



# Federico Torres Carballo

## EXPERIENCE

May 2022 - Current

**Innovation Director MICITT** | San José, San José

- I am responsible for formulating and proposing recommendations, guidelines, and procedures for public policy related to innovation in areas such as digital transformation, e-commerce, and artificial intelligence.
- I am tasked with researching and analyzing new trends in public innovation interventions to guide the formulation of policies in this field. These policies will then direct the implementation of programs and instruments to create enabling environments within the national science, technology, and innovation system.
- I establish mechanisms for cooperation and strategic alliances to provide support and guidance within my scope of competence. This helps strengthen innovation capabilities of stakeholders within the National System of Science, Technology, and Innovation. I coordinate these efforts with the Unit of International Cooperation and other relevant entities as needed.
- Designing training processes on innovation policy trends for implementing entities is also under my purview.
- I oversee the analysis of results from innovation-related public policies to ensure the achievement of objectives outlined in the public policy through the National Plan for Science, Technology, and Innovation, and other instruments. This coordination is done in partnership with the Secretariat of Institutional and Sectoral Planning.
- Additionally, I lead strategic foresight exercises that underpin the design of innovation public policies. This collaboration occurs in conjunction with other divisions within the Deputy Ministry.

June 2020 - Current

**Loan Program Director: 2852 Banco Interamericano de Desarrollo-MICCIT** | San José, San José

- Responsible for presenting the comprehensive portfolio review to the authorities of the Inter-American Development Bank (IDB), outlining the program's execution plan, critical path, key milestones, performance, and disbursement projections, cash flow, procurement, risks, and lessons learned.
- In charge of providing recommendations to the respective Science and Technology authorities to ensure compliance with the provisions outlined in Loan Agreement No. 2852/OC-CR and the current Ministry of Planning.
- Accountable for managing and communicating with the IDB in administrative and financial coordination of the Program.
- Provide support for the preparation, planning, and execution of the Program Execution Plan (PEP), semi-annual reports, Progress

📍 San José, SJ 1113

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## RESUMEN

Highly skilled professional with extensive experience and a successful career in planning, developing, and executing events and initiatives to achieve organizational objectives to their fullest potential. Adept at innovation through creative and highly strategic proposals. Exceptional at assuming roles and effecting positive changes swiftly to drive company success, with a focus on utilizing training techniques, monitoring, and morale-building to maximize employee engagement and performance.

## SKILLS

- Microsoft Office
- Problem Solving
- Planning and Organization
- Team Building
- Strong Work Ethic
- Critical Thinking Conflict
- Resolution Supervision and Leadership
- Business Development
- Strategic Planning and Execution
- Judgment and Decision Making
- Leadership and People Development

- Financial Management
- Portfolio Management
- Industry Experience
- Change and Growth Management
- Operational Analysis
- Executive Leadership
- Systems Organization Innovative and Visionary
- Time Management
- Safety Inspections
- Policy Knowledge
- Organization and Administration
- Legal Document Preparation
- Staffing Patterns
- Organizational Management Principles
- Team Formation and Leadership Work
- Prioritization Effective
- Feedback
- Agile Methodologies
- Project Management
- Banking and Finance
- Performance Evaluations
- Operations and Efficiency
- Management Information
- Processing Balance Verification and Reconciliation
- Pivot Tables
- SQL
- Risk Mitigation
- R
- Power BI

Monitoring Report (PMR), Annual Operating Plans (POA), and Procurement Plan for each Component, following the methodological principles agreed upon with the IDB.

- Responsible for reporting the contractual and financial monitoring results of the beneficiaries to the Incentives Commission every semester.
- Determine the compliance of eligibility requirements for applications of complementary and non-reimbursable financial aid and issue corresponding resolutions.
- Responsible for forwarding financing requests to the appropriate evaluator for the issuance of technical criteria.
- From May 2022 to January 2023, I did not hold this position due to a restructuring of roles within the Ministry of Science, Technology, and Telecommunications (MICCIT).

September 2003 - Current

**Full Professor of IT Tecnológico de Costa Rica** | Cartago, Cartago

- I'm responsible for establishing policies and procedures based on operations analysis, performance, and other research information.
- I develop and utilize assessment tools to monitor student learning outcomes.
- I generate reports using academic or institutional data and information.
- I take charge of participating in state and national events, forging industry alliances to enhance the university's profile.
- I oversee students in course selection, progress towards graduation, and career decisions.
- I manage the activities of support staff in academic institutions, departments, and alumni organizations.
- Since 2003, I have been elected as a career coordinator in various periods and programs. As such, I have been in charge of coordinating, directing, and managing procedures, functions, and operations related to university degree programs.

