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## EDUCATION

BSc, Electronics Engineering /  
Industrial Automation  
*Mapua Institute of Technology,  
Philippines  
2004 – 2009*

The Manchester Leadership  
Development Programme /  
Alliance Manchester Business  
School, *United Kingdom*  
2022

## ORGANISATION

International Society for  
Pharmaceutical Engineering,  
ISPE / Affiliate Member

## MANAGEMENT SKILLS



# KERTVIN TUGADO

## ENGINEERING LEAD, LINE AND RESOURCE MANAGER

### PERSONAL INFORMATION

An agile leader with intensive years of strong technical expertise, business, people and project management and strong business ethics. Strong background on data analytics, consultancy, digitalization, and software development. Passionate about life sciences, leadership, coaching and bridging connections between multiple levels of stakeholders to bring out the best out of their capabilities and takes pride in creating an environment that fosters creativity, trust, ownership, and blameless culture.

### PROFESSIONAL EXPERIENCE

#### ENGINEERING LEAD AND LINE MANAGER

*Siemens AG, 2019 – Present*

#### COMOS LEAD

*Siemens AG, 2020 – Present*

#### RESOURCE MANAGER

*Siemens AG, 2021 – Present*

- Preparation and review of engineering project proposals and responsible for engineering hours estimate and technical compliance
- Contribute to overall business by managing Profit and Loss P&L's and increase in margin, change order management and value-added selling strategy for projects and sales
- Administer in rolling out of business goals and targets to projects, engineering, and various stakeholders
- Perform as a technical lead and subject matter expert, engineering management in all throughout the project lifecycle including consultancy and digitalisation topics
- Lead the improvement of engineering processes, tools, application, and standards
- Lead and maintain cross and vertical relationship between different businesses and multiple levels of stakeholders
- Lead, coach and manage a team of engineers locally and across global engineering centres regions
- Understanding and solving escalations, issues and management associated situation
- Ensures that knowledge transfer is always carried out across the team and knowledge on the new technologies are always up to date
- Manage resources, project schedule, workload, and performance
- Conduct 1:1's and Performance Management Processes
- Partake in hiring, selection, and delegation process

## TECHNICAL SKILLS

PM @ Siemens Project Management



Siemens Process Control System PCS7



Siemens Opcenter Execution Pharma MES



Siemens Plant Engineering Software COMOS



Siemens PLM and Manufacturing Operations Software



Mendix Low Code Application Development Platform



Cyber Security and Virtualization



Python, C++ and Visual Studio



SQL and Oracle Database



Software Development Life Cycle



Agile and Scrum Framework



Lean Start-up and Six Sigma



Validation and Qualification



## CERTIFICATIONS

Siemens People and Business Management / Siemens AG

Siemens Fueling Leadership Expertise for Managers / Siemens AG

Siemens Leading the Digital Business Transformation / Siemens AG

Siemens Leading and Collaborating Virtually / Siemens AG

Siemens Process Control System PCS7 / Siemens AG

Siemens Opcenter Execution Pharma / Siemens AG

Siemens Life Science Validation and GMP Competency / Siemens AG

## BUSINESS AND TECHNICAL MANAGER

*Plant.IT Process Automation Solutions, 2017 - 2019*

- Review and budget allocations, financial statements, project expense and managing cost
- Analyze, approve, and recommend approval of all change requests, orders, invoices, and payment applications
- Provide leadership, coaching and guidance to the team of engineers, contractors, and staff members
- Perform administrative functions such as reviewing and writing reports, approving expenditures, enforcing rules, and making decisions about the purchase of materials or services
- Spearhead the hiring and selection process
- Develop and bridge internal and external stakeholders
- Analyze current trends and technologies and market demands, plan and assess the feasibility of projects

