


CV - Fernando Michel Barros Martinet

Birth	4 th July, 1975 Montevideo, Uruguay	
Nationality	French Uruguayan	
Civil Status	Single Cohabitation	
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OBJECTIVES

- **Work in my areas of interest**, such as innovation, management, consulting, research, foresight, training, business, knowledge management, human and economic sustainable development, and information and communication technologies (ICTs).
- **Make the most of my international experience**, particularly my knowledge of Latin America, the Caribbean and Europe, multilateral organizations and network coordination, South-South and triangular cooperation, project and geographically dispersed teams management, and language skills.
- **Collaborate with modern teams**, which are dynamic, creative, with clear goals, in the context of innovative organizations, with missions and objectives aligned with my personal values; where the importance of knowledge management, encouraging continuous learning, people recognition and wellness, is understood.
- **Continue to develop my career**, having the opportunity to add value in new subjects, making the most of my creativity to generate and implement ideas in the knowledge frontier, and strengthening the strategic management of the organizations, their partners and networks.

EXPERIENCE

2014 – Present

RACSEL | Fundación Julio Ricaldoni

Montevideo, Uruguay

- Regional Technical Coordinator for the “Latin American and Caribbean Electronic Clinical History Development Network” project.
 - The project supports countries in establishing a permanent exchange mechanism for knowledge and experiences, for them to define common standards for the future creation of a Regional Electronic Clinical History (ECH).
 - It promotes a South-South Cooperation network on HCE, for knowledge and experiences coordination and exchange. The American Cooperation Network on Electronic Health (RACSEL) is the result of this collaborative work of the member countries.
 - It is executed from 2014 to 2017, financed by the Inter-American Development Bank (IDB) and local counterparts from the participating countries: Uruguay, Chile, Colombia, Costa Rica and Peru.
- Main duties:
 - Monitor and ensure compliance in a timely manner of the project activities.

- Support the project Regional Technical Committee, as well as the work groups and country teams.
- Organize regular coordination meetings, workshops, work groups, consultants and courses.
- Systematize information on planning, implementation and evaluation.
- Perform procurement of goods and consulting services.

2014 – Present AliadosTech.com Brazil and Uruguay

- Founder and director.
- Professional services in ICTs, international projects management and business management, oriented towards finding practical solutions to clients' needs, may they be enterprises (off all sizes), institutions, governments or multilateral organizations.
- Development of technological products, considering different market niches and needs.

2014 – Present International consultant Several countries

- Areas of expertise:
 - ICTs: Internet, management, advice, research, infrastructure, development, and making the most of ICTs in areas of critical importance in different sectors.
 - Productivity and working conditions improvement.
 - International, South-South and triangular cooperation.
 - Technical vocational education and training, education, workplace training.
 - Sustainable enterprises development, clusters and value chains.
 - Environmental care, renewable energy and green jobs.
 - Rural development, agricultural production and agro-industries.
 - Knowledge management.
 - International projects management: negotiation, design, implementation, evaluation.
 - Business management: strategy, executive management, innovation, foresight, coaching, consulting, management support.

1998 – 2013 ILO/Cinterfor Montevideo, Uruguay

International Labour Organization – United Nations Organization
 Inter-American Centre for Knowledge Development in Vocational Training

■ **International technical cooperation projects management**

- "Knowledge and innovation economy (KIE) productivity skills for Central America MSMEs" project (Avanz@ project), financed by IDRC from Canada and executed in Costa Rica, Nicaragua and El Salvador, from 2012 to 2013.
 - The ILO/Cinterfor component fulfilled all of its objectives:
 - ICTs based tool (smartphones and web) to support enterprises productivity management, and linking effectiveness indicators with learning materials for skills development was implemented: <http://avanza.oitcinterfor.org>,
 - self-training capsules for two of the identified KIE's skills (work in networks and lifelong learning) were produced.



- Management included: coordinating a team of 4 people, hiring of consultants (including preparation of terms of reference, supervision and products and reports quality control) and organizing the collaboration between the institutions in the involved countries, especially the Omar Dengo Foundation in Costa Rica, as well as others in Chile and Mexico.
 - The donor positively assessed products quality, project coordination and budget management.
 - Virtual meetings were organized, coordinated and moderated for knowledge systematization and to organize collaboration among different stakeholders.
 - Relevant collaboration synergies for new projects were identified for ILO/Cinterfor's network members, a proposal for the application of Avanz@ products was prepared and submitted, second phase negotiation was started.
 - Regular meetings with the donor and Omar Dengo Foundation have been attended, making presentations on advancements and results; building a mutual understanding, synergies and networking.
- "Research and development of ICTs based training methodologies for MSMEs" project (ICTs for MSMEs project), financed by canadian funds and executed from 2009 to 2011 in Argentina, Brazil, Colombia, Guatemala and Dominican Republic.