June 2020 - May 2022

**Viceminister Science, Innovation, and Technology MICITT** | San José, San José

- I was responsible for promoting concrete and ongoing mechanisms for exchanging experiences among stakeholders within the National System of Science, Technology, and Innovation, aimed at advancing public policy strategies for the Science, Technology, and Innovation sector.
- I led the design of Science, Technology, and Innovation (STI) public policies and coordinated their implementation within the National STI System.
- I provided support and oversight for the development of public interventions or strategies assigned to sector stakeholders to facilitate timely decision-making.
- I directed engagement with institutions responsible for implementing public policies, ensuring government institutions contribute to the commitments of the National System of Science, Technology, and Innovation.
- I represented the Deputy Ministry of Science, Technology, and Innovation.
- I led and managed public policy for the development of Human Capital in Science, Technology, and Innovation, aligning with the country's vision for a knowledge-based economy and society. This was done in coordination with other public and private entities within the National



System of Science, Technology, and Innovation.

- I oversaw the development of guidelines, regulations, or similar measures at institutional levels for monitoring, tracking, and evaluating policies related to Human Capital development in Science, Technology, and Innovation.
- I supervised national and global indicators in innovation, entrepreneurship, and competitiveness to track the progress of results and provide insights into challenges and opportunities in the country's innovation policy management. These insights guided policy implementers and other public and private stakeholders within the National System of Science, Technology, and Innovation.

January 2016 - June 2020

**Director of Research and Development MICITT** | San José, San José

- I was responsible for implementing a continually reviewed roadmap of convergent scientific and technological knowledge. This roadmap served as a vehicle for the country's comprehensive development, aligning with a long-term vision alongside relevant national and international stakeholders.
- I promoted concrete mechanisms to provide interested individuals with information about contributions from each stakeholder within the National System of Science, Technology, and Innovation (SNCTI) to the scientific, technological, and innovation development of the country.
- I collaborated in structuring a knowledge-based macroeconomic vision that integrated scientific development into the value generation process within both national and international industries, as well as throughout the government, to support the creation of social well-being. This collaboration involved working alongside other departments within the Ministry of Science, Technology, and Telecommunications (MICITT).
- I was responsible for mapping emerging trends in public policies related to research and technological development. This helped guide the formulation and implementation of public policies in science, technology, and innovation.
- I supervised training processes on best practices in scientific, technological, and innovation regulations and policies for entities within the National System of Science, Technology, and Innovation.
- I led the identification of national human talent to establish a group of experts whose opinions were binding for Costa Rican public policy and critical problem-solving.
- I managed collaboration between knowledge-generating sectors such as universities, research centers, and various productive sectors. This was done to ensure the transformation of knowledge into socially, economically, and environmentally valuable innovations.

March 2000 - December 2001

**IT Director ULACIT** | San José, San José

- Identified issues and resolved problems with hardware and software to improve end-user experience.
- Developed and implemented short and long-term technology programs to determine performance measurements, outcomes and investment needs.
- Collaborated with and mentored technology staff, promoting synergetic partnerships, credibility and teamwork.
- Attended ongoing seminars, workshops and continuing education courses to remain current in emerging technology and advancements.

- Analyzed financial data, developed budget and managed expenditures for technology services.
- Anticipated future trends using strategic planning resulting in balancing risk-taking with continuous innovation.
- Designed contingency planning, formal training and employee development plan to increase staff quality performance.
- Facilitated leadership to community and internal staff by conducting technology trainings and workshops.

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## EDUCACIÓN

July 2010

**Ph.D.** | Economics

University of Valencia, Valencia, España

- Summa cum laude graduate
- Tesis: Aprendizaje y empleabilidad como antecedentes del liderazgo transaccional. Un análisis empírico

July 2005

**Ph.D.** | Information Technologies And Education

University of Salamanca, Salamanca, España

- Without Thesis

2002

**Master of Science** | Cognitive Sciences (Artificial Intelligence)

Universidad De Costa Rica, San José, Costa Rica

- Without Thesis

September 1997

**MBA** | Banking And Finance

Universidad De Costa Rica, San José, Costa Rica

March 1994

**BBA** | Business Administration

Universidad De Costa Rica, San José, Costa Rica

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## PUBLIC MANAGEMENT AND COOPERATION POSITIONS

- Delegate and focal point to the European Commission for Research Infrastructures (2018-2022).
- President of the Costa Rican Accreditation Entity (ECA) (2023).
- Member of the National Health Research Commission (2017 to 2020).
- Vice President of the Atomic Energy Commission (CEA) (2016 to present).
- Delegate to the OECD for the Committee for Scientific and Technological Policy and for the Working Group on Bio and Nano and other Converging Technologies (2016 to present).
- National Liaison Officer for the International Atomic Energy Agency (2018 to present).
- Chair of the Jury for the Clodomiro Picado National Science and Technology Awards (2017 to present).

- Member of the National Technical Biosafety Commission (2016 to 2020).

