

Curriculum Vitae

Ian Campbell

The Old Manse
Wilsontown,
Forth,
Lanark
ML11 8EP

Email: ianc@promentus.co.uk
Tel: **01555 812587 (h) / 07724 242480 (m)**

Summary

An experienced program manager; project manager and release manager; utilising cross functional/geographical teams to deliver change in highly complex and challenging environments to meet business objectives.

A leader with a track record for effective organisational transformation, people management and improved efficiency across the full lifecycle.

A pragmatic problem solver with the ability to think strategically and deliver tactically.

A skilled communicator from Chief Executive Officer to Graduate Entry Engineer.

An influence manager who understands the benefits of both assertiveness and compromise as mechanisms for achieving end goals and organisational excellence.

Career History – Promentus Limited

Contract Program Manager 2010-2011

- Managed the successful deployment of a new suite of software design tools and enabling infrastructure, replacing the existing capability, to open up new business opportunities for a global integrated circuit design customer.
- Responsible for planning and managing the overall program of activities, global infrastructure co-ordination, project transitions, scheduling, change control, costing, communication at all levels, stakeholder management, risk and issue management and training and metrics collection in a \$7M+ program.

Career History – Agilent Technologies (formerly Hewlett Packard)

Program Manager 2008-2010

- Responsible and accountable for all aspects (cost, scope and return) of a program. Reported to the head of the Program Management Office (PMO) and lead a cross functional core team of functional managers and other resource owners in order to track and optimise program delivery.

The team was geographically disparate with functions located in Scotland, Colorado, China (Beijing, Shanghai), India (Pune, Delhi) and Singapore. The last program had a spend of \$4.4M, peak headcount 47, and a duration of 9 months. Total anticipated revenue is \$35M over 3 years.

- Created an integrated program plan and schedule with the core team; took the program through the full lifecycle; tracked against the approved plan; and reported status and execution metrics at the program review board.
- Risk management and contingency planning were a key part of the role as was fast resolution of barriers and/or rapid closure of programs unlikely to be successful.
- Successfully delivered three significant programs all on schedule and budget. In addition selected for various “firefighting” roles in order to stabilise or close programs that were out of business/lifecycle alignment.

CDMA Release Manager/ Architect and Release Mgr Lead 2006-2008

- Delivered the largest program within the division managing the creation of a CDMA network monitoring system for a large US client. This involved both the development of a new software product and re-engineering the operational model such that the program would be a success.

The release manager was the primary cross functional delivery lead in Agilent before the existence of a formal PMO. Release managers led both software product development programs and organisational process change initiatives.

- Liaised with the general manager and other senior functional staff to align vision and realism to create a program that could deliver customer value.
- Instigated a strategic change in the marketing approach such that the program was cross functionally supported. Reshaped the entire delivery roadmap over the following two years in order to optimise the probability of success.

The resulting stakeholder alignment enabled successful delivery and the system is the most technologically complex Agilent has worldwide. The customer has spent more than \$5M each year on support and maintenance of this one system.

- Competitively selected as Architect and Release Manager Team Lead directly managing the team of eight release managers and top divisional technical staff.

Release Manager 2004-2006

- Appointed as release manager for the Revenue Assurance (Billing) and Business Intelligence sector. Re-engineered the approach to software maintenance, driving the change through functional approval and launch, resulting in an effectiveness improvement in the maintenance team by 300% in one year.

R&D Fast Cycle Time Manager 2003-2004

- Responsible for the divisional quality system and specifically rewriting the R&D processes in order to streamline the end to end delivery processes. Significantly reduced the barriers to projects starting the lifecycle without reducing effectiveness. Delivered training to the development teams in order to roll the new approach out.

Offshore Program Manager 2001-2003

- Program managed the creation and startup of new offshore software teams in India and China. Led the set up of both internal Agilent remote teams and sub-contract remote teams. The offshore organisation was successfully ramped from 0 to 65 heads with significant transition planning and positioning required within the organisation to accept the new teams.

This was the largest organisational change initiative ever in the division reducing engineering cost by 50% after five years and championing the new offshore team's execution capability until they became accepted and integrated into the division's organisational model.

Career History – Hewlett Packard

Customer Engineering Section Manager 2000-2001

- Responsible for creation of a new section focused on short term customer facing deliverables and adding immediate business value. Created the Product Enhancement Package moving to a regular time based delivery strategy. Worked strategically with other HP divisions to co-operate in software development tool production for protocols thus reducing cost and optimising time to market.

System Planning and Verification Section Manager 1998-2000

- Directly responsible for 40-50 test engineers and test leads. Direct budget control of \$7M for people and test hardware. Created and managed the largest solution test team in Hewlett-Packard and drove software quality

and maturity to the top of the organisational agenda. The process maturity of the section was actively considering being independently accredited with ISO9001 - years ahead of the rest of the division.

Integration Team Lead 1995-1997

- Recruited to build an integration team to resolve quality issues at solution test. Introduced a new lifecycle phase and the Solution Test "Quality Gate" in order to rectify problems earlier in the lifecycle. Accepted the role of producing division wide planning data and release monitoring in order to improve schedule predictability.

Career History – British Telecom

Development Team Lead 1992-1995

- Responsible for the production and delivery of the FeatureNET Network Traffic Management System leading a development team of 6-7 people including people management, appraisals, coaching and development.

Designer/ Programmer 1984-1988 **Senior System Designer** 1988-1992

- Team member responsible for design and build of the British Telecom International Network Management Systems promoted to senior designer with responsibility for design and implementation of a real time network management system for Telefonica. ISO9001 approved projects written in C. Spent a significant period of time in Madrid, installing, training and working with the customer.

Education, Qualifications and Training

Bachelor of Science (Applied Physics) 2ii. – 1984 Strathclyde University.

Strathclyde University "Blue" Karate.

Numerous software management and technical courses including:

Management:

PRINCE2 Foundation and Practitioner (Foundation passed, awaiting Practitioner result and Foundation Certificate).

Practical Management, Process of Management, Crucial Conversations, Risk Management, Effective Communications for Leaders, Managing Within The Law, Situational Negotiation Skills, Basic Root Cause Analysis, RCA - Corrective Action, Stimulating the Creative Process, Mind mapping, Introduction to ROIC, Business Fundamentals, Salary Administration, Legal training –IP, Remote Management, Managing across cultures.

Technical:

Technical Writing, X25, OO-Design/Analysis, C++, Agile Planning and Estimation, CSM: Certified Scrum Master, Bellcore CSS/Norm, Build Manager Training, Software Configuration Management. Fundamentals of Wireless Network Protocols.

Quality:

Six Sigma Overview, White Belt Certificate of Completion, Introduction to Process Improvement, Introduction to Quality Tools, System Release Lifecycle Overview.

Interests

- Football: Playing, watching my local team, and watching my son.
- Making stained glass panels: A skill learned as part of the church and manse renovation (See below).
- Renovated a derelict church and manse, now completed and the family home.
- Spanish Language/Culture: Interest originated while working in Madrid.