- All the objectives were fulfilled:

- collective knowledge building to develop a methodological guide for ICTs based training in the workplace for MSMEs, to design strategies to promote innovation and productivity,
- 3 research studies on state of the art,
- a blended training programme, 2 virtual communities of practice and learning, 6 meetings, 2 training workshops,
- a final technical meeting about innovations in the use of ICTs in vocational training
- organizing collaboration between 13 participating institutions in 5 countries,
- 6 teams with a total of 36 participants, 12 consultants and collaborators, and,
- mobilization of additional financial resources for a total of 31.6% of the initial available funds.



- The donor and ILO/Cinterfor's network members positively assessed project coordination and budget management.
- Terms of reference were prepared, a team of international consultants and collaborators was coordinated, high quality products were obtained.
- Teams of vocational training institutions technicians and entrepreneurs were coordinated and the implementation in each cluster was accompanied.
- Meetings, training workshops and a final technical meeting on innovation were organized, coordinated and moderated.
- Relevant collaboration synergies for new projects were identified for ILO/Cinterfor's network members.
- Regular meetings with the donor, and other projects founded by it, have been attended, building a mutual understanding, synergies and networking. Particularly, a guide was published, "How can ICTs help my business?", in collaboration with another IDRC founded project.



■ Support Centre's management

- Execution of Centre's mission, with special focus on ICTs innovations applied to vocational training and sustainable enterprises development, including participation in the proposal, negotiation and drafting of various projects and technical assistance activities for governments, unions, business associations, companies, training institutions and other entities.
 - The needs of ILO/Cinterfor's network members and ILO constituents were addressed.
 - Effective South-South cooperation actions, public-private associations and pertinent knowledge management tools were promoted and supported.
 - Relevant information and assistance to develop and promote the use of ICTs in vocational training were provided.
 - Relevant cooperation projects were proposed, necessary follow-up was made and good relations with donors and constituents were maintained.
 - ILO was represented in different events; conferences and presentations were made with positive feedback; synergies were created, networking was developed and opportunities for projects and cooperation were identified.
- Preparation and review of documents and presentations for the ILO, workshops, summits and international forums. As well as ILO/Cinterfor's management reports and proposals for ILO programme and budget.
- Work with Programme Officer and its assistant (until 2012).
 - ILO programme and budget analysis (objectives, global, regional and country outcomes, etc.).
 - ICTs tools development to support their work (intranet and management software for technical assistance activities).
 - Preparation of reports, concept notes, terms of reference, budgets and documents.
 - Missions and events organization.
- Analysis and implementation of ILO/Cinterfor's strategic plan in matters of designing measures, processes, procedures and technologies related to the execution of knowledge management activities.
 - Knowledge management work plan presented.
 - The first platform with tools for knowledge management in the network of vocational training institutions was launched in 2009 (<http://cms.oitcinterfor.org> – since 2011 it is integrated into the Centre's knowledge management platform: <http://www.oitcinterfor.org>).
- Technology research and support to web site's design and ICTs solutions development.
 - Implementation (and maintainance until 2010) of the Content Management System (Drupal).
 - Participation in the development and support of the Content Management System (Drupal), data bases, search engines, Learning Management System (Moodle), collaborative tools, etc. (until 2012).



- Training of staff members in the use of tools and technologies needed to work with web site's content (Drupal, Moodle, Dreamweaver, FrontPage, Javascript., PHP, etc.) (until 2010).
- Advice Centre's network administrator in matters related to technological infrastructure maintenance, user support and suppliers relationship management (until 2011, when needed also supported this tasks, until 2008).
- Coordination of support tasks for ILO/Cinterfor with other ILO offices ICTs teams (especially with Lima's Regional Office) and also for its web site's development and videoconferences (especially with Geneva's Headquarters).
- Responsible for the creation of the Centre's web site in 1998.
 - Since then it is considered the world's biggest portal and knowledge management platform on vocational training (<http://www.oitcinterfor.org>).
 - Establishment of the Centre's presence on social networks: Facebook, YouTube, Picasa y LinkedIn.

