

Executive Summary:

I am a results-driven Plant Manager and Operations Leader with experience steering Tier-1 automotive suppliers towards operational and financial excellence. I started my career as a Supplier Quality Engineer, progressing to Regional SQE Manager, Operations Manager, Quality Manager, Engineering Manager and received my first Plant Manager assignment back in 2013.

As Plant Manager, I am familiar with health and safety stewardship, budget preparation and administration, cost savings identification, lean manufacturing implementation, new product launch executing, project management, quality improvement, quality systems certifications and communication with all, top management, plant teammates and internal and external stakeholders / customers.

Experience in P&L management, full-scale plant turnarounds, greenfield plant launches and complex ERP implementations. I know how to create a trusting relationship with OEM customers and local unions.

Proven to dramatically optimize production layouts to reduce footprint by **50%**, slash customer returns by over **90%** and transform facilities into company benchmarks for profitability and Six Sigma.

Looking forward to joining an organization in need of structured management, cost control, value creation and exceeding their customers' expectations.

Bilingual: English & Spanish

Core Competencies

- **Operational Excellence:** Operations & P&L Management, Plant Turnaround & Restructuring, Lean Manufacturing & Six Sigma (Black Belt).
- **Automotive Experience:** worked with all major OEMs (General Motors, Ford, Stellantis, Mazda, Honda, BMW, Volvo, Tesla) and several Tier-1s (Marelli, Grupo Antolin, etc.)
- **Systems & Integration:** ERP Implementation (QAD), M&A Integration & Divestitures, Quality Systems (IATF 16949, ISO 14001/45001, TISAX). Implementation of IoT solutions for different challenges in manufacturing.
- **Strategic Leadership:** Strategic Planning & Execution, Team Leadership & Development, Union & Supplier Negotiation

Process Knowledge: Surface Mount Technology, Wave Soldering, Selective Soldering, Point-to-Point soldering, plastic injection molding, plastic welding, manual assembly, automated assembly, in-circuit testing, functional testing, leak testing, painting, steel bars bending, forging and tempering.

Professional Experience

Project Management Consultant

Arista Consulting LLC / Tenneco, Tepotzotlan

Feb 2025 – Jul 2025

QAD ERP implementation

- Invited by Arista to join them and support the QAD implementation at one of their customer locations, considered to be the most difficult amongst this customer locations.
- Orchestrated the on-site implementation of a QAD ERP solution for a complex braking plant, completing the project on time and within budget. Identified and eliminated roadblocks with the support of a Key Users team, under my supervision.

- Developed a scalable implementation framework adopted as the standard model for future divisional rollouts.

Plant Manager

Sogefi, Apodaca

Jun 2023 – Dec 2024

Suspension bars & Injection Molding for ICE

- Reorganize and stabilize a dual-division site, successfully eliminating excessive overtime and reducing premium freight costs for raw materials and finished goods.
- Led the divestiture and seamless transition of the Suspension business unit to a new owner in Nov 2023. This required constant interaction with the new owners to clarify any business question as they took over their new business.
- Collaborating with the PC&L Manager, developed a self-imposed monitoring process to ensure part shortages were eliminated, while not increasing the total inventory value at the plant and eliminating premium shipment of finished goods to customers.

Plant Manager

Lear, Apodaca

Mar 2019 – Mar 2023

Automotive Electronics Manufacturing

- Reestablished operational controls for quality and manufacturing back to a neglected site ran by a non-electronics-oriented division.
- Managed full P&L responsibility for the facility, spearheading a production layout reorganization project that reduced required production space by 50%, achieving an ROI of one year for this project.
- Drove a +90% reduction in customer returns and significantly improved all customer scorecard ratings.
- Mentored teams winning two global "Champions of Lear" awards, including the "Kaizen of Kaizens" category for the plant reorganization project and the associated kaizen projects.

Plant Manager

Visteon, Chihuahua

Jul 2018 – Jan 2019

Automotive Electronics Manufacturing

- Hired to lead the financial and operational turnaround of the plant.
- Restructured the leadership team to aggressively address critical quality and delivery performance issues.

Plant Manager

Visteon, Reynosa

Jul 2014 – Jul 2018

Automotive Electronics Manufacturing

- Successfully faced a labor stoppage created by external players during the contract transfer between JCI and Visteon.
- Led the post-acquisition integration from Johnson Controls, standardizing operations onto the Visteon Business Operations System.
- Transformed the plant into one of the company's most profitable sites through targeted labor and overhead efficiency initiatives.

- Initiated a new built-to-suit facility and transfer of production lines to the new site, without customer disruption.

Quality Manager → Plant Manager

Johnson Controls Inc, Reynosa

Jun 2010 – Jul 2014

Automotive Electronics Manufacturing

- Rapidly promoted from Quality Manager to Plant Manager (2013) through a formal succession plan, including a six-month transition plan with the incumbent Plant Manager (ex-pat from France)
- Acted as Technical Manager (Maintenance/Manufacturing Engineering) and Injection Molding area manager as transitional assignments before Plant Manager promotion.
- Secured coveted Ford Q1 and GM Quality Systems Basics (QSB) certifications for the facility.

Machine Center Manager

Panasonic Automotive Systems, Reynosa

Jul 2008 – Jun 2010

Automotive Electronics Manufacturing

- Supported the seamless relocation of SMT lines from the US to Mexico without supply interruption.

Supplier Quality Regional Manager → Operations Manager

Delphi Delco Electronics, Reynosa

Feb 1995 – Apr 2008

Automotive Electronics Manufacturing

- During nine years, progressed from Supplier Quality Engineer to Supplier Quality Regional Manager, supervising 7 teams across Reynosa and Matamoros, Tamaulipas.
- Conducted on-site assessments, improvement workshops and collaborated on several supplier conferences in Mexico, USA and Japan.
- Transitioned to the Operation Manager position. For two years at Final Assembly and two more as the Surface Mount plant manager.
- Managed the largest conglomerate of SMT lines in Northeast Mexico (37 lines) as SMT Operations Manager.

Education & Certifications

- **Analyzing and Visualizing Data with Power BI** | Tec Milenio (2024)
- **Plant Manager Academy** | ITESM (2022)
- **Six Sigma Black Belt** | Lean Six Sigma Institute (2021)
- **Master of Business Administration (MBA), Quality & Productivity** | Tec Milenio (2017 - 2018)
 - Certificate in PMBook / Project Management
 - Six Sigma Green Belt certification
- **Bachelor of Science, Industrial Engineering (Minor in Electronics)** | Instituto Tecnológico Regional de Veracruz (1989 - 1993)

Industry Standards

IATF 16949 | ISO 14001 | ISO 45001 | TISAX | CTPAT | IPC A610