



Dogma Alares: The next-gen strategy consulting house




Best place to develop young talent in Turkiye

June 2025



Ideal match of capabilities to solve today's challenges

Dogma Alares is the next generation consulting house bringing together four main capabilities to solve clients' problems

Dogma Alares capability areas	
 Strategy consulting	Our Partners bring 100+ years of global and local management consulting experience in top consulting firms with an established senior team of deep industry knowledge and versatile background
 Analytics/ Machine learning	Today's complex problems cannot be solved yesterday's spreadsheets and analogue approaches. We use artificial intelligence / machine learning in all our engagements to change the paradigm of "not feasible" to " use cases "
 Experience & service design	Transformations are as successful as the amount of involvement of customers and employees. Design approaches should be part of engagements using design thinking, prototyping and scalable idea generation
 Technology Architecture and New digital technologies	Our knowledge of specific and flexible cloud and edge applications and architectures brings immediate benefits compared to ever lasting old-stack software implementations

We combine these capabilities to solve our clients' challenges much faster and with better quality than traditional consulting firms



Founded and managed by a diverse group of consulting and industry leaders, who work with project teams on a daily basis

Partner alma mater



...and we have the right leadership in place to run sophisticated client projects

Dogma Alares leadership

Chosen in October 2017 as one of the top 25 global leaders in consulting by Consulting Magazine

Profile

**Kıvanç Emiroğlu**
Founding Partner
ODTÜ,
Cornell,
London Business
School

Previous experiences

- PwC / Strategy& Country Leader, TR
- Opsago Consulting Founder
- Accenture CMT Consulting Leader, TR
- British Telco Transformation Director, UK
- PRTM, USA, UK
- GAMA Construction

Profile

**Erdal Güner**
Founding Partner
Boğaziçi Uni.,
Bilkent Uni.

Previous experiences

- Accenture Digital Country Lead Partner, TR
- KPMG, UK
- IBM, UK
- PwC, TR



Burcu Tokmak
Partner
Strategy
Boğaziçi Uni,
Uni. of Michigan
Ann Arbor

- OC&C Strategy, Associate Partner, TR
- Sabancı Holding, Strategy and Business Development Director, TR
- Beymen, Strategy and Business Development Director, TR
- BCG, TR



Özgür Gürses
Partner
Strategy and ML
ODTÜ,
Koç Uni.

- IBM, Cognitive Process Transformation Lead, TR
- Accenture, TR
- Aselsan Systems Engineering, TR



Sedef Nasuhioğlu
Partner
Retail, Supply
Chain and Q-commerce
Uni. of Manchester

- Sertrans, CEO, TR
- Boyner COO and CTO, TR
- Alshaya Supply Chain Operations and Logistics Director (Starbucks, H&M, Mothercare, The body Shop, Victoria's Secret and more...)
- Migros Supply Chain Manager, TR



