



Nelson D. Urbina H. Resume

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Check my profiles at: [LinkedIn](#) and [SoloLearn](#)

QUALIFICATIONS SUMMARY

- An innate software developer polyglot, working on different languages and technologies through my career: Java, C/C++, HTML/CSS, JavaScript, VBA, R, Python, ABAP/400 using Vim, Eclipse, NetBeans or MS Visual Studio on Linux and Windows platforms.
- Passion driven by Information Technologies and the ways they can empower everyday activities shown by implementing new tools and solutions around the company.
- More than 14 years of professional experience in Human Resource as Specialist and team leader, with a SAP-ERP-HCM certification and hands on experience in Compensation, Recruitment, Personal Development, Organizational Design, Strategic Planning, Business Intelligence and Analytics.
- Strategic planner with proven experience in Human Capital Projections, Business Information Analytics, Project Management and Quality Management Systems under ISO 9001:2015 standard.
- Team player leading groups of up to 20 people and working closely with the directive board and general managers in the company to move from strategic planning into operative action.

RELEVANT SKILLS

TECHNICAL

- Mathematics and statistics graduate with strong knowledge of computer technologies and software development applied to business analysis and solution implementation.
- Sap-ERP-HCM certified with training experience for general users through courses development & workshops execution, and first degree user support.
- Implementation of multiple solutions for the company working closely with the IT department.

ANALITICAL

- Business process analysis and optimization of work flow implementing new IT solutions and building software.
- Turned the Strategic Vision into goals and KPI, building the Human Capital Estimation for the next five years in every planning cycle.
- Turning the organization data into Knowledge for stakeholder decision making.

BILINGUAL

- Native Spanish Speaker
- Full English Professional proficiency
- Elementary Swedish proficiency

WORK EXPERIENCE

- Human Resource Professional at PDVSA – CRP since April 2003
- Advance SAP HCM Support User at PDVSA since May 2008
- English to Spanish Translator (Freelancer) since November 2016
- Beta Tester for SoloLearn from September 2016 until December 2016

FORMAL EDUCATION

- MSc Human Resource Management (Thesis Pending) – July 2013
- Bachelor of Science (B.Sc.), Applied Mathematics and Statistics – Nov 2001
- International Exchange Student, Uppsala, Sweden – July 2001