## ENGINEERING MANAGER

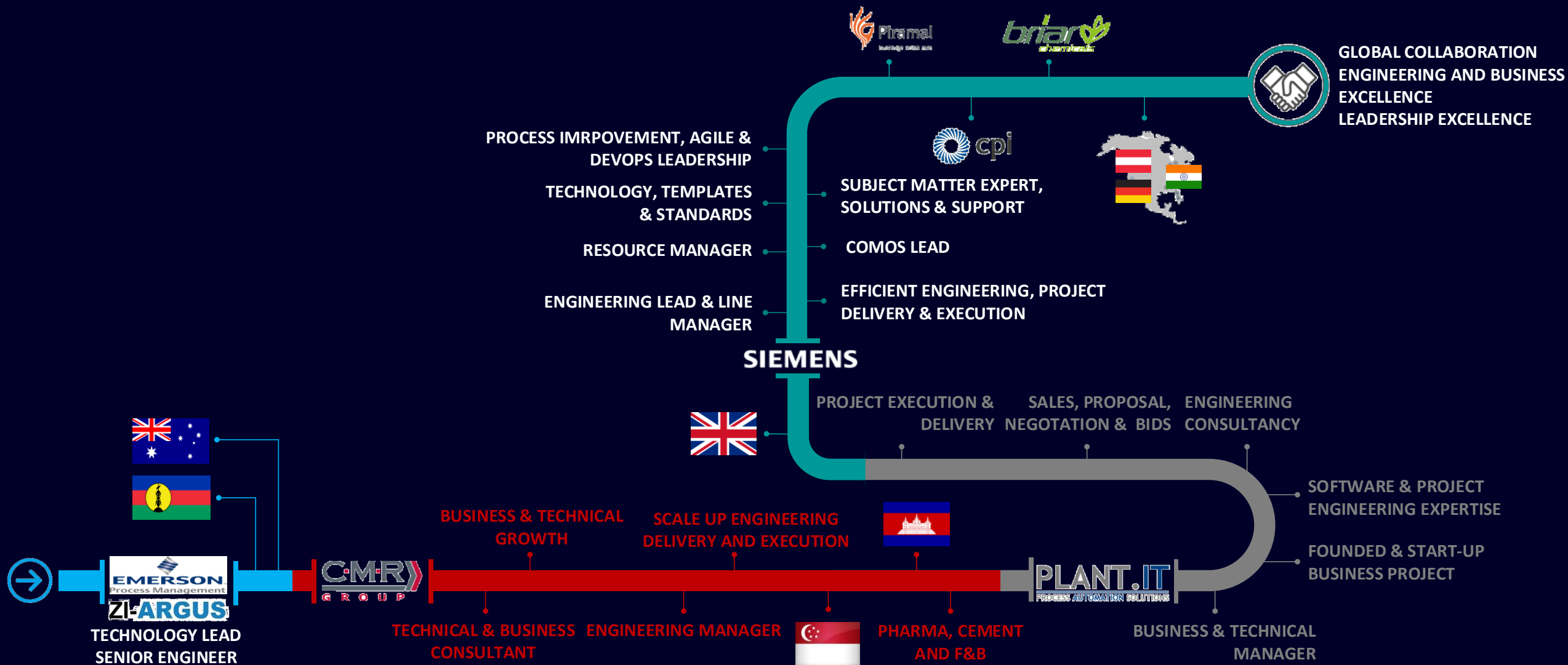
*CMR Group, 2015 - 2017*

- Provide leadership, coaching and guidance to the team of engineers, contractors, and staff
- Ensures that project is within budget and able to target the project timeline.
- Discuss, review and layout project specifications, timelines, and schedules.
- Review, approve and modify designs and Develop cost estimates and Proposals
- Analyze key performance indicator, continuous improvement and development plan for engineers and staff
- Analyze market demands and develop business growth strategy for sales and technical team

## RECOGNITION AND ACHIEVEMENTS

- Successfully manage, lead, and deliver numerous complex full lifecycle projects, approximately ~£10M in total revenue
- Champion for project delivery, execution and controls contributing to improved overall business targets and margin by ~20%
- Effectively increase project engineering execution and delivery resulting in increase in profit margin by ~30%
- Successfully implement change and risk management claims ensuing improved cost control and cash flow
- Effectively establish value-added delivery and sales to projects, taking leverage of opportunities resulting in additional increase in profit and sales
- Champion for people leadership, global collaboration, and stakeholder management

# PROFESSIONAL TIMELINE



# PROFESSIONAL ACHIEVEMENTS

## SIEMENS

- Successfully lead, managed and deliver concurrent multiple complex complete lifecycle projects from several industries ranging from heavy to highly regulated, to safety and critical infrastructure
- Lead to increase Profit Margin by leveraging any gaps and effective project and resource management, finding ways and strategy to deliver effective and efficient projects
- Lead in contributing to overall project and business Profit and Loss P&L's by eliminating waste, improving process and project turnaround, and by value-added selling strategy to customers and projects
- Major support to sales and proposals team by reviewing technical compliancy of outgoing sales documents and estimating hours and resources for the projects and devising strategy to leverage during execution
- Lead in rolling out of departmental business and engineering strategy, goals and targets, ensuring they are delivered consistently to various stakeholders
- Champion for people leadership, engineering and project management expertise that focuses on engineering, growth, motivation, blameless and ownership culture.
- Principal person for cyber security, IT-OT, and digitalisation topics in the engineering solution business and in addition gain expertise in pushing limits and boundaries of new developing technologies.
- Champion for external stakeholder leadership and developing good customer relationship that provides sincere trust and confidence in the solutions offered and the project team eventually contributing to the awarding of succeeding projects.
- Champion in collaboration work, developing standards and sharing best engineering practices across Headquarters in Germany and Austria that result in rolling out as a standards across regional and global areas.
- Implement and influence strategy and directives on the projects and assessing the risk across projects and proposals during bid stages.
- Champion in exploring and developing new methods, solutions, technology, and process improvements to increase engineering delivery efficiency and effectiveness.
- Presenter for annual internal International Engineering Meetings on topics of efficient engineering delivery, software engineering and leveraging technologies.
- Star Awardee for leadership, engineering management and software engineering expertise that leads to pushing limitations and technologies, development of new tools and project delivery efficiency

# PROFESSIONAL ACHIEVEMENTS



- Champion in improving project engineering by at least 30% by developing templates, coding methods, standards and good engineering practices
- Increase profit margin by 20% by improving engineering efficiency, project management and value stream
- Coach and develop a highly performing engineering team, overseeing KPIs, growth and improvement plan
- Drive successful sales proposals, presentations, negotiations, business, Technical roadmaps to stakeholders
- Improve repeat orders and value turnovers by 20% by efficient project execution together with change and cost control management
- Drive, managed and lead successful Pharma, Cement & F&B projects and providing value added delivery by integrated engineering solutions
- Improve business and growth strategy by increasing market coverage, additional value creation and delivery



- Drives consulting solutions for sales proposal, bids and complete project life cycle execution and delivery
- Improve sales revenue by at least 20% by creating targeted business proposal and solutions based strategy and eliminating waste engineering
- Develop bespoke templates, coding methods, standards, project and team coaching resulting in improved project engineering efficiency by at least 25%
- Provide technical and solution consultancy that delivers additional engineering effectiveness by at least 20%
- Drive presentations, negotiations, business proposals and plans and ideas to C and manager level executives
- Deliver technical and business roadmap that shows value capture strategies
- Successfully owned a technical consultancy business project with a Return of Investment of 20% in 2 years to the investors