**Pankaj Kumar**

Department of Management, (mail code 0233)

Pamplin College of Business

880 West Campus Drive, Blacksburg, VA 24061

540-553-2664 | [pankajk@vt.edu](mailto:pankajk@vt.edu)

**CURRENT POSITION**

|  |  |  |  |
| --- | --- | --- | --- |
| **Virginia Tech, Blacksburg, VA, United States**. | | |  |
| • | Associate Professor | 08/2023 – to date |  |
| • | Assistant Professor | 05/2018 – 08/2023 |  |
| **EDUCATION** | |  |  |
| **University of Minnesota, Twin cities, United States** | | |  |
| • | Ph.D. in Business Administration | | *April 2018* |

* Concentration: Strategic management and Entrepreneurship
* Committee: Aks Zaheer (Adviser), Harry Sapienza, Sri Zaheer, Martin Ganco (Univ. of Wisconsin-Madison), Joseph Ritter (Department of Applied Economics)

**Dissertation**

Pankaj Kumar. Innovation effects and origins of ego-network stability: the hidden dimension of social capital. <https://search.proquest.com/docview/2056829583?pq-origsite=gscholar>

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| **INCAE Business School, Alajuela, Costa Rica** |  |
| • M.B.A. in Finance and Economics | *2007* |

* First class with high distinction, awarded scholarship and named valedictorian
* Provided consultancy to *Dr. Franklin Chang Díaz, a top scientist with NASA,* who wanted to incorporate a subsidiary of Ad Astra Rocket Company, Webster, Texas, in Costa Rica (client accepted the proposal)
* Pablo Castro, Pankaj Kumar and Felipe Pineda Perez. “Kimberly Clark: planta de tratamiento y servicios a terceros.” (*INCAE Teaching Case #28292*)

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| **Visvesvaraya National Institute of Technology (NIT), Nagpur, India** | |  |
| • | B.E., Electrical Engineering | *2003* |
| • | First division with distinction |  |

**HONORS AND AWARDS**

* Best Reviewer, International Management Division, Academy of Management 2023
* Organization & Management Theory (OMT) Division of the Academy of Management

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| the Above and Beyond the Call of Duty (ABCD) reviewer award | 2023 |

* Sixteenth Annual Journal of International Business Studies (JIBS) Best Reviewer

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| Award | 2023 |

* Finalist Strategic Management Society (SMS) Annual Conference Responsible

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| Research Paper Prize | 2022 |

* Best Reviewer, International Management Division, Academy of Management 2022

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| • Pamplin College of Business Annual Faculty Research Excellence Award | 2022 |

* Virginia Tech Department of Management Faculty Research Excellence Award 2022

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| • Pamplin College of Business Department Certificate of Teaching Award | 2022 |

* Best Reviewer, International Management Division, Academy of Management 2021
* Won ISM (Institute for Supply Management) Best Paper Award, Operations & Supply

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| Chain Management Division, Academy of Management | 2021 |

* Finalist GWU-CIBER (George Washington University Center for International Business Education and Research) Best Paper on Emerging Markets Award,

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| International Management Division, Academy of Management | 2021 |

* Paper judged by reviewers to be one of the best accepted papers in the Academy of

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| Management Meeting | 2021 |

* Virginia Tech Department of Management Faculty Research Excellence Award 2021
* Virginia Tech Department of Management Faculty Teaching Excellence Award 2021
* Production and Operations Management Society Emerging Scholar Program

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| participant | 2021 |

* Recognized via Thank a Teacher from Centre for Excellence in Teaching and Learning

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| at Virginia Tech | 2020 |

* Recognized for outstanding teaching during COVID by the Technology-enhanced

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| Learning and Online Strategies (TLOS) at Virginia Tech | 2020 |

* Virginia Tech Department of Management Faculty Research Excellence Award 2018
* Paper judged by reviewers to be one of the best accepted papers in the Academy of

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| Management Meeting | 2017 |
| • University of Minnesota Ph.D. Scholarship | 2011-2015 |

**PROFESSIONAL MEMBERSHIPS**

* Academy of Management (AOM)
* Strategic Management Society (SMS)
* Academy of International Business (AIB)
* Production and Operations Management Society (POMS)
* Institute for Operations Research and the Management Sciences (INFORMS)

**RESEARCH INTERESTS**

Innovation, Interfirm relationships (alliance networks), Crowdsourcing, Economic geography, Emerging markets, Big data, and Machine learning