■ Technical assistance and consulting activities

- Coordination of the follow-up of the Avanz@ and ICTs for MSMEs projects, and the activities related to the application of their products (Brazil, Dominican Republic, Guatemala, Costa Rica, Nicaragua, El Salvador, Peru).
- Coordination of the technical assistance to Omar Dengo Foundation (Costa Rica), in the context of the Avanz@ project, from 2011 to 2013.

- The following results were produced:
 - knowledge transfer on skills development,
 - research on experiences in Latin America and the Caribbean,
 - KIE's skills framework designed,
 - self-training capsules for two of the identified KIE's skills (innovation and result based management) prepared,
 - research documents revised and,
 - participation in workshops with country teams.



- To this end, a team of 4 people was coordinated, as well as the hiring of consultants (including preparation of terms of reference, supervision and product and reports quality control) and organizing the collaboration between the institutions in the involved countries, especially the Omar Dengo Foundation in Costa Rica.
- Regular meetings with the donor and Omar Dengo Foundation have been attended, making presentations on advancements and results; building a mutual understanding, synergies and networking.

- Coordination support to the "SENAI's (Brazil) Vocational Training Prospective Model knowledge transfer program" (for skills anticipation based on technology diffusion and the occupational impact they generate).

- First edition, for INSAFORP (El Salvador), INA (Costa Rica), INTECAP (Guatemala), INFOTEP (Dominican Republic) and INADEH (Panama), from 2012 to 2013, in which program was organized and facilitated, materials were prepared, a publication was edited and teams in each country were supported virtually through communities of practice and learning as well as in three face-to-face workshops.



- Due to the good results, reeditions of the program were organized to respond, in 2014, to the demand from institutions of many countries (Brazil, Uruguay, Colombia, Bolivia, Peru, Trinidad & Tobago, Jamaica and Barbados).
 - Development of an ICTs based tool to share learning objects among ILO/Cinterfor's network members, with the participation of SENAI, SENAC and SEBRAE from Brazil in 2013; in 2014 it will be expanded to institutions from Mexico, Ecuador, Bolivia, Chile, Guatemala y Costa Rica.
 - Collaboration in several activities and services offered to ILO/Cinterfor's network members, multilateral organizations, governments and other ILO units.
- **Support to international technical cooperation projects**
 - Development of ICTs based solutions for the “Uruguayan construction industry task evaluation” project (2013), including field information registration and project results dissemination: <http://evaltareas.oitcinterfor.org>.
 - Participation, from 2000 to 2009, in several projects, advising, researching and developing in the area of ICTs applied to knowledge management.

1994 – 1996

Work experience in various contexts

Montevideo, Uruguay

- Diplomatic
 - **French Embassy in Uruguay** (1996): Responsible for the set up of the alumni follow up program.
- Corporate
 - Multinationals –**Algar Bull del Uruguay**- (1996): Research on virtual reality technologies with focus on the “Virtual Reality Modelling Language” (VRML), this work was used as a reference by other researchers in many countries.
 - Locals –**Canalmar S.A.**- (1994 to 1995): Industrial automatic process control systems.
- Education
 - **Alliance Française** (1996): Internet access configuration for the “mediathèque”.
 - **Lycée Français de Montevideo** (1994 a 1995): Information technology teacher.

INTERNATIONAL PROFESSIONAL EXPERIENCE

- Brazil
- Argentina
- Paraguay
- Chile
- El Salvador
- Colombia
- Peru
- Costa Rica
- Panama
- Guatemala
- Trinidad and Tobago
- Honduras
- Dominican Republic
- Italy
- Switzerland
- Jamaica
- Uruguay
- Professional contact with people of many more countries, from all the continents, face-to-face and virtual.

