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Operations & Program Management | Public Administration | Organizational Development

Professional Summary

Operations and program management leader with **30+ years of experience** running large-scale public programs, complex initiatives, and multidisciplinary teams across government, non-profit, and private organizations. Proven record overseeing **250+ million MXN** annual budgets, leading **300+ staff** and coordinating **20+ regional offices**, implementing structures and systems that improve execution, transparency, and compliance. Acts as a **Chief of Staff-style partner** to senior leadership, aligning strategy with operations, organizing information flows, and ensuring that plans, people, and resources move in the same direction. Mission-driven profile with deep experience in public administration and sustainable development, ready to apply these management capabilities in diverse sectors beyond conservation.

Core Management Competencies

Operations Leadership: Direction of multidisciplinary teams of up to **320+ staff** across 22 regional offices, with clear objectives, monitoring, and follow-up.

Program Management: Execution of multi-program portfolios with **250+ million MXN** annual budgets and **45,000+ beneficiaries**, aligned with strategic goals.

Financial Stewardship: Oversight of program budgets, resource allocation, supporting documentation, and audits in public and non-profit environments.

Organizational Development: Creation of councils, communities of practice, and cross-functional teams to strengthen collaboration, governance, and knowledge management.

Process & Quality: Design and implementation of SOPs, participation in ISO 9000 systems, and continuous improvement of workflows and controls.

Stakeholder Management: Liaison with federal and state governments, international agencies, producers, NGOs, and private sector partners, using diplomacy to align interests.

Digital & Data Systems: Use of web platforms, traceability and agreement-tracking systems, and dashboards (GOB.mx v3) to manage information and support decision-making.

Professional Experience

SADER Yucatán

Mérida

Independent Consultant (External Advisor)

05/2025–12/2025

Collaborating with the State Representative's team to strengthen operational systems, data management, and governance for animal health and bilateral agreements.

- Led design and implementation of the "**Centro de Consulta de Acuerdos Zoosanitarios**" (ceso-aphis-yuc.web.app), a bilingual tracking system for CESO and APHIS-USDA/SENASICA agreements and compliance.
- Structured data models, standardized information fields, and defined workflows for accurate registration, tracking, and retrieval of bilateral agreements and supporting evidence.
- Coordinated federal, state, and international stakeholders to align procedures, documentation requirements, and update cycles, improving traceability and audit readiness.
- Developed dashboards and reporting views to monitor agreement status, pending actions, and historical records, supporting decision-making and institutional transparency.

Youcatan Land SAPI de CV

Mérida

Project Manager

08/2020–04/2025

Managed strategic projects linking conservation, land stewardship, and rural development.

- Led the administrative and technical process to secure the state concession for "**Tabi, Santuario de Selva Maya**" (1,350 ha), coordinating documentation, requirements, and follow-up with government agencies.
- Designed the "**Integrated Strategies Program for Agricultural Sustainability**" for Blue Core A.C., defining objectives, indicators, and monitoring mechanisms for agroecological transition in rural communities.

Universidad Marista de Mérida

Mérida

Professor, Natural Resources Management Programme

09/2017–12/2025

University faculty member contributing to the training of future professionals in sustainable production and resource management.

- Taught "Analysis and Evaluation of Animal Production Systems" and "Design of Sustainable Livestock Systems" to senior undergraduate students.
- Designed course syllabi, evaluation criteria, and project-based learning activities integrating productivity, sustainability, and regulatory compliance.
- Advised students on applied projects, helping them connect technical concepts with real-world operational and organizational challenges.

The Nature Conservancy

Mérida

Agricultural Economist, M-REDD+ Strategy, Alianza México REDD+

10/2013–08/2017

Supported implementation of low-carbon rural development strategies, coordinating technical teams, producers, and partner institutions.

- Coordinated implementation of silvopastoral livestock systems in 8 pilot ranches, organizing technical assistance, work plans, and monitoring activities.
- Served as Executive Secretary of the Sustainable Cattle Production Community of Practice, managing information flows, meetings, and documentation among multiple organizations.
- Contributed to reporting and knowledge management so that field information and lessons learned were captured and organized for program use.

SAGARPA

Yucatán

Acting Head of Delegation

08/2012–02/2013

Highest federal agricultural authority in the State of Yucatán, temporarily acting as Regional Director and overall operations lead.