**PEER-REVIEWED PUBLISHED PAPERS**

1. Pankaj Kumar, Agnieszka Nowinska, Hans-Joachim Schramm. 2023. The signaling effect of supplier's customer network instability on service price: Insights from the container shipping charter market. *Journal of Operations Management*. 69(8): 1282-1319 <https://doi.org/10.1002/joom.1254>
2. Pankaj Kumar, Swanand Deodhar, and Sri Zaheer. Forthcoming. Cognitive sources of liability of foreignness in crowdsourcing creative work. *Journal of International Business Studies.* <https://doi.org/10.1057/s41267-022-00538-2>
3. Pankaj Kumar, Xiaojin Liu, and Aks Zaheer. 2022. How much does the firm’s alliance network matter? *Strategic Management Journal*. 43(8): 1433-1468. <https://doi.org/10.1002/smj.3379>(Lead article).
4. Pankaj Kumar and Aks Zaheer. 2021. Network stability: The role of geography and brokerage advantage. *Academy of Management Journal.* 65(4): 1139-1168. <https://doi.org/10.5465/amj.2020.0903>(based on 2nd dissertation essay).
5. Pankaj Kumar and Aks Zaheer. 2019. Ego-network stability and innovation in alliances. *Academy of Management Journal.* 62(3): 691—716. <https://doi.org/10.5465/amj.2016.0819> (based on 1st dissertation essay).

**BOOKS AND BOOK CHAPTERS**

1. Reed Kennedy, Eli Jamison, Joseph Simpson, Pankaj Kumar, Ayenda Kemp, Kiran Awate, and Kathleen Manning. 2020. *Strategic Management.* (Adapted and updated). <https://doi.org/10.21061/strategicmanagement>

o Undergraduate textbook in strategic management has been adopted at eight colleges or universities and is under review at an additional four.

o Institutions from U.S., Australia, Lebanon, and Pakistan have reported interest in the book.

o Reviews about the book at <https://open.umn.edu/opentextbooks/textbooks/mastering-strategic-management>

1. Pankaj Kumar and Sri Zaheer. Forthcoming. *Liability of Foreignness.* In Encyclopedia of International Strategic Management, C. Asmussen, D. Minbaeva and N. Hashai (eds.), Edward Elgar Publishing.

**PEER-REVIEWED PROCEEDINGS**

1. Pankaj Kumar, Xiaojin Liu, and Aks Zaheer. 2021. Forged by fire: Home country IPR reforms and emerging economy firm innovativeness abroad. *Academy of Management Best Paper Proceedings.* IM Division 2021. <https://doi.org/10.5465/AMBPP.2021>.5
2. Pankaj Kumar and Aks Zaheer. 2017. How geography influences network stability. *Academy of Management Best Paper Proceedings.* BPS (now STR) Division 2017.<https://doi.org/10.5465/ambpp.2017.142>.

**PAPERS UNDER REVIEW AND REVISION AT PEER-REVIEWED JOURNALS**

1. Pankaj Kumar, Agnieszka Nowinska, and Akbar Zaheer. The Paradox of spatial and relational embeddedness: Tie reformation after a trust violation. Under revision after 3rd Revise and Resubmit: *Academy of Management Journal*
2. Pankaj Kumar and Kiran Sharad Awate. Failure favors the structural hole spanners: Ego-network structure and the race for covid vaccine. Under review after Reject and Resubmit: *Strategic Management Journal*.

Nominated for the SMS Annual Conference Responsible Research Paper Prize 2022.

**WORKING PAPERS**

1. Swanand Deodhar and Pankaj Kumar. Effects of platform-provided monetary incentives on solver collaborative participation in innovation contests. Target journal: *Management Science*.
2. Pankaj Kumar, Xiaojin Liu, and Anant Mishra. Star inventors’ ego-network constraints and innovation resilience to COVID-19 disruptions: A blessing in disguise? Target journal: *Management Science*.
3. Shilpam Dubey, Pankaj Kumar, and Aks Zaheer. All about him? CEO narcissism, gender, and alliance network structural holes. Target journal: *Academy of Management Journal*.
4. Pankaj Kumar, Swanand Deodhar, and Srilata Zaheer. Does it exist? does it not? Liability of foreignness in patenting. Target Journal: *Journal of International Business Studies.*
5. Pankaj Kumar, Xiaojin Liu, and Aks Zaheer. Forged by fire: Home country IPR reforms and emerging market firm innovativeness in the US. Target journal: *Production and Operations Management*.
6. Swanand Deodhar and Pankaj Kumar. Time elapsed and collaborative expressions in crowdsourcing contests. Target Journal: *Strategic Management Journal*.
7. Zhagweiyi Ren, Chee Cheong, Ivan Obaydin, Ralf Zurbruegg, and Pankaj Kumar. Strategic alliances and earning management. Target Journal: *Management Science*.

