

JOHN COSMAS

SUMMARY

Experienced and consummate project manager with extensive background in delivering end-to-end solutions, with a proven track record of maximizing the value of vendor engagements, outsourced teams involving technical staff augmentation, hardware, software, commercial/government off-the-shelf solutions, as well as IT centered service providers.

EXPERTISE

Engagement Management, Delivery Management, Vendor Management, Vendor Assessment, Application Development, Solutions Management, Contract Management, Enterprise Project Management, Forecasting & Budgeting, RFP, RFI, SOW, SLA, Relationship Building, Dispute Resolution, Dispute Resolution and Escalation, Communications, Database Development, ETL, ERP, HR, Payroll, Business Intelligence, Architecture, Migration, Software Quality Assurance, Methodologies, Application Analysis and Design, Specifications and Requirements Documentation, Total Quality Management, Implementation, Deployment, Integration, Agile, Staff Augmentation, Team-Based Management in the IT industry.

SUMMARY

- Execute corporate initiatives by decomposing efforts into manageable projects with budgets up to \$300M.
- Manage vendor selection, contract negotiation process and on-going cost/expense management.
- Create special project teams, rescue efforts, custom projects and deliver progressive business solutions.
- Support acquisitions, mergers, buy-outs, new purchases, conceptual product development.
- Assess, strategize, negotiate scope, retool, lead and recover projects in jeopardy and ensure timely deliverables.
- Mitigate risks to ensure vendor procurement, management process and contracts terms are compliant.
- Develop contingencies, fail-overs, work-around strategies and assessments to recover at-risk projects.
- Design, document, communicate, and execute agreements including SOW and SLA.
- Develop functional requirements, technical specifications, architecture, resources, cut-over plans.
- Study trends, project mechanics and discover service offerings to alleviate project earned value.
- Monitor and track vendor performance, handle issues and assess quality of deliverables.
- Lead, improve project state, resolve issues, and boost efficiency to meet stakeholder satisfaction by 25 %.
- Serve as liaison between vendors, PMO, VMO, stakeholders and address operational issues.
- Architect and develop solutions to support enterprise interoperability to support COTS/GOTS functionality.
- Oversee SOWs, enterprise agreements, service agreements, RFIs, RFPs and maintain portfolio status.
- Coach teams, developers and architects to improve team output by leveraging Agile techniques.
- Collaborate with finance to generate orders, payments, track spending, revenue and identify savings.
- Build relationships between enterprise teams to improve performance and project outcomes.
- Develop and negotiate terms, conditions, modifications/change management, penalties, incentives and rewards.
- Work closely with key stakeholders, vendors, architects and integration teams to ensure requirements are met.
- Leverage virtualization to assess solutions and identify metrics, issues, interoperability to document risks
- Manage multiple initiatives and engage various work stream efforts and ensure timely delivery.
- Schedule, monitor, update schedules and work with team leads to generate WBS task and activities.
- Provide single point of contact for vendors and stakeholders to manage escalations, issues and engagements.
- Identify, acquire, provision and coordinate resources to ensure project delivery.
- Conduct routine meetings, stand-ups and reviews to communicate project status and resolve issues.
- Update project data, milestones, task progress to provide status/financial reporting to stakeholders.
- Take ownership of jeopardy projects and assume detailed project management to restore project to status.

ACCOMPLISHMENTS

- Delivered over a dozen COTS/GOTS on time and budget as project manager and portfolio manager.
- Improved vendor performance and deliverables by integrating balanced scorecards, reviews and bonuses.
- Lowered spending by identifying prospective vendors, overseeing RFP and competitive bidding process.
- Stepped into projects to serve as analyst, tech lead, architect to recover project and complete deliverables.
- Recovered multiple at-risk projects, restored operational status with coaching and management improvements.

TECHNICAL SKILLS & TOOLSETS

Microsoft Project, Microsoft EPM, eDiscovery, Visio, Rational Rose, SQL Server, SSIS, SSAS, HR, MOSS, Alfresco, Documentum, Office Suite, SQL RDMS, SAP, CRM, MS Dynamics, CMIS, ERP, Payroll, Kronos, QuickBooks, Microsoft Stack (BI), DOT.NET, Telerik, Reporting Services, Cognos, Crystal Reports, Business Intelligence, Ariba, Data warehousing (EDW/MDM), Virtualization, Dashboards, Scorecards, Primavera.

