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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

Digital Transformation



Innovation and Digitalisation



Team, Project, and  
Stakeholder Management



Business and Financial  
Management



Consulting and Technical Sales



Leadership and Coaching



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 15+ years intensive years of strong technical expertise, business, people and project management and strong business ethics. Strong background on data analytics, consultancy, digitalization, innovation, and software development.

Passionate about technology, 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 by use of digitalisation an
- 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
- Partake in hiring, selection, and delegation process

## TECHNICAL SKILLS

PM @ Siemens Project Management



Siemens Process Control System PCS7 and Process Modelling using SIMIT Platform



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, VB6, C++ and Visual Studio



SQL and Oracle Database



Cloud and Edge Computing



Software Development Life Cycle



Agile, DevOps and Scrum Framework



## 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

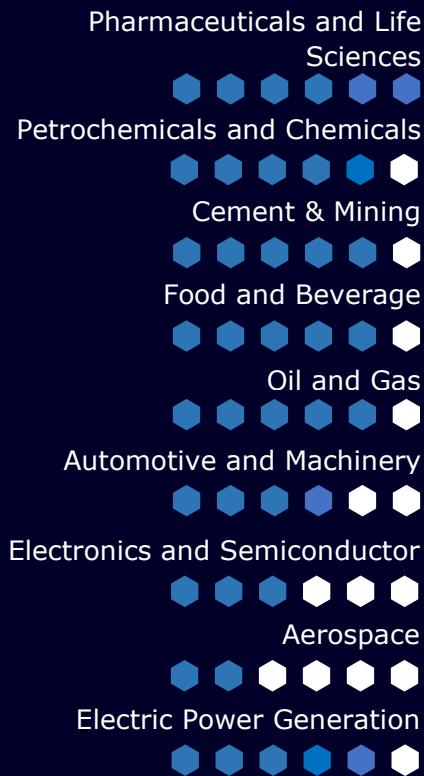
*CMR Group, 2015 - 2017*

- 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

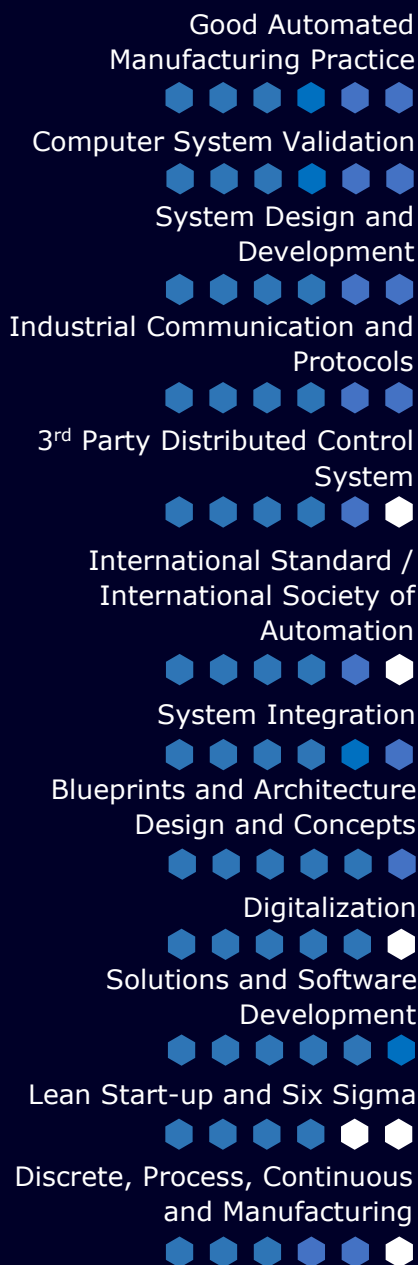
## RECOGNITION AND ACHIEVEMENTS

- Successfully manage, lead, and deliver numerous complex full lifecycle projects, approximately ~£15M 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, engineering, technological and stakeholder management

## INDUSTRIES



## ENGINEERING SKILLS



## SELECTED BUSINESS PROJECTS

- Regional and global contributor for developing and improving engineering processes, best practices and methods, execution of local business strategy and developing high level of customer relationship
- Regional contributor for the development and standardization 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 on topic of Cybersecurity, PCS, Integration Services and MES.
- Locally spearhead and global contributor for raising the global engineering and resource center development for Process Control System PCS and Manufacturing Execution System MES
- Regional and global contributor for developing and exploring innovative ways for engineering delivery and subject matter expertise knowledge sharing
- Evangelist for the use of existing, new, and upcoming technologies such as Artificial Intelligence, Blockchain, Machine Learning, Edge, Cloud, Digital Twin, Industrial IoT and Modular Engineering geared towards the advancement Industry 4.0 and Pharma 4.0