1. Joseph Simpson and Pankaj Kumar. N-grams in Research: Measuring what matters. Target Journal: *Strategic Management Journal.*
2. Mark Tvani, Richard Hunt, and Pankaj Kumar. Unraveling the gordian knot of dyadic alliance stability. Target journal: *Academy of Management Review*
3. Xiaojin Liu, Raul O. Chao, and Pankaj Kumar. How does social orientation influence firm innovation? Target journal: *Academy of Management Journal*

**WORK IN PROGRESS**

1. Pankaj Kumar. Bringing the future into the present: The influence of board networks on myopic R&D cuts by client firms. (Data collection).
2. Pankaj Kumar. Transparency and the liability of foreignness. (Data collection)
3. Pankaj Kumar. Board networks and innovation. (Preliminary short draft and data analysis)
4. Pankaj Kumar. Social innovation and market creation: How it differs from traditional innovation
5. Pankaj Kumar, Felipe Calvano, and Karen Schnatterly. International innovation and foreign knowledge use in MNE: The role of foreign directors (Data analysis and short draft)
6. Phil S. Thompson and Pankaj Kumar. Curiosity, diverse networking ability, and promotion (Data collection phase and preliminary analysis)
7. Kiran Sharad Awate and Pankaj Kumar. Litigation networks and innovation (Data collection).
8. Kiran Sharad Awate and Pankaj Kumar. Do middle managers matter? (Data collection).
9. S M Abidul Islam and Pankaj Kumar. Data breach and alliances [Data collection]
10. Arpit Sharma, Swanand Deodhar, and Pankaj Kumar. Artificially intelligent organization [Data collection]
11. Arpit Sharma, Swanand Deodhar, and Pankaj Kumar. Mathematical model of collaboration [Write up]
12. Xiaojin Liu and Pankaj Kumar. Artificial intelligence and domain brokering: A deeper look into the user content generation behavior. (Data collection phase and preliminary analysis)
13. Xiaojin Liu, Kedong Chen, and Pankaj Kumar. Supplier competition and community evolution. (Data collection phase and preliminary analysis)

1. Pankaj Kumar and Martin Ganco. Institutional substitution and firm innovation. (Data collection phase and preliminary analysis)

**DOCTORAL SUPERVISION**

* Felipe Calvano. Dissertation Committee member, Virginia Tech Placement: University of Illinois at Chicago
* Mark Tavani. Dissertation Committee Chair, Virginia Tech

**TEACHING INTERESTS**

Strategic Management, Innovation, Strategic Alliances, Entrepreneurship, Research Methods, International Business

**TEACHING**

*Ph.D. course (regular and executive)*

Virginia Tech – **Assistant Professor** Spring 2023

* MGT 6224 Applied Measurement in Business Research (Sections 17975 and 17976)
* 11 students; Response rate 100%; Overall rating 5.73/6 (mean) 6/6 (median)

*Undergraduate course*

Virginia Tech – **Assistant Professor** Spring 2023

* MGT 4394 Strategic Management (Sections 17927 and 17938)
* 123 students; Response rate 91.87%; Overall rating 5.71/6 (mean) 6/6 (median)

Virginia Tech – **Assistant Professor** Spring 2022

* MGT 4394 Strategic Management (Sections 17686, 17691, and 21900)
* 132 students; Response rate 93.18%; Overall rating 5.65/6 (mean) 6/6 (median)

Virginia Tech – **Assistant Professor** Spring 2021

* MGT 4394 Strategic Management (Sections 17889, 17902, and 17903)
* 159 students; Response rate 96.23%; Overall rating 5.78/6 (mean) 6/6 (median)

Virginia Tech – **Assistant Professor** Spring 2020

* MGT 4394 Strategic Management (Sections 17271, 17279, and 17280)
* 149 students; Response rate 95.97%; Overall rating 5.79/6 (mean) 6/6 (median)

Virginia Tech – **Assistant Professor** Spring 2019

* MGT 4394 Strategic Management (Sections 16560, 16561, and 16563)
* 151 students; Response rate 99.34%; Overall rating 5.24/6 (mean) 5/6 (median)