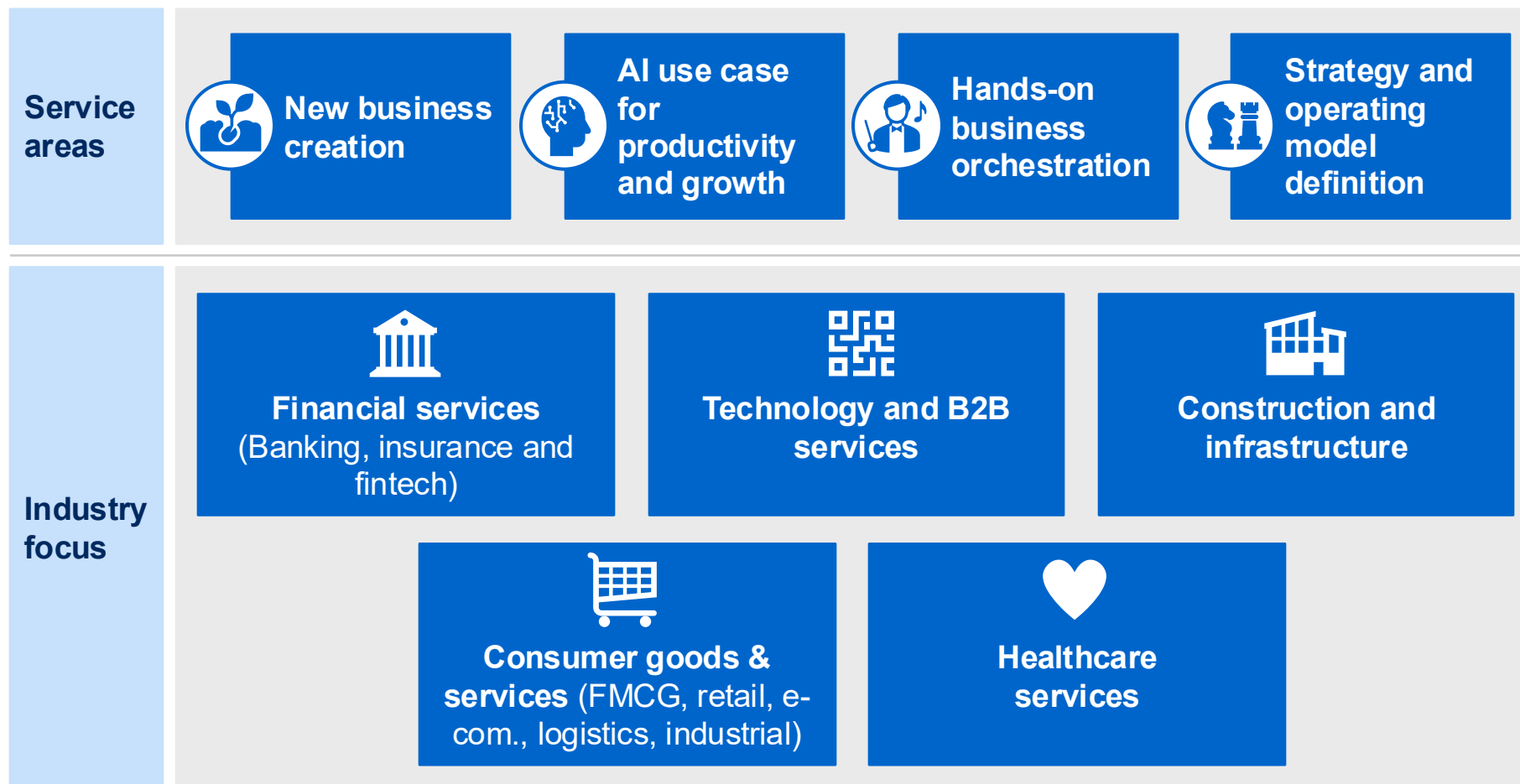
Ertan Göral
Partner
Technology
Bilkent

- CITS (Çoşkunöz) General Manager
- Mavi Global CIO
- Memorial Tech Director
- KPMG Director
- IBM Managing Consultant
- PwC Manager



We execute high quality projects with specialized senior teams in selected industries

Dogma Alares' professional services are focused on the below industries





As Associates and Consultants, you learn very fast in a challenging project environment

Our projects are always about one of the top three problems of a CEO

Project examples		
New fintech creation for a Telco	B2B Marketplace creation for a global FMCG	ML powered use case in FX exchange
<ul style="list-style-type: none">• Strategy definition• Operating model development• Technology selection• Regulatory and compliance related issues	<ul style="list-style-type: none">• Strategy definition• Operating model development• Organisation set up• Customer development• Product portfolio development• Launch	<ul style="list-style-type: none">• Use case definition• Data engineering• ML model development• Integration to online channels• Pilot definition and preparation
Blockchain platform for carbon emissions	ML powered use case in salesforce efficiency	B2B Marketplace strategy definition for a CPG player
<ul style="list-style-type: none">• Strategy definition• Technology platform architecture• Technology platform development	<ul style="list-style-type: none">• Use cases definition• Data engineering• ML model development• Process redefinition• Governance and reporting	<ul style="list-style-type: none">• Strategy definition• Value chain analysis• Field visits to develop a new service• Business case development



Best place to develop young talent in Türkiye

We provide an environment where young talent develop fast while working in a positive and non-political environment

We give opportunities to people who love to take initiative and grow fast in their careers

Dogma Alares value proposition for the talent

Learn from the best	Enjoy the profession	Grow fast
1 Partners with global consulting experience	3 "No-political" environment	6 Face to face training and 'ask Partners' sessions
2 Low consultant to partner ratio secures facetime (aka. usta – çırak ilişkisi)	4 Meet interesting people	7 Fast grow to partnership
	5 Strategic alliances for deep expertise	

