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The Quays, Salford,  
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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

## INDUSTRY KNOWLEDGE

Discrete and Continuous



Process and Highly Regulated



## MANAGEMENT SKILLS

Team, Project, and Stakeholder  
Management



Business and Financial  
Management



Consulting and Technical  
Sales



Leadership and Coaching



Influencing and Conflict  
Resolution



Business and Growth Strategy



Organization and Prioritization



Entrepreneurship and  
Ownership



Business Process and Tools



Presentation



# 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



Functional and Process Safety



Python, C++ and Visual Studio



SQL and Oracle Database



Software Development Life Cycle



Agile and Scrum Framework



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

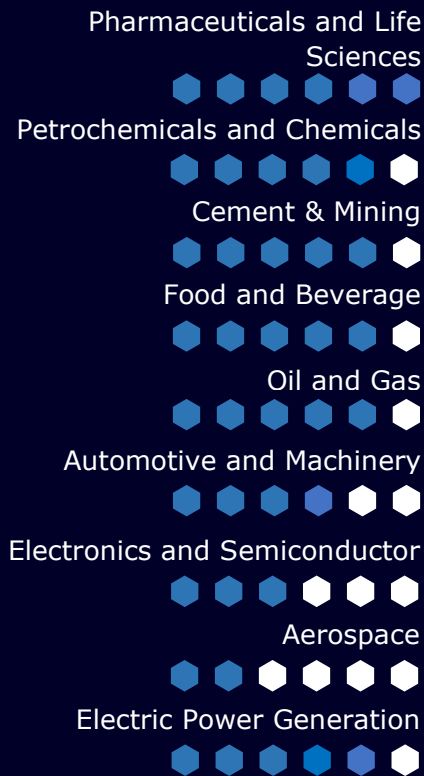
*CMR Group, 2015 - 2017*

- 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

## INDUSTRIES



## ENGINEERING SKILLS



## SELECTED BUSINESS PROJECT HIGHLIGHTS

- Regional contributor for the development and standardisation of Siemens Opcenter Execution Pharma Manufacturing Execution System MES architecture, test specification, detailed and functional design documents to be used in Life Science industry
- Global contributor for the research, execution, and development of the Siemens SIMATIC Process Control System PCS7 Pharmaceutical Industry Library
- Regional contributor for the development, update and release of validated design, test execution and functional documents
- Locally spearhead and global contributor for raising the global engineering and resource centre development for Process Control System PCS and Manufacturing Execution System MES teams

## SELECTED TECHNICAL PROJECT HIGHLIGHTS

- Centre of Process Innovation CPI: Medicine Manufacturing Innovation Centre Grand Challenge 2, SIMATIC Real Time Locating System RTLS, Mendix and Siemens Opcenter Execution Pharma Manufacturing Execution System MES
- GlaxoSmithKline: Cell and Gene Therapy Minimum Viable Product, Siemens Opcenter Execution Pharma Manufacturing Execution System MES
- Zoetis Animal Health: Site Expansion, Siemens SIMATIC Process Control System PCS7 Batch Control and Opcenter Execution Pharma Manufacturing Execution System MES
- Pladis United Biscuits: Site Distributed Control System, Siemens SIMATIC Process Control System PCS7 Route Control and SIMATIC IT UA Opcenter Execution Process Manufacturing Execution System MES
- Ipsen Biopharma Ltd: WP22-1 Automation Layer, Siemens Total Integrated Automation TIA System, and Integration to Global Site Rockwell Automation PharmaSuite Manufacturing Execution System MES
- Piramal Healthcare Solutions: Active Pharmaceutical Ingredients Facility APIF and Chemical 1 Plant, Siemens SIMATIC Process Control System PCS7 Batch and Safety SIS Control and Process Data Historian
- Briar Chemicals: NTBN Plant Distributed Control System, Siemens SIMATIC Process Control System PCS7 Batch and Safety SIS Control and Industrial Cybersecurity