University of Minnesota – **Instructor** *Fall 2013*

* MGMT 3001 Fundamentals of Management (Sec 002)
* 64 students; Response rate 89.06%; Overall rating 4.84/6 (mean) 5.1/6 (median)

University of Minnesota – **Teaching Assistant**

* *Executive MBA* - CMBA 5816 Strategic Management (*Spring 2016-2018*); CMBA 5624 Business Strategy (*Spring 2013-2015*); CMBA 5721 Advanced Management Topics (*Spring 2014*); CMBA 5831 Entrepreneurship and Innovation (*Spring 2018*)
* *MBA* - MBA 6300 Strategic Management (*Fall 2012-2017*); MGMT 6032 Strategic Alliances (*Spring 2012*); MGMT 6031 Industry Analysis and Competitive Strategy (*Fall 2011*)
* *Undergraduate* - MGMT 3001 Fundamentals of Management (*Spring 2013*); MGMT 3010 Introduction to Entrepreneurship (*Fall 2014*)

**ACADEMIC SERVICE**

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| • Member, Editorial Review Board, Academy of Management Journal | 2022- 2025 |

* Member, Editorial Review Board, Journal of International Business Studies 2021-2022; 2023-2025

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| • Reviewer, Academy of Management Journal | | 2019-till date |
| • Reviewer, Journal of International Business Studies | | 2016-2017 2021-till date |
| • | Reviewer, Strategic Organization | 2021-2023 |
| • | Reviewer, Journal of Management Studies | 2023 |

* Incoming Representative at large Cooperative Strategies Interest Group Strategic

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| Management Society | 2024-2025 |

* Session organizer and co-chair, Big data applications in global operations and management, INFORMS Annual Meeting in the Data Mining Cluster, Phoenix,

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| Arizona | *2023* |

* Session organizer and co-chair, Crowdsourcing and operations management, Annual

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| POMS Conference, Orlando, Florida | *2022* |

* Session organizer and co-chair, Big data applications in global operations and

management, INFORMS Annual Meeting in the Data Mining Cluster, Indianapolis,

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| Indiana | *2022* |

* Session organizer and co-chair, Big data applications in global operations and

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| management, INFORMS Annual Meeting in the Data Mining Cluster, Anaheim, |  |
| California | *2021* |

* Session chair, Contextual Issues in International Management, Academy of

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| Management Conference, Virtual | *2021* |

* Session chair, Institutions, the external environment and innovation, Academy of

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| Management Conference, Chicago, Illinois | *2018* |

* Session chair, CEO and board networks, Academy of Management Conference,

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| Atlanta, Georgia | *2017* |

* Reviewer, Academy of Management Conference, STR Division 2017-2018, 2020-2022

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| • | Reviewer, Academy of Management Conference, IM Division | 2019, 2021-2022 | |
| • | Reviewer, Academy of Management Conference, OMT Division |  | 2018-2022 |
| • | Reviewer, Strategic Management Society Special Conference, Hyderabad | | *2018* |
| • | Reviewer, Strategic Management Society Special Conference, Oslo |  | *2017* |
| • | Reviewer, Strategic Management Society Special Conference, Costa Rica | | *2017* |

**PEER REVIEWED CONFERENCE PRESENTATIONS AND WORKSHOPS**

* “Star inventors’ ego-network constraints and innovation resilience to covid-19 disruptions: a blessing in disguise?” Junior Scholar Paper Development Workshop, Strategic Management Society 43rd Annual Conference, Toronto, September 2023.
* “Unraveling the gordian knot of dyadic alliance stability,” 83rd Annual Meeting of the Academy of Management, August 2023, Boston, Massachusetts.
* “Social innovation and market creation: How it differs from traditional innovation,”

Academy of Management Review (AMR) Idea Development Workshop, April 2023, Knoxville, TN

* “Effects of platform-provided incentives on solver participation in innovation contests,” MISQ Virtual Author Development Workshop, June 2023
* “Time elapsed and collaborative expressions in crowdsourcing contests,” 82nd Annual

Meeting of the Academy of Management, August 2022, Seattle, Washington.

