

SUMMARY

Executive with extensive and diversified experience in innovative product development for the high-tech industry; involved in all functions of the organization with strong technical knowledge and solid financial expertise. Background includes product conception, development and manufacturing, leveraging both internal and external resources, offshore and domestic. Excellent abilities in decision making, problem solving and risk management in high-growth environment.

EXPERIENCE

WATSONVILLE AIRPORT / United Flight Services / independent contractor 2019 – Present
Flight Instructor, Airplane – Private, commercial, instrument, Instructor

PLANTRONICS / POLY, Inc. Santa Cruz, CA (now HP) 1999 – 2020

GM, Enterprise Headsets, VP of Engineering and Program Management (various roles) 2002 – 2020
Lead Enterprise headset business unit (\$700M+), including Product Management, cross functional development in US, Mexico and China. Managed strategic portfolio.

- Responsible for Product portfolio and strategy, both Product Management and Development.
- Responsible for Audio product development for Consumer, Mobile, Enterprise, UC, and Call Center products. Communications products include USB, corded, Bluetooth, Wi-Fi, NFC technologies.
- Lead product program management and engineering teams (close to 200 engineers and managers) in US, China and Mexico for all Mobile BT, PC and Gaming headsets to bring the consumer business to profitability by creating a strong consumer focused culture. Managed Audio, Acoustic, DSP, FW, ME, EE and RF engineering teams.
- Planned and managed product portfolios, resources and R&D budget for large WW teams focused on meeting product requirements, on budget and with predictable execution to meet retail channel windows.
- Managed development of entire portfolio for consumer division, 25 to 30 projects per year from concept to production through direct and matrix organizations. Shifted teams to system level management of SW/HW as we transitioned into UC, more complex consumer and cloud based use cases.
- Established scalable development process and relationships with manufacturing partners to develop and produce consumer products faster and at lower cost while maintaining Plantronics quality standards.

Director of Engineering (Computer Audio Systems Division) 1999 – 2002
Responsible for all HW/SW development, from concept to production, of leading technology PC and gaming headsets with aggressive time to market requirements.

- Setup development team and processes to support shift from enterprise and call center products to consumer retail product lines in startup division. Leveraged both internal and external ID, HW, SW and FW resources
- Managed development of Software application and drivers for the line of USB headsets (Windows and Mac OS). All products engineered to be compliant with CE, FCC, USB and WHQL.

MACHINA, INC. San Francisco, CA**1994 – 1999****Chief Operating Officer / Executive Vice President**

Responsible for day to day operations of company as it experienced growth, without equity funding, from less than \$3.5 million in sales to \$8.5 million. Company manufactured its own line of products as well as licenses and develops products for other companies. (Consumer products, Electronic and educational toys).

- Grew, successfully managed and motivated a diverse workforce of 70+ employees including 14 designers and 25 engineers in a very competitive, 'hot' labor market.
- Managed offshore manufacturing and production tooling at multiple factories for more than 20 products with annual production volumes of up to 2 million pieces.
- Managed all phases of design and engineering including mechanical, electronics, and FW of over 100 products, up to 35 products per year, from ideation to pre-production prototype.
- Reduced development costs up to 60% and significantly shortened production cycle by transferring development of key products offshore.
- Responsible for corporate finance which includes cash management, budgeting, and forecasting for all functions.
- Negotiated over 30 product licensing agreements resulting in better terms and higher than industry average royalties. One third of these agreements were with Fortune 500 companies.

Vice President of Engineering (1994 – 1995)

- Created and staffed cross functional development team including ME, EE, RF, ID. Completed development of 7 manufacturing-ready products within first four months. Developed 18 products in first 12 months.

FOCUS GRAPHICS, INC. Foster City, CA**1989 – 1994****Vice President of Operations and Product Development**

Responsible for operations, engineering, finance, purchasing, and human resources as company grew from \$700k to \$4.5 million.

- Developed and assembled film based imaging devices, medical imaging dye sublimation printer using Kodak printer engine and internally developed Sun Sparc interface for windows and Mac OS.
- Established new production procedures while supporting marketing and sales efforts through forecasting and managing controlled growth of the product line.

Director of Manufacturing (1989 – 1991)**TEKNA / S-TRON, INC. Redwood City, CA****Project Engineer****1986 – 1989**

Products included underwater propulsion vehicle and Military stealth, computer controlled, closed-circuit diving re-breather.

EDUCATION

MBA, Santa Clara University, Santa Clara, California

BS ME, University of Lowell, Massachusetts

LANGUAGES

Fluent French, Knowledge of Spanish