* 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
* Data Science Practitioner with a great experience in telecommunications (mobile switching, transmission, RF technology, Business Analytics and new technologies such as cloud computing, IoT and 5G.
* Knowledgeable on Python, SQL, Pandas, VBA, Git, JSON, Matplotlib, Agile Management, MongoDB, Web development and Scraping, JavaScript, Tableau and Machine Language.

# Work Experience

Project Manager, February 2020 to present

Verizon, Richardson, TX

* Responsible for project managing all aspects of the Core Network growth of the Intelligent Edge network in support of the ULH, OTN and iEN migration of legacy platforms to new platforms.
* Work closely with internal engineering, PM & operation teams as well the third-party vendors engaged to do portions of the program.
* Drive projects and programs to achieve targeted and measured business goals and objectives.
* Responsible for managing a high volume of work and specifically driving, tracking and clearing major obstacles in the remediation and fiber characterizing of our new ULH routes.
* Coordinate and schedule resources across multiple organizations to align project requirements with business goals and objectives.
* Identify, monitor, report and escalate project-related issues to achieve timely resolution.
* Develop and implement corrective action plans to mitigate impact to project schedules and overall business objectives.
* Utilize project tracking tools and systems to accurately document milestones completions, project issues, corrective action plans, project jeopardies, and overall project completions.
* Maintain excellent communication with Functional Team Members and Direct Management to ensure early identification of issues a timely reporting of status.

Senior Accounting Data Management, October 2018 to October 2019

UPS, Coppell, Texas

* Process 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.
* 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.

Tools/ Database Handled

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

Americas Employee Learning and Development Manager for Americas, 8/ 2007 – 9/2019

Nokia, Inc., Irving, Texas

* Consult with internal business partners

1. Build and maintain collaborative partnerships with business partners to drive activities and programs that improve performance
2. Conduct learning needs analyses to identify individual, team, and organizational knowledge and skill gaps
3. Recommend appropriate learning solutions to meet business objectives

* Design, develop, and deliver learning solutions pilot

1. Project Management
2. Lead complex learning-related projects ensuring projects remain on time and within budget
3. Identify and manage necessary project resources
4. Develop and manage project plans and timelines utilizing project management standards
5. Track and report project progress
6. Create comprehensive learning programs that may include a combination of learning methodologies including instructor-led training, self-study/online training, job aids, simulations, case studies, etc

* Recommend and manage vendor-led learning solutions for the pilot

1. Determine when external vendor solutions are required and recommend appropriate options
2. Consult with external vendors to ensure courses address defined learning objectives

* Evaluate learning solutions

1. Measure results of internally and externally developed learning solutions to ensure that the solution meets learning objectives and performance goals
2. Measure impact

* Communicate effectively.

1. Lead, influence, and negotiate with others to achieve desired work results; utilize excellent client interaction and advisory skills
2. Work effectively with others to achieve common goals exercising effective interpersonal influence
3. Facilitate project meetings, and influence at various levels in the organization

NAM Core Networks Competence Manager, 10/ 2005 – 07/2007

Nokia, Inc., 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 by:

1. Driving competence development related action planning together with line managers in STP.
2. Ensuring that competence development activities are planned to cover focused capability areas.
3. Identifying competence gaps and create competence development solutions
4. Following up of agreed CoDe activities and take corrective actions when needed.
5. Produce reports and analyses to management on CoDe related information / statistics periodically or according to need as input to capability planning work).
6. Ensure that target group / organizational competence focus areas and priorities are communicated to the organization supporting Regional HR contacts.

* Provided guidelines/ structures/ advises 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.
* Ensured existence of service competence dimension, product competence development actions, validity and usability of learning solutions. This also includes Learning solution content validation & feedback collection, prioritization of learning solution participants in case of limited availability, competence status reporting, providing (technical) competence development consultancy, communicating and promoting development portfolio of own area, delivering basic information about new releases and products.
* Participated on small projects needing MSS planning engineering/ design.

Network Planning and Optimization Core Networks Group Manager, 07/ 2003 – 10/2005

Nokia, Inc., 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.
* 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.
* Nomination of engineers for trial teams and special interest groups as requested locally/ globally.
* Resource planning, allocation and coordination based on the forecasted activities. Resource rotation planning within the group.
* Define Competence development plans for subordinates.
* Line management of the OSP NAM core networks team. Including but not limited to IIP, incentives, vacation planning organizing substitutes, allocation of duties, and allocation of training places, WTR approvals & monitoring, cost center management and reporting.

Network Planning and Optimization Senior Network Planning Engineer, 02/ 2001 – 03/ 2003

Nokia, Inc., Irving, Texas

* Planned and managed the network design/implementation/optimization according to the contractual agreements with the customers.
* Performed network-planning services, supporting marketing activities, planning services development, competence transfer.
* Assisted and provided coordination with the customers and project managers throughout the engineering and implementation phases.
* Dimensioned networks and wrote proposals to market services.
* Project team leader. Provided consultancy, planning and engineering services to several carriers: Cingular, AT&T Wireless and Cellular One.

Senior Supervisor, Integrated Network Planning, 08/1998 – 09/2000

Engineer, Switch Planning, 09/1994 – 08/1998

Globe Telecom Inc., Mandaluyong City, Manila, Philippines

* Expertise in Master/ Fundamental Planning
* Provided fundamental planning of broadband data networks establishing the six- (6) ATM core switches, 16 access concentrators and 52 access networks.
* Upgraded and developed the Master Plan of Broadband Data and Fixed Network (LEC) for dynamic changes on the network by integrating the two network requirements and produce a consolidated network, such as: data and voice convergent network, transmission backbone, copper network expansion, access network expansion and space planning for lot, building and administration/ support facility purchases.
* Provided implementation guidelines for every expansion in Broadband Data Network, Fixed Network, Transmission Network, OSP (Copper Facility) Network, and Access (DLC and DSLAM) networks.
* Expertise in Local Exchange Network (LEC) Planning and Engineering
* Expertise in planning, detailed engineering, implementation and operation of local, tandem and toll host exchanges. Total of eleven (11)-switching systems.
* Prepared, designed and carried out the detailed switching system technical plan for the entire fixed network switching facilities. These includes network design, routing and traffic design and analysis, detailed signaling plan, features and services offering plan, local exchange network charging plan, negotiation with contractors, exchange dimensioning, issuing purchase orders, exchange planning/ engineering which includes space planning/ engineering of transmission and outside plant facilities, support facilities (i.e., power for both AC and DC, back-up power systems (generator set, batteries)) and coordinates and monitor delivery of these requirement with all responsible sections in the company and suppliers of the equipment. c) Provided development/ improvement of network based on the actual traffic performance, switch utilization, rate of subscriber activation, interconnection with other carriers.

System Support Engineer, 04/1993-09/1994

Smart Communications Inc., Makati City, Philippines

* Planning and engineering of high capacity microwave radio transmission backbone to support cellular services.
* Planning and engineering of low capacity microwave radio transmission backbone to support customer services and provide access lines to cell sites.

# 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)

# Professional License

Electronics and Communications Engineer, Philippines