## SELECTED TECHNICAL PROJECTS

- Centre of Process Innovation CPI: Medicine Manufacturing Innovation Centre Grand Challenge, Siemens Opcenter Execution Pharma Manufacturing Execution System MES, Opcenter XHQ Operation Intelligence, Tecnomatix Digital Twin
- GlaxoSmithKline: Cell and Gene Therapy Catapult Siemens Opcenter Execution Pharma Manufacturing Execution System MES, Polarion ALM and Industrial Cybersecurity
- Zoetis Animal Health: Tullamore Site Expansion, Siemens SIMATIC Process Control System PCS7 Batch Control, Process Historian, Industrial Cybersecurity, Opcenter Execution Pharma Manufacturing Execution System MES, and SIMIT Digital Twin
- Pladis United Biscuits: Site Distributed Control System, Siemens SIMATIC Process Control System PCS7 Batch and Route Control, Process Historian and Opcenter Execution Process Manufacturing Execution System MES and SIMIT Digital Twin
- Briar Chemicals: Biotechnology Complex Chemicals Facility Distributed Control System, Siemens SIMATIC Process Control System PCS7 Batch, Safety SIS Control, Industrial Cybersecurity and SIMIT Digital Twin
- Vital Energie: Drakelow Energy from Waste Power Plant Distributed Control System, Siemens SIMATIC Process Control System PCS7, Process Historian, Safety SIS Control, and Industrial Cybersecurity and SIMIT Digital Twin

# EXECUTIVE SUMMARY 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
- 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.
- 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
- Champion for people leadership, engineering and project management expertise that focuses on engineering, growth, motivation, blameless and ownership culture.

## PLANT.IT

### PROCESS AUTOMATION SOLUTIONS

- 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 30% in 2 years to the investors

- 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
- Lead in rolling out of departmental business and engineering strategy, goals, and targets, ensuring they are delivered consistently to various stakeholders
- 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 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.

