FREDY MATEUS BSc (Comp), MBA, PMP

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HIGHLIGHTS OF QUALIFICATIONS

Software Delivery and Program Management leader with 26+ years of experience spanning enterprise software development, digital platforms, data solutions, and AI-enabled products. Proven track record leading teams and multi-initiative portfolios across startups, consultancies, and global enterprises. Known for improving delivery predictability, scaling delivery organizations, strengthening SDLC governance, and aligning engineering execution with product and business strategy. MBA and PMP certified, bilingual English/Spanish.

- Program & Project Management – 13 years' experience: Portfolio oversight, PM coaching, governance implementation, and risk control.
- Strong software development foundation – 13 years: Built a solid foundation in software engineering through full lifecycle development, BI implementation, and quality assurance. Delivered enterprise banking systems, e-government platforms, and BI data solutions.

AREAS OF EXPERTISE & SKILLS

- **Program & Project Management:** Agile (Scrum, Kanban), PMBOK, risk analysis, budgeting, governance, delivery oversight, budget/margin analysis, capacity planning, project health dashboards.
- **SDLC & Process Optimization:** Agile, JIRA workflow improvements.
- **Leadership & Team Development:** Team restructuring, mentoring of PMs and Devs, onboarding, and cross-functional collaboration to drive performance and growth.
- **Technical Expertise & Innovation:** Adoption of AI-driven development for requirements, coding, and QA. Foundation as developer of B2B Banking applications, telecom and governmental systems in Colombia.

PROFESSIONAL EXPERIENCE

PolicyBound (Deel) - Canada, Remote
InsurTech startup (~20 employees) delivering AI-driven insurance solutions.
Director of Development   Dec 2024 – Jan 2026
- Led AI-driven SaaS platform delivery, managing engineering, DevOps, and product teams in Agile sprints.
- Implemented Scrum sprint planning in Jira, improving velocity and achieving project execution and goals.
- Managed implementation of features, CI/CD pipelines including monitoring and observability tools, automated testing, vulnerability testing and release plans.
- Partnered with POs and business stakeholders to translate technical requirements into actionable development plans and sprint backlogs.
- Improved delivery predictability by optimizing Jira boards, capacity planning tools, and workflows.
- Drove AI adoption (GitHub Copilot, TurboQA) for unit testing, test automation, and critical project practices.
- Strengthened process maturity and cross-functional collaboration via documentation, code reviews, architectural gates, and vendor strategy guidance.
- Oversaw roadmap initiatives including MongoDB migration, AI chatbot implementation, Selenium automation, feature development, and architectural spikes.
- Redesigned team structure (8 FS Devs, Architect, 6 QAs and DevOps), mentored talent into advanced roles, and onboarded 4 new offshore hires with robust programs.

CBTW (Positive Thinking Company) - Canada, Remote
Global AI-powered tech consultancy with 3,000+ professionals across 21 countries
Project Director   Jan 2024 – Dec 2024
- Led a major account program with two complex projects, maintenance initiatives, and change requests for BC Liquor Distribution Board.

- Coached five PMs and improved delivery practices across the program.
- Presented program status in PMO meetings and ensured scope control aligned with product management needs.
- Developed tools in Excel and MS Planner to track budgets, risks, issues, and scope changes.

VERSETT - Calgary
Canadian digital transformation consultancy (~50 employees), acquired by CBTW, delivering product strategy, UX/UI design, and custom software engineering.
Director of Engineering Operations/ Sr Technical PM   **Jan 2022 – Dec 2023**
- Progressed from Senior Technical Program Manager to Director of Engineering Operations, expanding scope from direct program delivery to organization-wide delivery leadership.
- Oversaw delivery operations across multiple client engagements, providing executive-level visibility into delivery health, risks, and dependencies.
- Managed and coached a team of 5 Project Managers, driving consistent delivery practices, career development, and performance standards.
- Hands-on management work to deliver 6+ concurrent software initiatives across insurance, utilities, education, non-profit, and internal platforms.
- Defined and institutionalized SDLC and delivery processes, creating reusable templates, governance models, and control mechanisms.
- Implemented cross-project reporting and portfolio dashboards integrating Jira, Excel, and SharePoint, improving monitoring and decision-making.
- Coordinated offshore DevOps and shared services teams to support cross-project delivery and platform reliability.
- Supported RFIs/RFPs and estimation activities, developing bottom-up budget and scenario modeling tools.

RENOWORKS - Calgary
Public SaaS company delivering AI-enabled visualization and eCommerce platforms
Delivery Manager   **Mar 2017 – Jan 2022**
- Led delivery across a high-volume portfolio of concurrent product and platform initiatives.
- Managed backlog prioritization, scheduling, roadmap planning, and QA coordination aligned to commercial priorities.
- Oversaw internal initiatives spanning data analytics and DevOps/SaaS foundations.
- Improved SDLC maturity through retrospectives, process assessments, and continuous improvement tracking.
- Delivered regular delivery health and operational reporting to leadership.

PRIOR EXPERIENCE

AMEC FOSTER WHEELER - Calgary
Quality Management System Coordinator   **Apr 2014 – Nov 2015**

REDCOM Ltd - Colombia
Project Management Coordinator / Software QA Lead   **April 2009 – Feb 2013**

TATA CONSULTANCY SERVICES - Colombia
Business Intelligence Project Coordinator   **Jan 2007 – Apr 2009**

UNISYS - Colombia
Developer   **June 1998 – July 2003**

EDUCATION & CERTIFICATIONS

- Certified PMP   2018

- MBA, Universidad Nacional, Colombia   2004
- BSc: Computer Science, Universidad Nacional, Colombia   1999
  Best student (CS Dept.), scholarship awarded for postgraduate studies