

Cameron Tate

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Objective Seeking an executive IT leadership role where I can drive efficiency and organizational effectiveness with bottom line results

Profile A seasoned multi-industry executive with a strong track record of transformation, execution and strategic leadership in cross culture, multi geography organizations

Key Skills IT transformation, managing complexity, operational excellence, IT strategy, business alignment, cost reduction, performance excellence, global collaboration and process improvement

PROFESSIONAL EXPERIENCE

| | | |
|--|---|---------------------|
| Current 1/12 – Present 7/10 – 1/12 2/07 – 7/10 | INTEGRATED SUPPLY CHAIN OUTSOURCING COMPANY Chief Information Officer & Senior Vice President Vice President – Enterprise Applications Vice President – Global IT Infrastructure | Richmond, VA |
|--|---|---------------------|

Recruited to transform IT into a global organization facilitating the transition of the business to a centralized global supply chain model.

Accomplishments include:

- Led the effort to achieve powerful improvements in critical operational processes by driving consistent client solution models in SAP across fulfillment, postponement, factory feed, reverse logistics and aftermarket services for all geographies with required localization.
- Exhibited strong leadership by establishing a Technology and Business Planning Council collaborating with business executive leadership to ensure visibility and prioritize functional and regional requirements to execute strategic direction.
- Responsible for the global deployment of SAP in 17 operating countries in AMER, EMEA and APAC including localized FICO requirements, BPC consolidation, ERP, WM, MM, PP and SD. Reassessed the initial deployment strategy and instituted an operationally based, cost/benefit model.
- Selection and implementation of global HR solution on SuccessFactors (SAP) enabling greater HR efficiencies across the organization in key areas such as hiring, management, reporting and global payroll.
- Implemented global logistics solution that resulted in \$127M+ in new revenue over 3 years leveraging; transportation, freight management, carrier integration and high volume B2C shipments.
- Deployed SAP FMS solution delivering improved financial transaction capacity to support growing ecommerce financial services requirements.
- Designed and delivered a new global ecommerce (B2C and B2B) platform delivering both hosted and SaaS operating models for true cross-channel front to back (order to fulfillment) delivery meeting global PCI, PII and Data Privacy compliance requirements for global brands.
- Software development responsibility for \$12M commercial SaaS Entitlement Management product including full development (SDLC) for clients.
- Responsible for the planning and execution of the technological strategy for the enterprise. Fiscal and daily responsibility for management of \$35M budget/175+ IT professionals in support of 2500+ employees worldwide reporting to the Chairman and CEO. Accountable for ensuring that IT strategy and governance is aligned to the corporate mission.
- Delivered bottom line cost reduction through implementation of centralized global organization delivering \$10M+ of expense reduction over two years, including a reduction in SAP operating expenses in excess of 60%, while improving client customer service levels.
- Realigned traditional IT organization to leverage outsourcing models for development, support and hosting resulting in consolidated P&L expense savings of \$19M over 5 years.

Commented [CS1]: Remove objective statement. The target of the job search should be apparent by ensuring that there is an obvious and consistent direction within the professional summary. A clearly stated overview of qualifications will serve more effectively than listing your objective.

Commented [CS2]: Expand upon profile by including examples of successes. This provides context and it also captures the readers' attention during their initial read through of the first 1/3 of the page.

Commented [CS3]: Create a list of 'Key Skill Areas' to allow for the reader to quickly see the areas of expertise. Readability is essential; the average time spent reviewing a resume is 10-15 seconds.

Commented [CS4]: Display experience and education without the use of any tables or columns. This will prevent the Application Tracking System (ATS) from inputting incorrect information.

Commented [CS5]: Expand upon description of responsibilities to allow the reader to gain insight as to what his job entailed. This suggestion should be applied to all previous positions as well.

Commented [CS6]: Ensure that the achievement bullets are front-loaded with quantifiable results. Ex: "Increased new revenue by \$120M+..." This suggestion should be applied to all previous positions as well.

Commented [CS7]: Separate responsibilities from achievements. This bullet should be in the paragraph above achievements. As mentioned, it is important to provide the context and then go into the details of individual contributions afterwards. This suggestion should be applied to all previous positions as well.

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10/05 – 2/07

MEDICAL DEVICE MANUFACTURER
Group Director – Global IT Infrastructure & Operations

Fairfax, VA

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Accomplishments include:

- Established Portfolio and Pipeline Management aligning business requirements to resource availability providing real time prioritization and creating strong business and IT collaboration.
- Established metrics to measure and monitor effectiveness and efficiency of critical business systems to ensure optimal performance and reduce business downtime risk.
- Demonstrated leadership by establishing first global cross divisional IT leadership team to drive synergies in people, process and tools. Resulted in higher IT resource utilization and defined roles and responsibilities.
- Led global strategic outsourcing initiatives across \$9M+ of consolidated spend over three years. Included hosted ERP, leveraged capital spend for hardware, production support services, development services, voice and data spend.
- Implemented PMO and governance models aligned to structured methodologies that drove strategic planning with executive leadership.
- SAP deployments in EMEA and APAC, including HCM to support market expansion while maintaining FDA and local statutory and compliance requirements.
- Due diligence and integration of two strategic acquisitions contributing \$275M+ of revenue and opening new product markets in EMEA and the US.
- Responsibility for management of a \$15.6 million dollar expense budget, \$7.2 million capital budget/64+ IT professionals reporting to the CIO.

