPERTISE

- Executive Leadership & P&L
- Nearshoring & Global Delivery
- Organizational Scaling
- AI Adoption & Transformation
- Data & Analytics Leadership
- Operating Model Design
- Cross-cultural Team Leadership
- Business Continuity Management

## RECOGNITION

**IT Manager of the Year 2025**
Special Award, Hungarian CIO Association (VISZ). Nominated by a customer.

**Awards jury member, 2026**
Hungarian CIO Association (VISZ)

**Great Place To Work, 3× in a row**
Hungary Hub certification, improved year on year

## LANGUAGES

| | |
|---|---|
| Hungarian | Native |
| English | Full professional |

## EXPERIENCE, CONTINUED

### Infrastructure & Deployment Automation Product Area Manager

**Ericsson** · Budapest — Nov 2016 – Jan 2019

- Led 40+ engineers across two teams building infrastructure and deployment automation for a globally deployed, cloud-based virtualized secure access gateway.
- Owned the R&D roadmap and end-to-end delivery, with full budget ownership across Hungary, Sweden, Russia and Turkey.
- Ran Business Continuity Management for Ericsson Hungary and held ISO 27001 compliance in my area.

### Application & Infrastructure Operation Team Lead

**Ericsson** · Budapest — Apr 2015 – Nov 2016

- Led the 10+ person team operating Ericsson's global remote support network, with 24×7×365 availability.
- Authored its Disaster Recovery and Business Continuity Plans; primary escalation owner across R&D, deployment and external stakeholders.

## EARLIER EXPERIENCE

2012 – 2015 **Head of IT System Operator & Controller Department**
SkyLine-Computer Ltd. · Kecskemét

2010 – 2012 **IT Infrastructure Team Lead**
SkyLine-Computer Ltd. · Kecskemét

2010 – 2011 **IT Teacher**
Katona József Grammar School · Kecskemét

2006 – 2010 **IT Administrator**
John von Neumann University · Kecskemét

## BEYOND THE ROLE

**Parent council president**
School parent organization (SZMK), volunteer, since 2026

**Aeromux, open source**
Mode S and ADS-B decoder for .NET · github.com/aeromux/aeromux

## EDUCATION

**Executive MBA in IT**
Budapest Metropolitan University
2015 – 2016

**MSc, Vocational Teacher of Informatics**
Óbuda University
2009 – 2011

**BSc, Computer Engineering**
John von Neumann University
2005 – 2008

## SPEAKING

The colleague without a badge
Keynote · Nov 2026 · Future IT 2026

How can we build an ecosystem around our company?
Panel · Nov 2026 · Future IT 2026

We must ride the wave: AI in practice
Keynote · Jun 2026 · Hungarian CIO Association

In the net of the decision matrix: AI strategy in three dimensions
Panel · Nov 2025 · Future IT 2025

Service management from a leadership perspective
Keynote · Nov 2025 · Corvinus Seminar

A matter of trust: unlocking psychological safety in our teams
Panel · Sep 2025 · Internal global event

Information technology behind the insurance business
Keynote · Apr 2025 · Corvinus Career Festival

Beyond labels: navigating and understanding neurodiversity
Panel · Apr 2024 · Internal global event

## ACHIEVED BY OUR TEAMS, UNDER MY LEADERSHIP

### NEXT GENERATION

**Corvinus University partnership**, with internships and an AI seminar series

**11 reverse mentoring pairs** with students

**20 Tech Championship winners** supported with scholarships

**IT Graduate Program** for early-career talent

### INCLUSION AND CULTURE

**Great Place To Work**, three years running

**30+ internal moves** in a year

**Neuro@Work** awareness session hosted

**First AI Hackathon**: 36 hours, seven teams

### COMMUNITY AND PLANET

**4,000+ liters of waste** collected on World Cleanup Day

**1,001 trees** planting program

**Craft Conference 2026** Platinum Sponsor, 3 speakers

**200+ colleagues** at a GitHub Copilot event