PROJECT TYPES

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|-------------------------------|------------------------------|------------------------------|
| • Integration (COTS/GOTS) | • Migration / Service Change | • Agile/SCRUM |
| • Data Warehousing | • Enterprise Testing | • Full SDLC, RAD, JAD, AD/II |
| • Infrastructure & Deployment | • Product Development | • CMM/CMMi |
| • Organizational Development | • Exploration & Pilots | • ATDD |

COMMENTS

- Excellent communication skills, and has extensive experience working with international and multi-cultural teams. He is able to overcome language and traditional cultural barriers having served and lived throughout the globe. References are available upon request.
- Usually reports directly to CIOs, CEOs, CROs, CXOs, Senior VPs of individual business units and represents key stakeholders, technology center teams before governance committees, review boards, center of excellences, to provide recommendations, address enterprise strategic issues and present emerging technologies. He communicates concerns, contingency estimates, risks and appropriates strategies to overcome problems.
- Manage teams comprising of business analysts, database administrators, architects, team leads, test engineers, reporting analysts, release managers, scrum masters and project managers. Largest project organization was 12 teams, with up to 20 direct project managers, 12 architects, 40 business analysts, 20 test engineers and 8 database administrators. His largest budget commitment was approximately US\$300M.
- Enjoys working closely with team members to develop working relationship and use opportunities to coach team members, assess team capabilities, communicate problems and help built team confidence in an effort to overcome any risks, problems and promote cross-functionality. He is a strong believer of team cohesiveness, team building exercises, training and relationship building.
- Frequently sets goals, expectations, provide direction, handle issues, address impediments, encourage the team to deliver solutions and does not mind the time to assess the quality of their work efforts via formal technical reviews or retrospective exercises.
- Served organizations at user conferences, spoken at conferences, served at national committees representing technology service and interest groups.
- Prefers to maintain a hands-on approach and is not ashamed to engage databases, data, users, requirements, architectures, flow diagrams and ERDs intimately to understand, interpret, respond to issues with proper risk assessments and provide a pragmatic view of a solution problem in an effort to overcome any boundaries and lead the delivery of a matured and user acceptable/compliant system.
- Currently resides near Ballantyne, worked previously out of the Ballantyne International Park, has commuted to the Trading Floor at Charlotte, is able to work from any remote location, and is accustomed to travelling throughout the east coast, mid-west, Canada, Western Europe and South-East Asia.
- Accustomed to integrating with new or existing projects, and initiated extensive discovery work, documenting environments, analyzing databases, laying out networks, creating specs, defining subsystem interfaces, reading line-level code, building proof-of-concepts to validate proposed models and rendering suite of solutions.

SALARY HISTORY

Coca-Cola Bottling Company Consolidated

- 2014 – Hourly \$74

Bank of America

- 2013 – Hourly \$72
- 2011 – Hourly \$65

Jeatz.net

- 2010 – Base 180K, Bonus Target 30% Base, Stock Options, Equity Awards 20K, 401k
- 2008 – Base 140K, Bonus Target 25% Base, Stock Options, Equity Awards 20K, 401k

Managed Dynamics

- 2007 – Base 140K, Bonus Target 20% Base, Stock Options, Equity Awards 40K, 401k
- 2004 – Base 120K, Bonus Target 20% Base, Stock Options, Equity Awards 20K, 401k

Lawex

- 2003 – Base 110K, Bonus Target 15% Base, Stock Options, Equity Awards 10K, 401k
- 2002 – Base 100K, Bonus Target 15% Base, Stock Options, Equity Awards 10K, 401k

Entergy Corporation

- 2001 – Hourly \$70

Albion International

- 2000 – Base 120K, Bonus Target 20% Base, Stock Options, 401k

Command Data

- 1999 – Base 110K, Bonus Target 20% Base, Stock Options, 401k

BellSouth

- 1997 – Base 120K, Bonus Target 20% Base, Stock Options, Equity Awards 20K, 401k

Ryder Integrated Technologies

- 1996 – Hourly \$45

Lattice Information Systems

- 1996 – Base 70K, Bonus Target 20% Base, Stock Options