

Saúl Guillermo Martínez Nieto

Email: saul.martinez@saulmartinez.com.mx ° Cell: 444-204-8400 (& Whatsapp)

[Saúl Martínez | LinkedIn](#) ° <https://www.saulmartinez.com.mx/>

Freelance ° Consulting in Strategic Direction focused on Human Resources Management °

Administrative Plant Manager

Professional Overview

Medium and Large Enterprises Department Manager with 30+ years in automotive or manufacturing plants, specializing in optimizing human factors, and talent development.

Proven track record in high-performance team leadership, in several departments such as Manufacturing, Quality, Projects, EHS, IT, Human Resources and Sales. Expertise in business development, facilities management, and project execution. Success in leading start up projects, improving net sales, direct labor, gross profit and contractual renewals with top customers and union.

Leadership focused on respect and results, people as main contributor to customer and business satisfaction.

Demonstrated Success Includes

- Start Up Plants Department Development
- Costumer and Union contract renewals
- Improvement on Environmental Survey index
- Net Sales and Gross Profit increase

Personal Strengths

- High Performance Teams Leader
- Long term Sales Plan execution
- Turn over reduction into target
- Personal and team (culture) branding creation

Areas of interest:

Human Resources Manager / Administrative General Manager (Preference in Mid-Greenfield Projects)

Master's Degree in: **Business Administration and Finance specialty. (MBA)**

Universidad TecMilenio, Campus San Luis. January 2016 to August 2017.

Bachelor's Degree in: **IES - Industrial Engineering and Systems.**

Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM), Campus San Luis. 1989 to 1994.

Spanish 100%, Native Language. English +85%, Confident in all areas of English.

Professional Experience:

NAX MFG SA de CV (NICHIAS Group)

Human Resources and Sales Manager

Δ August 2018 – July 2025 Human Resources and Sales Manager

Δ Planning and coordination of the administrative functions of the organization. (Human Resources / Environmental Health and Security, General Affairs, Information Technology, Management Systems and Sales & Projects).

Δ September 2015 – July 2018 Sales and Projects Manager

Δ Responsible for overall Sales for Mexico and Brazil Region & Program Manager for those awarded projects after Nomination Letter obtained.

Δ August 2013 – August 2015 Quality and Logistics Manager

Δ Responsible for overall Logistics & QA/QC departments at NAX MFG plant.

Honeywell – Information Technology Services

Information Technology Program Manager

Δ May 2008 – June 2013 IT Program Manager

Δ Responsible for overall leadership of all Moves & Closure IT projects in the US Region.

Δ November 2006 – April 2008 IT Project Leader

Δ Responsible for overall leadership of IT Infrastructure projects in the ACS/ISR process.

Plastic Technology SA de CV – Pellet & Plastic Injection

Plant Manager

Δ November 2003 – February 2005 IT Program Manager

Δ Responsible for overall operative results of the company

Δ Leading all operative departments as Operations, Finance, Quality, Logistics, Purchasing, Human Resources, Legal and Sales.

Δ Reporting directly to President (Company's Owner)

Δ Leading about 120 employees with \$250,000 USD in monthly sales.

Mabe – General Electric Appliances

Large Fridges Program Manager

Δ July 2001 – October 2003 Program Manager

Δ Responsible for the effective launch of New Product Platforms reaching the objectives of quality, time and cost.

Δ April 1999 – June 2001 Productivity and New Models Manufacturing Leader

Δ Responsible for the effective implementation of the productivity and new model projects in plant. Management of the Prototype Line and responsible for assuring the implementation of all the new programs in plant.

Valeo Electrical Systems – Wipers & Engine Cooling

Manufacturing & VPS Engineer

Δ October 1997 – March 1999 VPS Engineer

Δ Responsible for the implementation of the VPS principles (based in KAIZEN) in plant, to have efficient manufacturing processes to comply with the internal audit Valeo 5000 (VPS core axe).

Δ September 1994 – September 1997 Process Engineer

Δ Application of different industrial engineering methodologies to improve process efficiency. 8 months training in process at Valeo Châtelleraut, France.

Main Courses and Skills

- Green Belt 6 Sigma, ITIL Fundamentals, ISO/TS-16949 Internal Auditor Certification, ISO IATF-16949 Auditor, Valeo 5 Core Axes School, Management Skills, Project Management, FMEA application, GM BIQS, Nissan ANPQP v2, PMP (not certified) and Competent Communicator at Toastmaster International.
 - ✓ Motivated with the ability to be flexible and manage changing projects
 - ✓ Proven ability to manage average projects
 - ✓ Effective customer relationship skills and effective in problem solving and influencing others
 - ✓ Skill in working with business clients at all levels to define projects, identify resources
 - ✓ Skill in analyzing project issues and suggesting alternatives
 - ✓ Effective leadership, interpersonal and communication skills
 - ✓ Ability to work effectively with third parties (internal and external)
 - ✓ Ability to translate business issues/ requirements and objectives into solutions
 - ✓ Project Management Office Methodology (PMO)
 - ✓ Master class professor for Strategy Direction, Human Resources strategies and Administration