**ANTONIO NERO**  
Drummond Street, Carlton North VIC 3054  
Mobile: 0488 040 450  
Email: [asnero@hotmail.com](mailto:asnero@hotmail.com)  
LinkedIn: [www.linkedin.com/in/antonionero](http://www.linkedin.com/in/antonionero)

**BUSINESS PROCESS LEAD | TRANSFORMATION SPECIALIST | RETAIL & OPERATIONS**

Certified Six Sigma Black Belt with over 20 years' experience delivering process optimisation, business transformation, and cross-functional change across major Australian organisations. Proven success leading ERP and systems-based improvements in complex retail, logistics, and financial environments. Trusted to engage stakeholders across business, merchandise, planning, and IT to co-create standardised, scalable solutions.

**VALUE PROPOSITION**

I work where business and process meet—bringing people together, simplifying how things work, and building solutions that last. I partner across technical and operational teams to align outcomes, and I’m known for making transformation initiatives feel achievable, human, and genuinely effective.

**CORE CAPABILITIES**

* Process Mapping & Standardisation
* ERP & Systems Transformation
* Retail & Merchandise Process Improvement
* Workshop Facilitation & Change Adoption
* Supply Chain & Inventory Planning
* Vendor & Contractor Engagement
* RFP Development & Business Case Support
* Agile & Hybrid Environments
* Continuous Improvement & Governance

**SELECT HIGHLIGHTS**

* Reduced cycle time by **30% across global supply chains** using Lean Six Sigma practices.
* Spearheaded **Wesfarmers demand planning ERP rollout**— project planning, gathering business requirements, aligning IT, planning, and vendor teams.
* Delivered **3 national Home Delivery Centres** for JB Hi-Fi under a $6M capex, on time and under budget.
* Reduced overtime from 22% to 5%, saving **$1.3M p.a.**, via end-to-end workflow redesign.
* Improved process adoption across various organisations through **visual SOPs** and **targeted workshop facilitation**.

**PROFESSIONAL EXPERIENCE**

**Ducon Building Solutions**  
*Senior Consultant – Business & Systems Process Review (Contract)*  
*October 2023 – December 2024*

* Mapped current and future-state processes across administrative, sales, delivery, and maintenance functions.
* Proposed system integration between Aroflo, Procore, Xero, and Pipedrive to reduce duplication and eliminate waste within process.
* Delivered process improvements for job setup, lifecycle tracking, and inter-team coordination.
* Facilitated stakeholder workshops across departments to build alignment and buy-in.

**Logic (Wesfarmers Workwear Group)**  
*Senior Manager – Program & Advisory*  
*July 2022 – September 2023*

* Led key process streams for Wesfarmers’ (Workwear Group) ERP transformation focused on merchandise and planning.
* Facilitated cross-functional workshops with IT, merchandise, planning, and supply chain teams.
* Scoped business requirements for a demand planning solution and supported vendor evaluation.
* Coordinated supplier engagement and managed RFP development to ensure solution fit.
* Utilised Confluence, Jira, and Microsoft tools to document processes and track delivery.

**Mecca Brands**  
*Program Manager – Supply Chain Transformation (Contract)*  
*September 2021 – June 2022*

* Led major operational layout redesign and warehouse improvement initiatives across the supply chain.
* Enhanced logistics workflows and embedded KPIs, aligning changes with brand and operational goals.
* Created SOPs and training tools to support effective rollout and sustained adoption.
* Engaged with external parties on strategy, scoping, build and implementation of WMS

**Coles Group**  
*Process Automation Lead – NPD (Contract)*  
*April 2021 – September 2021*

* Mapped and automated new product development workflows across logistics, development, and planning.
* Delivered process visibility and accountability improvements that increased operational efficiency by 40%.
* Developed and implemented KPIs and standard processes for real-time task tracking.

**JB Hi-Fi Group**  
*Manager, Business Process & Projects – Supply Chain Transformation*  
*June 2019 – June 2020*

* Delivered a national Home Delivery Centre (HDC) network program, engaging vendors, operations, and contractors.
* Led system readiness, including WMS, site layout, traffic plans, and safety initiatives across retail sites.
* Developed metrics-based startup plans and comprehensive handover documentation.

**ADDITIONAL EXPERIENCE**

* **Australia Post** – Senior Manager, Infrastructure & Automation Projects
* **NAB** – Senior Consultant, Business Efficiency & Process Improvement
* **Toll Group** – Senior Business Manager, Retail & 3PL
* **CEVA Logistics** – National Business Manager
* **KPMG** – Manager, Business Performance Services
* **Caterpillar Logistics** – Operations Leader & Lean Six Sigma Black Belt

**EDUCATION & CERTIFICATIONS**

* **MBA**, RMIT University
* **Six Sigma Black Belt Certified**, Caterpillar USA
* **Bachelor of Arts**, La Trobe University

**INTERESTS**

Retail innovation, tech-enabled process design, digital transformation, endurance cycling, and Aussie Rules football. Passionate about bringing clarity and simplicity to complex systems.