We want our people to move up the ladder as quickly as possible with a fair and transparent performance management system

Career path in Dogma Alares

Associate, “the rookie”



- Talent with 0 to 3 years of experience
- Academically excellent and highly analytical
- Have high curiosity and learning agility

Consultant, “the assassin”



- Owner of a workstream, backbone of a client project
- Has ability to organize Associates and customer teams
- Listens more than speaks
- Ensures high quality and fast delivery

Case Manager, “the problem solver”



- Takes a problem and develops a solution
- Inspires and organizes project teams, customer teams and senior people around value creation
- Develops functional and industry expertise

Principal, “large program manager”



Partner, “the enabling entrepreneur”

- Either a transition role from Case Manager to Partner by proving partnership capabilities
- Or a landing role to manage tough and large customer programs
- Creates and develops teams
- Develops new services
- Opens and manages accounts
- Develops trust-based relationship with C-level leaders





We value people who are
initiative takers

We look for talent with specific skill sets and character

What we are looking for in talents

Qualifications of the roles

Associate

Consultant

Case manager

Principal

Partner

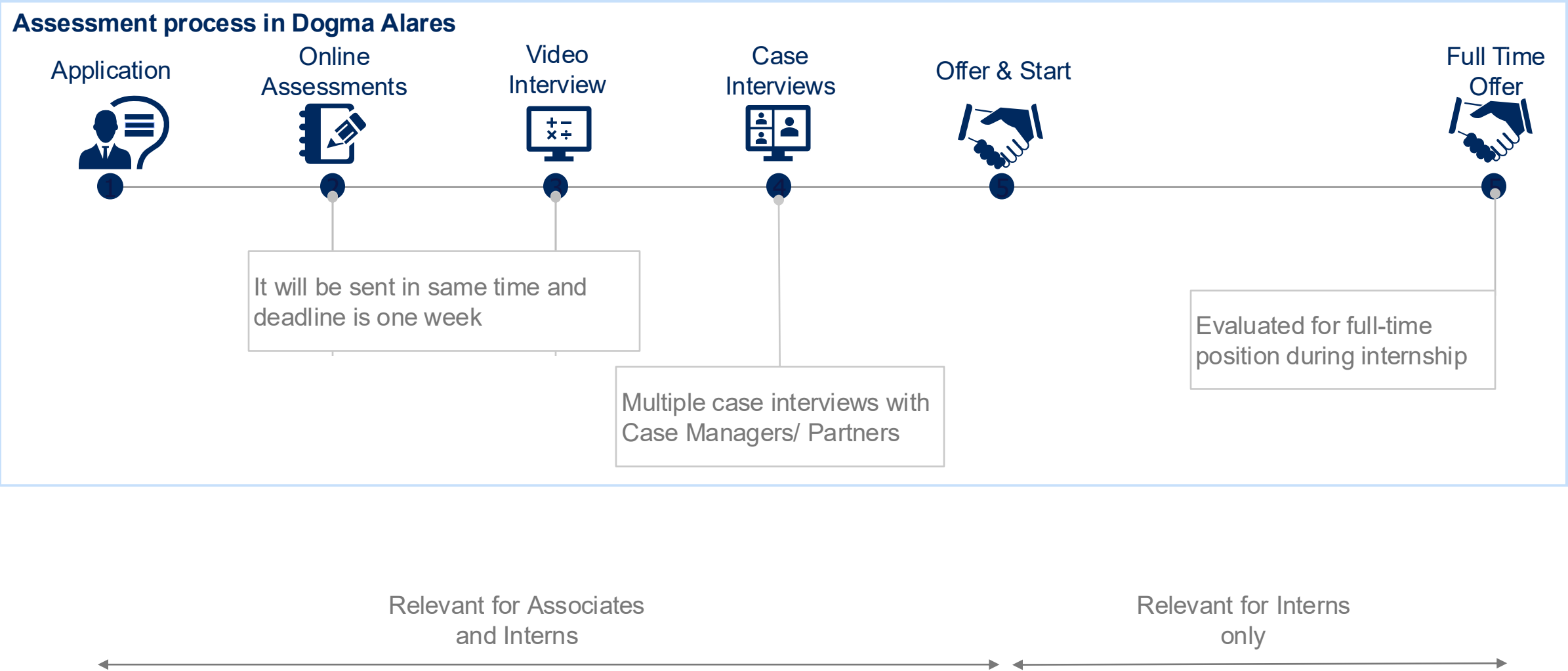
- Good balance of high IQ and EQ
- Curiosity for problem solving
- Excellent communication skills
- Willingness for improvement
- Initiative taker