8/04 – 10/05

PROFESSIONAL SERVICES FIRM
Director – Information Technology

Williamsburg, VA

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Accomplishments include:

- Chairman - Technology Steering Committee. Set medium and long term technology strategy, established operational guidelines and standards in conjunction with Firm leadership.
- Led the selection and implementation of electronic document management. Increased revenues by shortening client billing cycles while capturing all client related activities.
- Developed and implemented workflow to facilitate client lifecycle management. Reduced administrative spend while increasing supported volumes on a per head basis.
- Developed data warehouse models to support operational reporting for staff utilization, billing and project pricing.
- Implemented technology to deliver innovative solutions around asset lifecycle management and standardized work environments for a distributed mobile workforce.
- Managed a team of 13 supporting 325+ direct and remote staff reporting directly to the CEO.

10/02 – 8/04

IP SERVICE PROVIDER COMPANY
Vice President

Norfolk, VA

Accomplishments include:

- Directed the development of the network backbone to deliver carrier class IP services in a peering (BGP) environment.
- Designed and delivered hosting and collocation solutions supporting client revenues in excess of \$135M.
- Developed and executed marketing campaign to enter Enterprise market including all web, collateral and targeted campaigns. Re-aligned VAR channel to support new strategic direction. Resulted in margin improvement of over 43%.
- Closed large/complex sales opportunities for new enterprise market vertical.
- Developed Sales compensation program. Established new inside and direct sales teams.
- Designed and implemented standardized pricing approach to enable sales and streamline contracts/invoicing.

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12/98 – 12/01 **TELECOMMUNICATIONS SERVICE PROVIDER** Winchester, VA
Vice President/Director Information Technology

Accomplishments include:

- Hired in to start up a new division (Data Backbone and Optical Networks) through \$350M+ in strategic acquisitions and organic internal growth totaling over \$1.6B+ in revenues.
- Engaged by corporate CIO to provide guidance and integration roadmap for strategic acquisitions.
- Developed an SAP based global Supply Chain model across multiple business units for direct and outsourced manufacturing to manage \$16B+ in revenue.
- Led the effort to implement a multi-phased enterprise wide Just-In-Time fulfillment model serving 165 business units.
- Selected by the corporate CIO to an elite team chartered with establishing a 5 year technology roadmap for the global organization facilitating a transition to converged IP in the emerging DataCom sector.
- Reported to divisional President who reported to corporate CEO. Responsibility for a \$37M budget/150+ IT professionals.

6/98 – 12/98 **WATER & PROCESS TECHNOLOGIES COMPANY** Richmond, VA
CIO

Accomplishments include:

- Chairman of the Y2K Compliance Program reporting to the Board and CEO.
- Chartered the strategy and framework for IT to support growth through Joint Ventures in Europe and Asia.
- Provide 10-Q, Edgar and earnings related statements regarding Y2K readiness and P&L impact for SEC filings.
- Implemented integrated Route Management system for distribution division.
- Guided the remediation of legacy, isolated and multi-vendor based ERP/CRM applications across 31 divisions for Y2K readiness.
- Responsibility for a \$16M budget/90+ IT professionals reporting to the Chairman and CEO.

1996 – 1998 **NETWORKING PRODUCT COMPANY** Richmond, VA
Director, Information Technology & Operations

1992 – 1996 **ENTERPRISE SOFTWARE COMPANY** Charlottesville, VA
Senior IT Manager

1990 – 1992 **MODEM & NETWORKING EQUIPMENT COMPANY** Williamsburg, VA
Manager NA Sales Administration, Sr. Business Analyst FP&A

1989 – 1990 **COMPUTER PRODUCT COMPANY** Norfolk, VA
Manager – Marketing FP&A, Sr. Business Analyst International Sales

1987 – 1989 **DRYWALL CONTRACTOR COMPANY** Charlottesville, VA
Co-founder

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EDUCATION

2008 - 2010 **MEMBER CUSTOMER ADVISORY COUNCIL**

3/2006 **MIT/SLOAN EXECUTIVE CERTIFICATE**
Managing Technical Professionals

9/2006 **MIT/SLOAN EXECUTIVE CERTIFICATE**

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Commented [CS12]: Change the header of this section from 'Education' to 'Professional Development & Credentials.'

Commented [CS13]: List under 'Professional Affiliations.'

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Solving Complex Business Problems

In Progress

MIT/SLOAN EXECUTIVE CERTIFICATE
Management & Leadership

UNIVERSITY OF VIRGINIA

Bachelor of Science, Concentration in Finance

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