LINCOLN KALCKMANN FROTA

Maintenance Specialist, Performance and Reliability Engineer

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SUMMARY

- 19+ years of experience leading operations in energy (solar), oil & gas, and manufacturing industries;
- Built technical and commercial operations in distributed solar energy with strong business acumen;
- Drive annual maintenance availability rates of 99.0% and 99.2% in high-throughput production;
- Cut failure rate by 4x and MTTR by 1.5x via disruptive equipment redesign and deployment;
- Recognized 3× by internal committees (Managers and HR) as a key change driver and team influencer;
- Skilled in conflict resolution balancing short- and mid-term business outcomes;
- Sharp critical thinking to assess relevance, urgency, and separate facts from assumptions;

Business Focus | Continuous Learning | Lead by Example | Assertive Communication | Solution-Oriented Adaptability | Resiliency | Technical Mentorship | RCA | FMEA | KPI & BI | OEE | Agentic AI | Data-Driven Excel | Statistics and Time Series | Python | SAP PM | Lean | Six Sigma | MS Project | Agile Methodologies

PROFESSIONAL EXPERIENCE

FROTA SOLAR   Curitiba - Brazil

Own business in the photovoltaic distributed generation market, providing engineering and integration services.

PROCESS AND OPERATIONS ENGINEER   Dec/2021 – Present: 3.7 years

Coordinated project execution, regulatory approvals, third-party field teams, and commissioning. Developed processes from financial analysis to engineering optimization, including quality management and after-sales support.

- Developed two process innovations that increased transparency and reduced risks in field operations;
- Implemented performance management with a dashboard that tracks losses and deviations.

O&M SOLAR   Curitiba - Brazil

Emerging O&M service provider for utility scale solar power plants.

MAINTENANCE PLANNING & CONTROL SPECIALIST   Feb/2025 – Apr/2025:   2 months

Improved integration between control and other maintenance functions. Performed critical analysis of preventive maintenance performance. Contributed to the development and training of technical suppliers.

- Led initial tests and proposed adoption of Generative AI in preventive maintenance control. Coordinated functional definitions and validations, guiding the technical team based on operational requirements to scale and improve reliability.

RENAULT DO BRASIL   São José dos Pinhais – Brazil

RELIABILITY ENGINEER   Jan/2016 – Sep/2019:   3.8 years

MAINTENANCE PROJECT ENGINEER   Jan/2014 – Dec/2015:   2 years

MAINTENANCE ENGINEER   Sep/2011 – Dec/2013:   2.3 years

Managed routine data and KPIs for both Maintenance and Assembly Production. Provided analytical support for bottleneck tracking. Led cross-functional routines with 7 area leaders to ensure alignment and effectiveness of improvement initiatives. Delivered analysis training sessions for leaders. Ensured optimal integration of new equipment into Maintenance operations. Defined project requirements according to standards. Executed full-scope maintenance routines seeking the benchmark: FMEA, CBM, detection improvement, maintenance timing analysis, maintenance indicators evaluation, balancing prioritization and resources and so on. Supervised maintenance teams during plant shutdowns (holidays).

- Achieved 99.0% maintenance availability in 2016 and 99.2% in 2017 by leading prioritization and tracking;
- Led field validations to align SCADA data with real-world processes, ensuring data reliability for BI use;

- Acted as a technical crisis manager who reversed losses of around 1% of OEE, heading 3 strategic flows: guiding syntheses focused on shutdown and criticality data; exploring improvements in the quality of root cause analysis (RCA); and carrying out critical analysis of the manufacturing and maintenance action plan;
- Reduced risks both for the project's commercial deadlines and for the new equipment's serial life cycle by articulating minimum criteria and concessions towards a convergence in disputes on project phases;
- Conducted try-out inspections of new equipment at suppliers in Europe, verifying pre-identified critical points and bringing back an adjustment roadmap;
- Led a 4x reduction in failure rates and cutting downtime by 35% on an assembly line bottleneck, the doors chain conveyor, by conducting RCA, EPC, a business case conquering CAPEX approval (payback < 4 months);
- Led the tracking of maintenance activities during the shutdown (35 days) to increase the factory's capacity, and coordinated cross-department collaborations, minimizing operational disruptions;

SWEDISH MATCH DO BRASIL   Curitiba - Brazil

Matches manufacturing plant. It is a Swedish multinational with products present in Europe and the USA.

ELECTRICAL MAINTENANCE SUPERVISOR   Feb/2009 – Aug/2011:   2.6 years

Supervised electrical maintenance team across 3 shifts, overseeing corrective and preventive maintenance routines. Complemental to the mechanical projects department. Responsible for electrical systems from 13.6 kV input, 750 kVA substation, capacitor bank, buildings, production processes, automations and SCADA.

- Planned and contracted third parties for predictive maintenance such as transformers and LVMSB;
- Implemented several system upgrades, including soft-starters up to 75 kW, like for boiler exhaust fans, replacing flow mechanical controllers with inverters and SCADA enhancements;
- Reduced electrical risks aiming at lower costs for the insurance company, like the ADPS project.

SOME PREVIOUS EXPERIENCES

CEGELEC/VINCI ENERGIES/TRANSPETRO/PETROBRAS   Itajaí – Brazil

MECHANICAL ENGINEER   Jul/2006 – Jun/2007:   1 year

ENGINEERING INTERNSHIP   Jan/2006 – Jun/2006:   6 months

VEHICLE STRUCTURAL ACCESSORIES   Curitiba – Brazil

MANUFACTURING DESIGNER   Mar/1996 – Nov/1999:   3.8 years

ACADEMIC DEGREE

Universidade Federal de Santa Catarina – UFSC   Florianópolis – Brazil
BACHELOR'S DEGREE IN MECHANICAL ENGINEERING   Jun/2006
Extracurricular activities: NEDIP scholarship holder for 1 year and LabCET volunteer for 2 years.

COURSES, CERTIFICATIONS AND OTHER RELEVANCES

- Agentic AI Engineering – 17 hours – Udemy   Aug/2025
- Mastering Generative AI – 6 hours – Adapta   May/2025
- Advanced and Agile Management with MS Project – 4 hours – LinkedIn L.   Aug/2024
- English Level C1 Advanced (CEFR) – iTEP Business plus 4.5/6.0   Jul/2024
- Six Sigma Green Belt – 13 hours – LinkedIn Learning   Jul/2024
- Advanced Skills as a Project Manager – 6 hours – LinkedIn Learning   Jul/2024
- Time Series Analysis, Forecasting and Machine Learning – 23 hours - Udemy   Sep/2022
- Led the business plan and patent process with INPI – 18 months   Nov/2021
- MS Power BI for Data Science – 54 hours – Data Science Academy   Oct/2019
- ESL Program – 11 months – Oakland University – USA   Sep/2008