

# Ugarte Jessica

## Career File



**0** Direct Reports  
**9** Total Team

### Personal Information

**First Name** Ugarte Jessica

**Title** Ingeniero M&P

**Division** Bell Division

**Department** Calidad

**Supervisor** Chavez Pedro

**Location** T.I.M. - Bell  
Helicopter plant  
(BHMBU-BC777)

**City, State, Country** MEX-Mexico

**Hire Date** 2014-07-30

**Years of Service (Not 3  
to be used for benefit  
calculations)**

**Years**

**Gender** Female

### Successors

Name	Readiness	Current Title	# of other nominations
Adrian Mejia	Ready 1-3 Years	ME Engineer	

### Current Nominations

Role	Readiness	Incumbent(s)	Last Modified
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### Textron Job History

Start Date	End Date	Title	Business Unit	City, State	Country
Function					
16 Jul 2014	03 Nov 2014	Engineering	Textron Internatinal Mexico	Chihuahua, Chihuahua	Mexico Manufacturing Engineer
18 Nov 2014		Materials and process Engineering	Textron Internatinal Mexico	Chihuahua, Chihuahua	Mexico M&P Engineer
16 Mar 2016		Materials and process Engineering coordinator	Textron international Mexico	Chihuahua, Chihuahua	Mexico M&P Engineer
11 Jun		Materials and	Textron international	Chihuahua,	Mexico

2018	process Engineering coordinator/ Lab Supervisor	mexico	Chihuahua	M&P Engineer
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Early Textron Job History not Reflected in Textron Job History Above

Start Date	End Date	Title	Business Unit	City, State	Country	Function
16 Dec 2013	16 Jul 2014	Manufacturing Engineer Intern	Textron International Mexico	Chihuahua, Chihuahua	Mexico	Develop and supporting of Special Process

Non - Textron Job History

Start Date	End Date	Title	Company Name	Type of Business	City, State	Country	Function	Type of Role
10 Jan 2013	10 Dec 2013	Materials Engineer	CIMAV	Centro de investigacion de materiales avanzados	Chihuahua, Chihuahua	Mexico	Engineer	Engineer

Career Highlights

Example. This section provides the opportunity to share highlights of your career. While this is not intended to be a resume or Curriculum Vita (CV), you may enter specific accomplishments or experiences to illustrate the most important aspects of your career. The Date, Job Title and Company Name must match a record in either the Textron Job History or Non-Textron Job History sections above.

Year	Job Title	Company Name	Career Highlight
2016	M&P Engineer cordination	Textron International Mexico	Provide support to develop RI/IS adhesives project with a supplier. Release equipment\\'s for Dimpling machines, madetest, approvals and implement changes and BVARs. Transfer of Local hot bonding process. In charge of annual audit for materials and process.
2015	M&P Engineer	Textron International Mexico	Certification as Internal Auditory which help to improve processes established at TIM facility Develop training as M&P Engineer provide support in base of my knowledge, resolve trouble, transfer of new Projects and Process
2017	M&P Engineer cordination/ Lab supervisor	Textron International Mexico	Develop, coordinate and lead Laboratory for Receiving inspection and interim storage of materials with limited shelf life. MRB cross training Develop innovation Project to reduce 90 % risk of defects to over heat material during wet lay up process. Colo Project 9000 USD. In charge of Laboratory Process Certificate on Internal Auditor per AS9100 Develop and training 1 Technician on M&P Lab

tasks. Provide support to training area.

### International Experience

Example. Talent Management Summit (México, DF), Wealthness Coaching Summit (US), Stress Management (México), Human Resources Management, Coaching.

Country	Type of Experince	Years of Experience	Company Name	Comments
Canada	Training as M&P	1 year	Bell helicopter	Training as materials and process engineer

### Education History

Example. This section should reflect your formal education history such as high school, compulsory, or university degrees completed or currently pursuing. Do not record Textron University courses, or other certifications, licenses or certificates of completion in this section. Note: Select the first day of the month if you do not remember the actual Graduation Date (e.g. 05-01-1997).

