

OSCAR MONTTOYA

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EXECUTIVE SUMMARY

Finance and IT professional with extensive OD and Change Management experience and successful record in domestic and international transformation projects in finance, high tech, engineering, technical operations, software development & implementation with NFP and pharmaceutical experience. Effective change manager with excellent track record of delivering global change and transformation to large organizations and providing sustainable business operational performance. Focused on people side of change including changes to business processes, technology and organizational structures. Responsible for creating and implementing change management strategies that increase employee adoption. (4) Masters MBA Finance, MIS, MS HR, MS ER. Prosci Certified, S6 and L&H licenses.

- Managed day to day operations of professional services group over multiple sites
- Developed and maintained \$260M Capital budget for Technical Operations Global Engineering
- Strong driver of execution with Senior leadership influencing skills and delivering communications strategy
- Global Transformation projects and implementations; SAP and Documentum, Business Process Re-engineering
- Interface with Board of Directors and executives at all levels for Fortune 100 and Not For Profits
- Site readiness/risk assessment, stakeholder management for Finance, IT & process related projects
- Global Change Management for Finance, Engineering and Pharma projects; Engaged Executives, champions, stakeholders on projects, implementations and diversity initiatives
- Designed, developed and delivered institutional training to global audience including Executive Management
- Created business efficiencies in organizations by leveraging technology, responsible for M&A
- Decreased CAR cycle time by 90% by designing, developing and implementing SOX compliant software
- Re-engineered processes and applied solutions to increase efficiency and productivity of organization by leading, engaging and influencing executive management and personnel across borders
- Responsible for compliance projects, payroll, risk mitigation, lease negotiations, facilities and diversity

PROFESSIONAL EXPERIENCE

KPMG, Woodcliff Lake, NJ

2015 - Present

Adoption Services Business Enablement

- Responsible for leading compliance AEOI FATCA project, change management, UAT
- Interfaced and engaged sponsor, stakeholders and technical staff

Larsen and Toubro Infotech, Edison, NJ

2014 - 2015

Program Manager Change Management

- Member of the Steering Committee Media & Entertainment, OCM Lead for Aerospace
- Interfaced with Executive sponsors & Stakeholders, developed OCM activities, Communications, Training, strategic planning, stakeholder analysis, risk and site readiness assessments

Prudential, Warren, NJ

2012 - 2015

Financial Professional Associate

- Market, provide and recommend individual life, health retirement and wealth management solutions
- Develop database of potential clients, develop processing efficiencies, change management initiatives

Johnson and Johnson, New Brunswick, NJ

2012

PMO YE Payroll (October - Feb 2013 short term assignment) Sirius Consultant

PMO for YE Payroll project

- Interface with various constituencies Communications, GM, M&R, Puerto Rico and vendor management
- Manage the YE project plan to ensure completion of deliverables, milestones, change management
- Facilitated developing efficiencies in processes, including acquisitions and divestitures

Deutsche Sprachschule, Warren, NJ

2009 - 2014

Treasurer and Board Member: Interim President

Provide financial advice on operations of the Deutsche Sprachschule

- Provide financial direction for NFP including P&L, CFs, Treasury, Payroll, IRS990, risk mitigation
- Redefined organizational structure, negotiating salary, leasing contracts and hiring decisions

BRISTOL-MYERS SQUIBB, Princeton, NJ

1996 – 2007

Capital Manager Technical Operations (Director Level 1999 – 2007)

Provided all aspects of financial management for Global Engineering and Facilities and Engineering Department consisting of \$260 million annual budget. Provided management with monthly department/project status financial reports. Advised management of all potential project cost over-runs and action items to manage projects. Domestic and International Implementations included Change Management and training components of implementations

- Designed and implemented eCAR (Documentum) globally, designed and delivered global training and associated OD impact to site/department, developing personnel through new assignments or updating skill sets
- Developed and maintained \$260 Million budget, responsible for daily operations, created policies and procedures

- Successfully re-designed, implemented and administer corporate capital appropriation request (CARs) process streamlining management approval cycle time from 12 weeks to two days for CARs under 500K

Project/Change Manager (1997 – 1999)

Provided Change Management expertise and support for domestic and international Demand Management SAP Implementations under PMO organization

- PM for developing and maintaining site readiness plans, change management, Training, UAT and crossover
- Evaluated impact of implementation on organization, jobs and impacted positions, i.e., Compensation structure, job/organizational alignment, job analysis, rewards and recognition, organizational development
- Managed and developed Change Management activities, including implementing teams, to ensure projects remained on course, developed and engaged stakeholders and champions for projects and implementations
- Developed budget, expenses, resource allocation, incentives and rewards and recognition for team members
- Vendor Management including onshore and offshore, resource allocation
- Interfaced with and influenced Senior Management on implementations and processes

Consultant (1996 – 1997)

Provided support for financial shared services' clientele on SAP application and Travel and Expense application.

- Facilitated and trained users on effective utilization of applications. Key point-of-contact to troubleshoot user application problems to increase functionality.

SAPIENT CORPORATION, Jersey, City, NJ**1995 – 1996****Project Manager**

Managed teams developing applications per customers' specifications.

- Managed or co-managed teams designing and developing applications for banking/financial services
- Facilitated and conducted meetings with executive level clients. Interfaced with clients to determine business needs, progress and checkpoints. Conducted analysis of company's internal needs and made recommendations

CDG CONSULTING , New York, NY**1994 – 1995****Consultant/Project Manager**

Provided management information system support in areas of project management, needs analysis, strategic planning, evaluation, selection and acquisition of software and hardware for non-profit corporations.

- Developed and implemented solutions to increase cash-flow to non-profit organization (Hospice)

BLAU, SOLOWAY, GOLDSTEIN & CO., New York, NY**1992 – 1993****Assistant Manager MIS — Audit Dept.**

Developed solutions to client issues; created MIS department and policies and procedures. Managed 30 Auditors.

- Established policies and procedures for audits in progress, analyzed and verified auditors' work, acted as troubleshooter for problem audits, scheduled audits, BPR of audit processes increasing efficiencies by factor of six

EASTERN MANAGEMENT GROUP, Parsippany, NJ**1992****Management Consultant**

Performed consulting engagements in Telecommunications industry for Baby Bells.

- Managed analysis on mergers for privately held targets. Identified and analyzed potential targets, DCFs, financial ratios, market share, SWOT analysis, interviewing principals and introducing principals once criteria had been met. Consulted on strategic telecommunication issues

ALLIED-SIGNAL INCORPORATED, Morristown, NJ**1981 – 1992****Laser Engineer-R&D**

Laser Engineer Conducted R&D of laser optical systems for military and medical applications using proprietary lasers.

EDUCATION**RUTGERS UNIVERSITY**

Masters in Employee Relations: Thesis: Diversity in Pharmaceutical Industry

Masters in Human Resource Management

FAIRLEIGH DICKINSON UNIVERSITY

2nd Concentration, Major: MIS

MBA, Major: Finance, International Management, Thesis Bankruptcy Prediction

EDISON STATE COLLEGE

BS, Major: Electronics Technology