

Manu Delgado Nieto

CIO - MBA@IESE - MIB@ISDI - Computer Science Engineer

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PROFESSIONAL PROFILE

- Proven ability to transform companies, making them profitable and generating significant benefits for the company, even in challenging environments.
- 15+ years of experience in multinational settings, with experience in **Spain, Germany and Canada**.
- Passionate about mobility, new technologies and transformation. Focused on customer satisfaction and ROI.
- **Leadership** of high-value-added projects, with a focus on **innovation** and a global perspective on technology.

Management skills: Strategic vision | Independent analytical capacity | Adaptability to new environments
Multicultural teams | Customer orientation | Innovation

PROFESSIONAL OBJECTIVES: To lead a technical team and to define and implement the Digital Transformation strategy in an innovation-driven company.

PROFESSIONAL EXPERIENCE

from October 2018

CIO - Vecttor (Cabify group) - Madrid

Part of Cabify Group, with over 3.300 drivers and vehicles, Vecttor is one of the largest ride-hailing companies in Spain



- From an independent start-up phase with fewer than 300 drivers to an established company within Cabify with over 3,500 employees, nearly €200M in revenue, and positive EBITDA in a complex environment.
- **Created** and leading **Product, Software Development, Systems, Data and Processes** areas. Department with the **lowest turnover** in the company and the highest eNPS satisfaction scores.
- Member of the **Executive Management Board**.
- Defined the **Digital Transformation strategy** of the company and the technology stack that supports it.
- Implementation of **Agile methodology** tailored to corporate needs, supported by Jira and Confluence (automation-based), achieving **extremely high** departmental **performance**.
- Process automation supported by technological tools. Implementation of, among others
 - ✓ **ERP** as the core system of the company with automated processes and connection to internal back
 - ✓ **ATS** automating the hiring process, the most cost-intensive process in the company, resulting in significant cost and time savings while enhancing its capabilities
 - ✓ **IoT** (telemetry, mobile vehicle access, mobile POS, etc.) optimizing control and operations
 - ✓ **genAI** to automate candidate processes and support actual drivers, improving significantly the revenue
 - ✓ **APPs** designed to facilitate and enhance operational control, reducing service costs
 - ✓ **Electric Vehicle** Adaptation (CPO, eMSP, etc.) to reduce the impact of the operational paradigm shift
 - ✓ **Business Intelligence dashboards** using statistical inference algorithms to predict behaviors
 - ✓ **Cloud** (data, Kubernetes, bots, etc.) in Azure, with all systems interconnected via APIs
- Participation in:
 - ✓ [Data is Oxygen](#) – Geotab Connect – Las Vegas, USA – 16/02/2024
 - ✓ [Car sharing, Car subscription and Keyless solutions](#) – Geotab Partners Day – Madrid - 28/03/2023
 - ✓ RTVE [Zoom Net TV Show \(video min. 02:20\)](#) – 14/10/2023
 - ✓ [Agile Culture and Digital Transformation](#) – 7th Change Management Congress – Madrid - 07/07/2022
 - ✓ How to Manage Your Fleet Using Your Data – Telefónica Tech – LinkedIn Live - 14/01/2021

April 2016 – September 2018

CIO - elEconomista.es - Madrid



- Led the **Systems, Development and Production** areas. Member of the **Executive Management Team**.
- Defined the Digital Transformation strategy of the company. Cloud projects, Big Data, digital workplace, ERP, CRM, Marketing Automation, and GDPR adaptation.
 - ✓ Moderator of the panel discussion "Cloud Cybersecurity" at OMExpo – IFEMA Madrid – 27/04/2017
 - ✓ Speaker on "SaaS model in Cloud" in Digital Meeting Oracle & Protec – Cascais, Portugal – 05/06/2018

PROFESSIONAL EXPERIENCE (cont.)

June 2012 - April 2016

Project Manager / Business Consultant - Freelance - Madrid



MAPFRE is the largest insurance company in Spain. Santander is the largest bank in Spain.

Contracts: Bull (now Atos), Efron (now Gfi) and Cumbria. Time between projects: less than 3 weeks in total.

August 2011 - May 2012

Business Development Consultant and Sales - Toronto HiFi - Toronto, ON, Canada



May 2007 - May 2011

Business Consultant

Bull (now Atos) - Madrid & Mönchengladbach, Germany



- Developed similar tasks, worked with same senior management team than in Freelance experience.

June 2006 - May 2007

Technical Coordinator - Prosegur Tecnología - project at Metro de Madrid

EDUCATION

< **ISDI** > MIB - 2021

ISDI - Madrid

1-year program

Digital Transformation Master's Degree



Ingeniero Superior en Informática - 2006

Universidad Politécnica de Madrid

BSc+MSE - 384 ECTS (European Credit Transfer System)

5-year University degree in Computer Science Eng.



Executive MBA - 2015

IESE Business School

2-year Master's Degree

Madrid | Barcelona | Shanghai | New York



IELP - 2011

Brock University - St. Catharines, ON, Canada

Merrit Award: highest degrees of the program

LANGUAGES

Fluent in spoken and written **English**. Level C1

French: written (medium level), spoken (basic level)

CERTIFICATES AND OTHER RELEVANT STUDIES

HCMBOK - Change Management - 2014

License number: HCMBOK-3-927

TOEIC - 2013

Results 970 over 990

PMI-ACP (Agile Practitioner) - 2016

INTERNATIONAL EXPERIENCE



Studied:

Madrid, Spain
St. Catharines, ON, Canada
New York, NY, USA
Shanghai, China

Worked:

Madrid, Spain
Toronto, Canada
Mönchengladbach, Germany