Degree	Major	Country	School	Location	Graduation Date
Comments					
High School Degree	Chemical Laboratory Analyst	Mexico	COBACH 4	Chihuahua, Chihuahua	06 Jun 2015
Bachelor Degree	Materials Engineering	Mexico	Instituto Tecnologico de Chihuahua	Chiahua, Chiahuahua	12 Mar 2014

### Textron Leadership Development

Course Name	Institution Name	Status	Date Completed
Internal Auditories AS9100 Rev C		complete	04 Oct 2014
Projects Management		complete	
SPC (statistical Production Control)		Complete	30 Oct 2015
Compouser Program	TIM	Complete	25 Nov 2015
Management of behavior(emotional) at workplace		Complete	29 Apr 2016
Internal Auditor per AS9100 REV. D	TIM	Complete	15 May 2017
SPC	Qteam	Complete	12 Feb 2018
FMEA		Complete	22 May 2018

### Language Capability

Example. English 800 points TOEIC tool

Language	Speaking Proficiency	Reading Proficiency	Writing Proficiency	Comments
Spanish	100	100	100	Native Language
English	Intermediate	Intermediate	intermediate	

Performance History

Start Date	End Date	Rating
01/Jan/2014	31/Dec/2014	3
01 Jan 2017	31 Dec 2017	3
01 Jan 2016	31 Dec 2016	3
01 Jan 2015	31 Dec 2015	3

Talent Assessment \*\*Manager View Only

Data in this section is displayed on the Succession Org Chart.

Strategic Fit

Green

Probability of Loss

Medium

Impact of Loss

Medium

Potential

Valuable

Date Entered

2016-04-29

Career Potential \*\*Manager View Only

This section is to reflect the highest level you believe this employee is able to achieve. If you choose to add a record in this section, the red star indicates that it is a required field.

Level	Function	Business Unit	Timeframe	Date Entered
M&P Engineer	MRB M&P Engineer	TIM	Ready 1 - 3 Years	29 Apr 2016

Career Aspirations

Level	Function	Business Unit	Comments	Date Entered
Engineering	Materials & Process Engineer	TIM	Be M&P engineer with more experiece and capable to do solutions faster, exceeding the expectations of our clients	23 Mar 2015
Engineering	Materials & Process Engineer cordinarion	TIM	Be M&P engineer with necessary knowledge in order to provide solution at our customers, has	16 Mar 2016

MRB delegation as  
M&P always,  
exceeding the  
expectations of our  
customers.

### Geographic Mobility

Example. Yes.

Willing to Relocate YES  
Comments Availability move at any time  
Date Entered 2018-06-11

### Strengths

Example. Use this section to document the employee's strengths.

Competency	Comments	Date Entered
self development	96 points in 360 evaluation	12 May 2016
Learning by doing	96 points in 360 evaluation	12 May 2016
Excelencia basada en disciplina	0.25 points 360 evaluation	05 Dec 2017

### Development Needs

Example. Use this section to document the employee's development needs.

Competency	Comments	Date Entered
Customer focus	44 point in 360 evaluation	12 May 2016
Management by Results	Learn, how my results contribute in organizational mission goals.	12 May 2016
Nos valoramos		05 Dec 2017

### Development Plan

Example. Use this section to document the employee's development plan. List at least 2 action items. Avoid limiting development actions to classroom training only.

Focus	Description	Date Entered
M&P	Follow up plan developed in order to training in activities as M&P engineer.(Mirabel)	12 May 2016
Develop personal list	Activities in personal development program 2016	12 May 2016
PMP	Objectives based in PMP 2017	12 Jun 2017

**General Summary \*\*Manager View Only**

Comment	Date Entered
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Jessica is currently been prepared for future role as M&P engineer as part of TIM autonomy she has shown great commitment to her duties, she has also been actively participating as BPS auditor and her recent role as Cessna Lab TIM counterpart will give her basic experience needed to develop leadership.	29 Apr 2016
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