* Organized, highly motivated, detail-directed problem solver, and goal-oriented individual with strong leadership capabilities
* Very comfortable project manager as a team leader and as a role player especially in a matrix and virtual organization with extensive experience on multiple simultaneous projects in a multi-cultural environment
* Detailed understanding on mobile switching, transmission, RF technology (2G, 3G & 4G), Business Analytics and good level understanding of new technologies such as cloud computing, IoT and 5G.
* Knowledgeable on ADDIE and 70-20-10 learning methods, Captivate, Cornerstone on Demand (CSOD) LMS, Saba LMS, Microsoft Suites, VBA, Python, SQL, Pandas, Git, JSON, Matplotlib, Agile Management

# Experience

Senior Accounting Associate, October 2018 to October 2019

UPS, Coppell, Texas

SCS

* Maintains the General Ledger for Supply Chain Solutions including reconciling balance sheet accounts, preparing journals containing large data sets, adjustments and transfers and uploading journals onto the General Ledger.
* Process on a monthly basis the Construction In Progress and Depreciation variance reports utilizing Oracle Business Intelligence data and accounting data.
* Ensures compliance with Enterprise Wide Accounting Policies and Procedures (EWAPPM)
* Member of the training committee to ensure alignment of trainings in each tower.

Lease Accounting

* Responsible for lease accounting for LATAM entities.
* Analyze lease and rent expense accounts for new leases qualifying for accounting treatment.
* Process fixed asset transactions in CoStar and Oracle for asset acquisitions, disposals, and transfers.

Tools/ Database Handled

* Oracle database: P035, P440, P590, Oracle Business Intelligence (OBI)
* Blackline and POSC

## Americas Employee Learning & Development Manager, 2007 to September 2018

Nokia, Irving, Texas

* Managed the Americas (North America and Latin America) region for the analysis, design and deployment of employees’ competence development services
* Provided consultancy with internal business partners to build and maintain collaborative partnerships to drive activities and programs that improve performance and conducted learning needs analyses to identify individual, team, and organizational knowledge and skill gaps and recommended appropriate learning solutions to meet business objectives
* Proposed, administered and managed comprehensive learning programs and certifications that included a combination of learning methodologies including instructor-led training, self-study/online training, job aids.
* Lead complex learning-related projects ensuring projects remain on time and within budget; identify and manage necessary project resources; developed and managed project plans and timelines utilizing project management standards
* Built a new competence development demand consolidation process to improve training demand to fix critical issues with resource planning and deployment especially on big markets and new technologies while maintaining the effectiveness of learning solutions to ensure that the solution meets learning objectives and performance goals.
* Implemented several guidelines on cost-saving measures and monitor the spending of all business units

## Competence Development Manager, 2005 to 2007

Nokia, Irving, Texas

* Managed the competence development planning and competence validation of circuit switch, packet switch end access transmission engineers of the whole Consulting and Integration North America
* Provided guidelines/ structures/ consultancy on the competence development of each core engineer by discussing current and planned projects of each engineer and provide corresponding competence development venues, such as trainings/ workshops/ on-the-job training/ mentorship.
* Developed the assessment process for circuit switch, packet switch end access transmission engineers that will be used to assess the individual skill level and help achieve the expected levels. This includes platform establishment, writing questions, assessment of results, and creation of score matrix.

## Core and Tools Group Manager, 2004 to 2005

Nokia, Irving, Texas

* Established and line managed the first core performance group in OSPP USA composing of ten (initially) local and expatriate engineers.
* Recruited and hired over 50 engineers for both NPO core and radio networks teams.

## Consultant/ Senior Core Network Planning Engineer, 2001 to 2004

Nokia, Irving, Texas

* Spear headed the network consolidation proposal and discussion for Cingular Wireless and AT&T Wireless’ convergence.
* Wrote proposal for CW and AT&T convergence and provided technical discussions with the four major regions.
* Provided support to several proposals for circuit core services to be offered to Cingular Wireless, T-Mobile and other operators.

# Education

## Data Science, November 2019 – May 2020, Southern Methodist University

## Business Analytics, December 2018 – March 2019, The Wharton School, University of Pennsylvania

## Global Fellow Program in Talent Management (December 2018), The Wharton School, University of Pennsylvania

## MBA, De La Salle University, Philippines

## BS Electronics and Communications Engineering, Mapua Institute of Technology, Philippines

# Certificate

## Instructional Design

## Captivate Essentials and Beyond Essentials (L1 and L2)

## Performance Consulting (L1 and L2)

## ROI of Training and Competence Development

# Affiliation

## Global Talent Management Leader (GTML), Talent Management Institute (TMI)

## Member, Association for Talent Development (ATD)