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## ACHIEVEMENTS

- Development and Implementation of the National Plan for Science, Technology, and Innovation (2022-2027).
- Development and Implementation of the National Bioeconomy Strategy (2020-2030).
- Development and Launch of the National Policy for a Knowledge-Based Society and Economy (2022-2050).
- Leadership and execution of the closure of the program "Innovation and Human Capital for Competitiveness," achieving a utilization rate of 92% of a \$35 million loan from the Inter-American Development Bank (2020-2021).
- Implementation of the National Science and Technology Information System (SINCYT) (2018).

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## ACTIVITIES AND AWARDS

- Keynote Address on Innovation Day at Banco Popular y de Desarrollo Comunal. April 2023.
- Keynote Address on Innovation and Public Policies at the National Innovation Congress Nexo-Conare. November 2022.
- Presentation: "Costa Rica STI Public Policies" at the "World-FutureTogether (WFT) Think Tank Discussion 2022 Spring" on March 30 of the current year, virtual, KAIST, South Korea.
- Presentation: "Technological Innovation Post-Pandemic in Communicable Diseases, Challenges and Opportunities" at the GARD 2022 Forum: Bridging Technologies and Market Needs on February 25 of the current year, virtual, University of Michigan-Universidad Pablo Guardado, Mexico.
- Panel Presentation: "Institutions, Policies, and Instruments for Science, Technology, and Innovation" at the Third Meeting of the Conference on Science, Innovation, and ICT of ECLAC. December 13, 2021. Argentina.
- Presentation on "Programming Bootcamps in Costa Rica" at the IDB event "Accelerated Digitalization: What the Pandemic is Teaching Education" on March 10, 2021.
- Presentation: "Costa Rica Bioeconomy Strategy" at the Global Bioeconomy Summit. November 20, 2020. Germany.
- Presentation at the Workshop on Cooperation and Knowledge Exchange on Public Policies for the Bioeconomy, ECLAC, Chile, June 26-27, 2018. Toward a National Bioeconomy Policy.
- Young Researchers Scholarship 2007 from the University of Valencia Foundation (Experimental Economics Laboratory, University of Valencia, Spain).
- National Accésit Award for Financial Studies 2010: awarded by the Center for Financial Studies (CEF) of Spain (Awarded for research in my Doctoral Thesis).

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## COURSES AND CERTIFICATIONS

- Diagnóstico Integral de la Rentabilidad y Solidez de la Estructura Financiera, Instituto Tecnológico de Costa Rica-2004
- Administración de Proyectos en la Implementación de la Estrategia,



- Instituto Tecnológico de Costa Rica- 2003
- Business Intelligence para la Toma de Decisiones Gerenciales, Instituto Tecnológico de Costa Rica- 2004
  - Prácticas Contables y Actualización Tributaria, E. Gutierrez y Asociados Contadores Públicos Autorizados-1998
  - Auditoría en Informática 1, Colegio de Contadores Públicos de Costa Rica-1998.
  - Ley de Justicia Tributaria, E. Gutierrez y Asociados Contadores Públicos Autorizados-1995.
  - Nuevas Tendencias en la Administración de Negocios, Sistema Nacional de Acreditación de la Educación Superior-2008
  - English as a Second Language Course, Language Studies Canada-1997
  - Inteligencia Artificial y las implicaciones que pueden tener estos progresos tecnológicos para la sociedad del futuro, ULACIT-1999.
  - Introducción a la Cyberseguridad, CISCO-2023
  - E-Learning: Capacitación y Desarrollo Humano en Línea, ULACIT-2002
  - Visual Basic: Acceso a Bases de Datos, Grupo Asesor en Informática S.A-1998
  - Sistema Operativo- Avanzado 1: Administración Solaris, Instituto Internacional de Investigación y Educación en Tecnología de Información-2001.
  - Fundamentos de Sistema Operativo: Solaris, Instituto Internacional de Investigación y Educación en Tecnología de Información-2000.
  - Curso de XML, Universidad de Salamanca-2003
  - Administración de Base de Datos Oracles. ORACLE-2001
  - Actualización Tributaria, Instituto Tecnológico de Costa Rica-2005
  - Acces 2.0 para Windows 3.11- Nivel 2: New Horizons-1997
  - Entrenamiento Especializado en Risk Simulator, Software Shop-2011
  - Introducción a ORACLE SQL y PL/SQL, ORACLE-2001
  - Respaldo y Recuperación de Base de Datos ORACLES, ORACLE-2001
  - Ingreso de Costa Rica en la OCDE: Su Impacto en el sector información, Escuela de Bibliotecología y Ciencias de la Información de la Universidad de Costa Rica  
en colaboración con el Programa de Posgrado en Bibliotecología y Estudios de la Información-2020
  - Seminario Internacional de Sostenibilidad, Carrera de Ingeniería Energética con énfasis en Fuentes Renovables-2022
  - CERTIFICADO DE PARTICIPACION III Simposio internacional de Bioética y Derechos Fundamentales de la Investigación Biomédica como Expositor, Consejo Nacional de Investigación en Salud-2020
  - Educar para pensar: Base para el Desarrollo Humano, ULACIT- 2001