PUBLICATIONS

- **"CINTERFOR: 50 years"**, ILO/Cinterfor, 2013: I contributed to this work and participated in the content revision team.
<http://www.oitcinterfor.org/en/publicaci%C3%B3n/cinterfor-50-years-countries%E2%80%99-initiative-ilo%E2%80%99s-response>
- **"Skills anticipation. The Transfer of the SENAI Prospective Model."**, ILO/Cinterfor, 2013: I gave support and contributed to this result of the SENAI's (Brazil) Prospective Model transfer program for Central America.
<http://www.oitcinterfor.org/en/publicaci%C3%B3n/skills-anticipation-transfer-senai-prospective-model>
- **"Contributions to the debate on Learning Objects for skills development"**, ILO/Cinterfor, 2013: I contributed to this work with some contents.
<http://www.oitcinterfor.org/en/publicaci%C3%B3n/contributions-debate-learning-objects-skills-development>
- **"Skills development impact evaluation. A practical guide"**, ILO/Cinterfor, 2011: I was part of the technical team which supported the content revision.
<http://www.oitcinterfor.org/en/publicaci%C3%B3n/skills-development-impact-evaluation-practical-guide>
- **"ICTs based training guide for MSMEs - training strategies design methodology"**, ILO-Cinterfor, 2011: I coordinated and contributed in "Guía de capacitación con TIC para MIPYME - metodología para diseñar estrategias de capacitación", a product resulting from the project "ICTs for MSMEs", which I coordinated from 2009 to 2011 at ILO/Cinterfor.
<http://www.oitcinterfor.org/publicaci%C3%B3n/gu%C3%ADa-capacitaci%C3%B3n-tic-mipyme-metodolog%C3%ADa-dise%C3%B1ar-estrategias-capacitaci%C3%B3n>
- **"Traffic optimization in cities with scarce financial resources by the combination of operations research, Petri nets and RFID automatic recognition technology"**, Universidad Católica del Uruguay, 2005: Research thesis for my engineer degree, "Optimización de la gestión del tráfico en ciudades de pocos recursos financieros combinando investigación de operaciones, redes de Petri y la tecnología de identificación automática RFID".

SKILLS

- Ability to work on own initiative and as part of a team.
- Ability to organize.
- Ability to communicate well orally and in writing.
- Ability to prepare documentation and reports.
- Ability to deal with people with tact and diplomacy.
- Ability to supervise staff.
- Ability to interpret project information and to identify and analyze problems with its application.
- Ability to clarify information.
- Knowledge of programme and budgets, project management, evaluation concepts and procedures.
- Knowledge of general and specific information technology concepts; hardware and software; Internet; intranet; electronic mail systems; servers; operating systems for personal devices/servers/networks; databases and information systems; application development; programming languages.
- Updated knowledge of technological advancements, specifications and operating procedures of the professional area.
- Ability to clarify user requests and tackle and resolve technical issues.
- Ability to give support to individuals, teams and organizations.

Core skills and values

- Integrity and transparency.
- Sensitivity to diversity.
- Orientation to learning & knowledge sharing.
- Client orientation.
- Communication.
- Orientation to change.
- Takes responsibility for performance.
- Quality orientation.
- Collaboration.

LANGUAGES

- **Spanish:** Mother tongue.
- **French:** Mother tongue.
- **English:** Fluent at speaking, reading and writing.
 - Diploma "Proficiency in English" from the University of Michigan, United States of America.
 - Certificate "Writing effectively for the International Labour Organization" from the Commonwealth of Learning, Vancouver, Canada.
- **Portuguese:** Fluent at speaking, reading and writing.
- **Italian:** Intermediate knowledge at reading, basic at speaking and writing.

EDUCATION

Universidad de Barcelona and EAE Business School.

Barcelona, Spain

- Executive Master in Business Administration (2011).

International Training Centre of the International Labour Organization.

Turin, Italy

- The ILO Academy on Sustainable Enterprise Development (2008).

Universidad Católica del Uruguay.

Montevideo, Uruguay

- Information Technology Engineer (2005).

I obtained the maximum possible grade for the original research thesis final work (one year duration). My thesis was about using RFID technology, Petri nets and operations research to create intelligent street corners with the aim to achieve a more fluid traffic.

Endeavor.

Montevideo, Uruguay

- "Managing the organization and managing people" course (2005).

Centro Latinoamericano de Economía Humana y Universidad Católica del Uruguay.

Montevideo, Uruguay

- Project management course (2002).

Universidad Católica del Uruguay.

Montevideo, Uruguay

- Information Technology Analyst (2001).

Lycée Français de Montevideo (1979 a 1993).

Montevideo, Uruguay

- Scientific-Engineering high school diploma.
- "Brevet" diploma from the french basic secondary education.
- French-Spanish bilingual initial, primary and secondary education.

REFERENCES

Name	Relation	Mobile	Electronic mail
Martha Pacheco Restrepo	ILO/Cinterfor Director 2008 to 2013	+57 32 0307 5530	marthapachecorestrepo@gmail.com
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