- Provided strategic and operational leadership to **320+ public servants** across **22 regional offices**, ensuring continuity of services and program delivery.
- Coordinated all federal agricultural program operations in Yucatán, aligning multiple initiatives, teams, and resources under a single operational direction.
- Led institutional relations with the State Government, producer organizations, and sector stakeholders, acting as main liaison and representative of the federal institution.
- Oversaw implementation of national policies at state level, monitoring performance, solving operational issues, and ensuring adherence to federal guidelines and standards.

SAGARPA

Yucatán

Subdelegate for Planning and Rural Development

10/2005–09/2013

Operations and planning lead for federal agricultural programs in Yucatán, translating national policies into executable plans and coordinating multi-program portfolios.

- Managed the **Procampo program**, overseeing the annual flow of **120 million MXN** to more than **45,000 producers**, including database management, eligibility validation, and payment execution.
- Oversaw execution of **250+ million MXN annually** in concurrent federal-state programs under the "**Alianza para el Campo**" framework, aligning budgets, project pipelines, and reporting with operating rules and technical annexes.
- Implemented procedures and control mechanisms to ensure legal compliance, fiscal discipline, and transparency in the use of public resources.
- Led strategic planning processes for rural development, integrating data from multiple programs for decision-making, monitoring, and evaluation.
- Coordinated with state authorities and producer organizations to resolve operational bottlenecks and oversaw monthly integration of statistical data from local offices (CADER and Rural Development Districts) with SIAP.

SAGARPA

Yucatán

Head of Rural Development District, Ticul

08/2002–09/2005

Regional operations lead for federal rural development programs in the Ticul district.

- Coordinated subsidy programs for over **18,000 producers annually**, ensuring proper registration, eligibility verification, and follow-up of support.
- **Managed a team of 148 public servants**, organizing workflows, distributing tasks, and monitoring performance across multiple municipalities.
- Established **18 Municipal Councils for Sustainable Rural Development**, creating formal structures for participation, information exchange, and program oversight.

AGROPHARMA

Yucatán

Owner, Veterinary Pharmaceutical Microenterprise

08/1998–07/2001

Entrepreneur and general manager of a veterinary pharmaceutical microenterprise.

- Increased annual sales from **150,000 to 2 million MXN**, expanding the client base and product penetration in the regional market.
- Launched **15 new products**, coordinating formulation, registration, packaging, pricing, and go-to-market strategy.
- Managed supplier relationships, inventory, and basic quality controls to ensure product availability and reliability for veterinary clients.
- Oversaw administrative, financial, and commercial processes, including billing, collections, and customer service.

LAPISA, SA de CV

Michoacán

New Product Development & Export Manager, Veterinary Pharmaceutical Laboratory

01/1994–12/1997
Held combined responsibilities in new product development and international export operations.

- **Designed and established the export department** from scratch, including procedures, documentation templates, and coordination mechanisms with internal areas and international clients.
- Initiated commercial operations in **13 countries** across Latin America and Asia, managing logistics, shipments, and regulatory requirements for product entry.
- Led preparation of regulatory dossiers and served as liaison with agriculture ministries and regulatory agencies to obtain zoosanitary registrations.
- **Participated in ISO 9000 certification processes**, developing SOPs for international product registration and export logistics, aligning operations with quality standards.
- Coordinated cross-functional teams (R&D, production, quality, sales) to ensure that new products and export operations met technical and regulatory criteria.

Education

Universidad Autónoma de Yucatán

Mérida

Master's in Government and Public Policy (coursework completed)

2004–2007

Universidad del Valle de Atemajac

La Piedad, Michoacán

Master's in Business Administration (coursework completed)

1994–1997

Universidad Nacional Autónoma de México

Mexico City

Bachelor's in Veterinary Medicine and Animal Science, Professional License

1984–1988

Languages

Spanish: Native

English: Bilingual Proficiency

Professional oral and written communication

French: Intermediate

Technical Skills

Web Development & Data: HTML, CSS, JavaScript, Vue.js, Firebase, GOB.mx v3; dashboards and small web apps (quality tools, financial systems, data tracking).

Development Tools: Visual Studio Code, Git/GitHub, Node.js; data analysis, QGIS, Microsoft Office, Google Workspace.

AI & Automation: GitHub Copilot and AI assistants for document drafting, information structuring, and analysis acceleration.