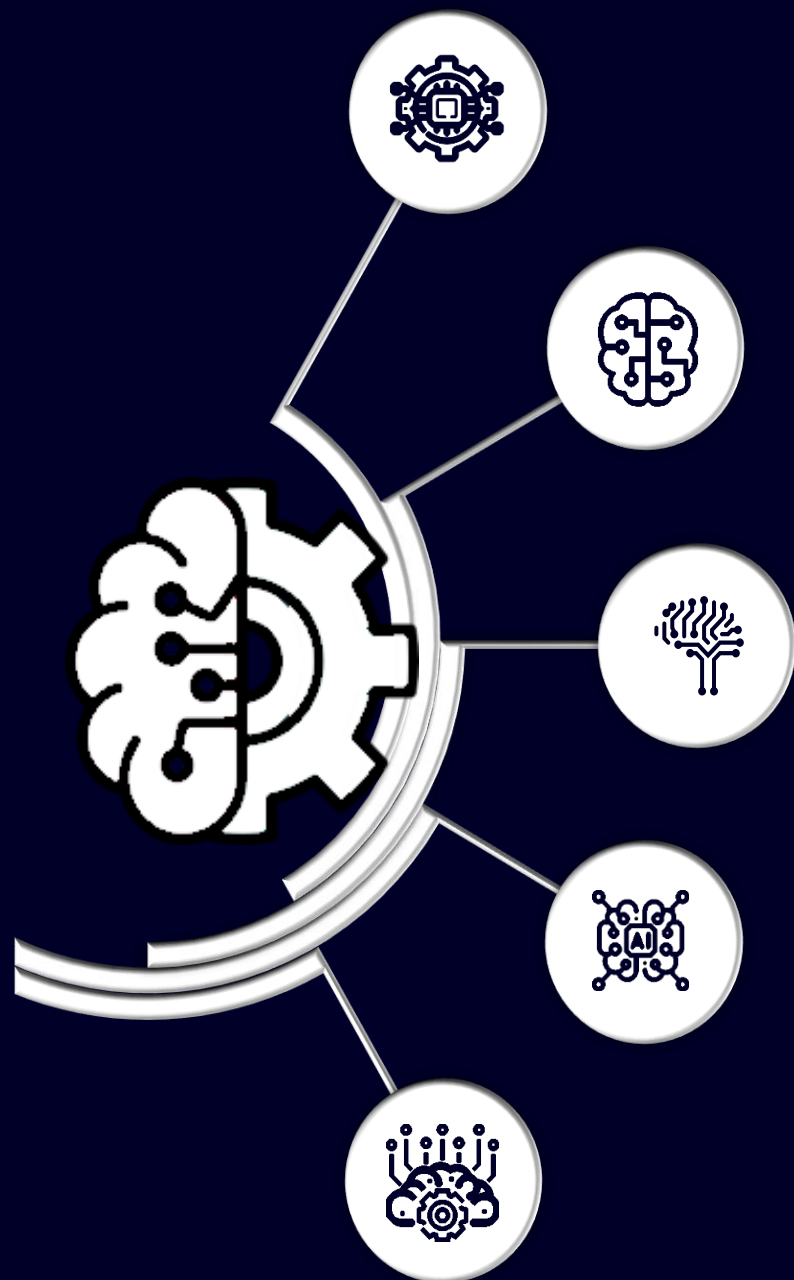
## CMR GROUP

- 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
- Improve business and growth strategy by increasing market coverage, additional value creation and delivery



# EXECUTIVE SUMMARY

## CAREER ROADMAP



### SIEMENS

- AGILE AND THOUGHTFUL LEADER
- ENGINEERING LEAD & LINE MANAGER
- GLOBAL COLLABORATION GERMANY, NETHERLANDS, AUSTRIA, INDIA, AND FRANCE
- ENGINEERING AND BUSINESS CONTRIBUTION EXCELLENCE
- LEADERSHIP EXCELLENCE
- EFFICIENT ENGINEERING, PROJECT DELIVERY AND EXECUTION
- RESOURCE MANAGEMENT RESPONSIBILITIES
- REGION COMOS LEAD
- INNOVATION, TECHNOLOGIES, AND TEMPLATES
- PROCESS IMPROVEMENTS, STANDARDS AND METHODS
- SUBJECT MATTER EXPERT, SOLUTIONS AND SUPPORT
- GLOBAL ENGINEERING CENTERS
- INNOVATION AND DIGITALIZATION

### PLANT.IT PROCESS AUTOMATION SOLUTIONS

- AGILE AND THOUGHTFUL LEADER
- TECHNOLOGY EVANGELIST
- FOUNDED AND STARTUP COMPANY
- BUSINESS AND TECHNICAL MANAGER
- SOFTWARE AND PROJECT ENGINEERING EXPERTISE
- ENGINEERING, BUSINESS AND TECHNOLOGY CONSULTANT
- DIGITALIZATION AND INDUSTRY 4.0
- SYSTEM INTEGRATORS, MACHINE VENDORS AND MANUFACTURERS
- ENGINEERING SERVICES FOR PROJECT

### EMERSON PROCESS MANAGEMENT ZI-ARGUS

- TECHNICAL SUPPORT FOR ASIA PACIFIC REGION
- SENIOR ENGINEER
- TECHNOLOGY EVANGELIST
- TECHNOLOGY LEAD FOR AUTOMATION SOLUTIONS FOR OFFSHORE AND ONSHORE OIL AND GAS PRODUCTION INDUSTRY
- TRAINER FOR UPSTREAM OIL AND GAS PRODUCTS AND SOLUTIONS
- AUSTRALIA, THAILAND, NEW CALEDONIA REGIONS
- ENERGY, MINING, FOOD & BEVERAGE, CHEMICALS, AND PHARMACEUTICALS
- ENGINEERING CONSULTANCY

### CMR GROUP

- CO-FOUNDED ENGINEERING GROUP
- AGILE LEADER AND TECHNOLOGY EVANGELIST
- ENGINEERING MANAGE SINGAPORE AND PHILIPPINES
- ENGINEERING, BUSINESS AND TECHNOLOGY CONSULTANT
- ENGINEERING MANAGER
- BUSINESS AND TECHNICAL GROWTH
- SCALE UP ENGINEERING TEAM, DELIVERY AND EXECUTION
- INDUSTRY COVERAGE FOR NUCLEAR, ENERGY, OIL AND GAS, CEMENT, PHARMACEUTICALS, CHEMICALS AND FOOD & BEVERAGE
- INDUSTRY 4.0 AND INNOVATION