* “Failure favors the structural hole spanners: ego-network structure and the race for COVID vaccine,” Strategic Management Society 42nd Annual Conference, London, September 2022
* “Forged by fire: Home country IPR reforms and emerging economy firm innovativeness abroad,” virtual 81st Annual Meeting of the Academy of Management,

July 2021

* “Supplier’s network churn, buyer-supplier embeddedness, and exchange price outcomes,” virtual 81st Annual Meeting of the Academy of Management, July 2021
* “International innovation and foreign knowledge use in MNE: The role of foreign directors,” Strategic Management Society Conference, September 2021 (online)
* “Crowding: Negative antecedents of collaborative intentions in innovation races,” Creating and Sustaining Competitive Advantage in a Disruptive World Paper Development Workshop (Virtual Session),” Strategic Management Society Conference, October 2020
* “Collocation, competition and alter-broker tie persistence,” Junior Faculty Paper

Development Workshop, STR Division, Academy of Management Conference, August 2019, Boston, Massachusetts.

* “Between the devil and the deep blue sea: IPR reforms and emerging market firm competitiveness,” Strategic Management Society Conference, October 2019,

Minneapolis, Minnesota

* “Does it exist? Does it not? Liability of foreignness in patenting,” Academy of Management Conference, August 2018, Chicago, Illinois

* “Collocation, competition and alter-broker tie persistence,” Academy of Management

Conference, August 2018, Chicago, Illinois

* “How geography influences network stability,” Academy of Management Conference, August 2017, Atlanta, Georgia
* Academy of Management Business Policy and Strategy Dissertation Consortium, August 2017, Atlanta, Georgia
* GLEN Conference at The Ohio State University, May 2013, Columbus, Ohio

**INVITED PRESENTATIONS**

* “Star inventors’ ego-network constraints and innovation resilience to covid-19 disruptions: a blessing in disguise?” University of Science and Technology of China, October 2023 (Online)
* “Does network help? Innovation during distressed times.” INFORMS Conference,

October 2023, Phoenix, Arizona

* “Does network help? Innovation during challenging times.” DSI Conference, November 2023, Atlanta
* “How do digital technologies impact the models and processes of international business?” AIB Webinar theme Speaker, March 2023 (online) <https://www.youtube.com/watch?v=sUdInLVpjcQ&t=1467s>
* “Artificial intelligence and domain brokering: A deeper look into the user content generation behavior.” Production and Operations Management Society (POMS) Hong

Kong International Conference, January 2023 (online)

* “Artificial intelligence and domain brokering: A deeper look into the user content generation behavior.” Production and Operations Management Society (POMS) Annual

Conference, April 2022 (online)

* “Does network help? Innovation during distressed times.” Production and Operations Management Society (POMS) Annual Conference, April 2022 (online)
* “Emerging market reforms and firm innovation.” Production and Operations

Management Society (POMS) Annual Conference, May 2021 (online)

* “Digital liability of foreignness in upstream creative contests,” Aalborg University, May

2021, Denmark (online)

* “Supplier’s network churn, buyer-supplier embeddedness, and exchange price outcomes,” Aalborg University, March 2021, Denmark (online)
* “Brokerage stability and innovation in alliances,” IIT (Indian Institute of Technology) Patna, January 2019, Patna, Bihar, India
* “Brokerage stability and innovation in alliances,” Rice University, October 2017,

Houston, Texas

* “Brokerage stability and innovation in alliances,” The University of Mississippi, August

2017, University, Mississippi

* “Brokerage stability and innovation in alliances,” ISB (Indian School of Business), January 2017, Hyderabad, India

* “Brokerage stability and innovation in alliances,” IIM (Indian Institute of Management) Bangalore, December 2016, Bangalore, India

**PROFESSIONAL DEVELOPMENT**

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| • Bayesian model averaging webinar Stata | | 2023 |
| • | Heterogeneous difference in differences webinar Stata | 2023 |
| • | Introduction to survey statistics using Stata webinar | 2023 |

* Data Scraping and analysis with Python and Stata online course by Francesco Saverio

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| Stentella Lopes (Timberlake Training) | 2022 |

* Advanced Machine Learning using Stata - Co-Developed with Lancaster University

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| online course presented by Dr. Giovanni Cerulli (Timberlake Training) | 2022 |

* Introduction to Machine Learning using Stata by Dr. Giovanni Cerulli (Timberlake

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| Training) | 2021 |

* Advances in Causal Inference remote course by Dr. Giovanni Cerulli (Timberlake

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| Training) | 2021 |

* Machine learning remote seminar by Professor Kevin Grimm (Statistical Horizons) 2021