- Excellent team management and client ownership
- Talent developer
- Deep experience in an industry or practice area

- Focus on team development
- Entrepreneur
- Ability to develop strategic alliances

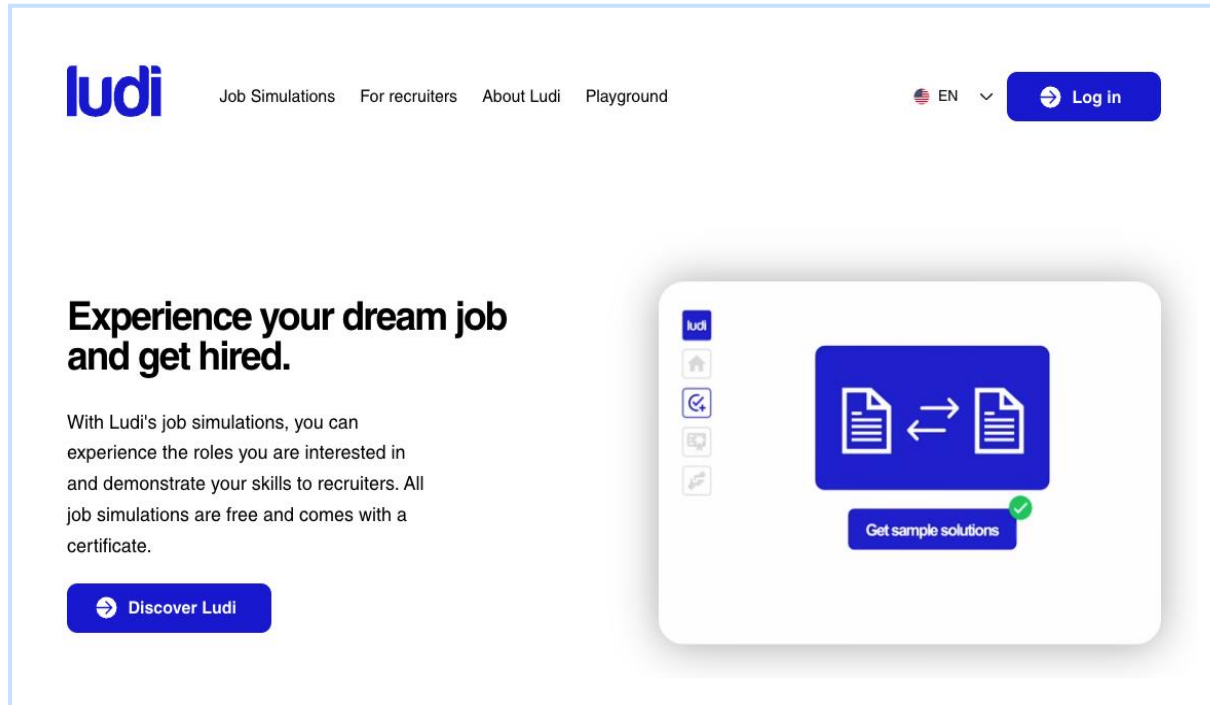
! We work with C level executives and with Boards. Our team members value this exposure; we develop skills to communicate with executives and at the same time work with operations teams; people on the ground

Steps you will be facing during your interview process for Associates and Interns



We partnered with ludi, a tech/talent firm, so that the curious candidates can learn the day-to-day activities of a Dogma Alares Associate with a case simulation

Ludi helps the talent to experience professional life with online simulations before they actually start to work



Click the link to go to Dogma Alares case simulation
<https://education.ludi.one/enrol/index.php?id=469>





İş Kule 3, Kat 4, 34330,
İstanbul, Türkiye

7 Bell Road
London WC2A 2JR, UK

www.dogmaalares.com