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| • Gamification for interactive learning from Lynda.com | *2018* |
| • Computer literacy for Windows 10 from Lynda.com | *2018* |
| • Photoshop for teaching and learning from Lynda.com | *2018* |
| • Office 365 for educators from Lynda.com | *2018* |
| • Security awareness training for NLI | *2018* |
| • What's New in Ed Tech course by NLI Program Virginia Tech | *2018* |
| • Canvas: Grades course by NLI Program Virginia Tech | *2018* |

* LINKS center summer workshop on social network analysis, Lexington, Kentucky *2017*

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| • | Networked life by Professor Michael Kearns (Coursera) | *2014* |
| • | Case teaching and discussion seminar by Dr. James A. Erskine | *2012* |

**UNIVERSITY SERVICE**

**Virginia Tech**

* Promotion and tenure (P&T) committee member (07/2023 – till date)
* Personnel committee member (08/2023 – till date)
* Commencement ceremony volunteer (May 12, 2022)
* Professor of practice search committee member (06/2021– 12/2021) o A search committee for three Professor of Practice positions
* MGT 4394 course coordinator with Lori Anderson (01/2022 – till date)
* MGT 4394 course coordinator with Eli Jamison (08/2020 – 12/2021)
* MGT 4394 course coordinator with Reed Kennedy (06/2019 – till date)
* Research meeting seminar series committee (06/2019 – 08/2023)
* Teaching quality committee member (05/2022 – till date)

* New faculty welcome panel discussion at the VT level with Luisa Burgos, Assistant Director, Undergraduate Admissions, Branch Craige, Research Scientist, Chemistry, Homero Murzi, Assistant Professor, Engineering Education, Desirée Poets, Assistant Professor, Political Science, Laura Purcell, Instructor, Communication, Sparkle Williams, Collegiate Assistant Professor, Academy of Integrated Sciences, Bo Zhang, Research Assistant Professor, Crop and Soil Environmental Sciences (23rd Aug 2019)
* COVID-19 in context – A deans’ forum on living with a pandemic panel discussion with Reza Ovissipour, Department of Food Science and Technology, Nicholas Copeland, Department of Sociology, Kiran Awate, Department of Management, Shilpa Madan, Department of Marketing, and Matthew Holt, Department of Agricultural and Applied Economics (April 5, 2021).
* Commencement ceremony volunteer (May 17, 2019)

**University of Minnesota**

* Council of Graduate Students (COGS) representative (07/2014 - 04/2017)
* Student Advisory Committee representative (07/2014 - 11/2016)
* Ward representative (ward 7), Commonwealth Terrace Cooperative (07/2014 - 02/2018)

**Visvesvaraya National Institute of Technology**

* Helped organize the national technical festival “Odyssey” at NIT

**INDUSTRY WORK EXPERIENCE**

**Self-employed, Heredia, Costa Rica**. *Private Consultant* (03/2010 - 05/2011)

* Advised a client to prepare for competition after opening of the telecommunication sector
* Helped a software startup review their business plans

**Universidad Veritas, San Jose, Costa Rica**. *Chief Financial Officer* (02/2009 - 03/2010)

* Led the departmental team that created the new vision and mission for the University
* Restructured the company and opened a new subsidiary in Panama
* Led the team responsible for strategic planning, project evaluation, budgeting, and

financial analysis

**Universidad Latinoamericana de Ciencia y Tecnología (ULACIT), Heredia, Costa Rica; Universidad Veritas, San Jose, Costa Rica.** *Visiting Professor* (02/2009 - 03/2010)

* Taught Creative Leadership and International Finance courses on a part-time basis

**Mesoamerica Investments, Formerly Bain Costa Rica, Escazú, Costa Rica.** *Associate* (06/2007 - 01/2009)

* Advised the largest player in PVC pipes market to select and acquire a target in South America
* Advised a major player in steel industry in Central America (sell side)
* Analyzed Central American insurance, banking and retail sectors for business opportunities

**Larsen & Toubro Limited, Mumbai, India.** *Asst. Project Manager* (05/2004 - 07/2005), *Senior Engineer* (07/2003 - 05/2004)

* Worked at headquarters in the team that prepared ten-year strategic plan
* Helped manage (#2) in a US$30M project leading and coordinating a team of 150 people
* Did project planning, bid preparation, negotiation with clients and sub-contractors

**SKILLS AND OTHER INFORMATION**

**Languages**: English (fluent), Spanish (fluent) and Hindi (native)

**Work authorization status**: Legal Permanent Resident

**Software**: Stata, Matlab, R, SAS, Python, S+, Pajek, UCINET, MPNet, Gephi, MLwiN