RESUME / CV

VICTOR M. FONT JR.
Senior IT Executive

PHONE
919-604-5828

EMAIL
victor@victorfont.com

WEB
http://victorfont.com/

PERSONAL INFORMATION

Full Name
Victor Manuel Font Jr.

Address
5809 Lunenburg Drive

City, State Zip
Raleigh, NC 27603-7800

Phone
919-604-5828

Email
victor@victorfont.com

Website
http://victorfont.com/

DOD Secret Clearance

Leadership is my calling. As a visionary and coaching styled leader, I develop a clear strategic vision, direction and goal for my organization. I have a deep understanding of the present and have developed a sophisticated grasp of the future of computing. My technical skills are broad and deep as well as extending to multiple hardware and software environments. I am comfortable with complex heterogeneous systems environments. A highly seasoned senior technocrat, I have led multiple projects through the software development process or systems development life cycle, and have performed in a variety of different roles within that life cycle. I've held P&L and budgeting responsibilities that have reached $70 million. I possess great tactical management skills, exceptional analytical skills, and the commitment, passion, and knowledge to create new competitive advantage, new products, new services, and transform IT into a business relationship driven, world–class operation.

ABOUT ME

My purpose as a leader is to influence my constituency by providing vision, purpose, direction and motivation, while accomplishing my company's goals, improving the organization, and supporting people as they endeavor to reach their full potential.

My vision is to have satisfied customers and happy, engaged colleagues. Customers are satisfied when they get good services that meet or exceed their expectations. Colleagues are happy when they are empowered and have some control over their work and their careers, when they are engaged in meaningful work, are passionate about their work and are treated with respect. I am devoted to people and results.

My constituency consists of my staff, customers and colleagues. Building solid, trusting relationships is the key to achieving success and leadership with my constituents.

I believe people want to succeed; my job is to create an environment where that can happen. When assigning projects, I shall balance my team's needs to try new things and learn new skills, commensurate with their individual development plan, with our customer's needs for the best services we can deliver. I'll work to make my team a success. This sometimes requires leading, stretching or pushing.

My customers expect timely, accurate communications. They expect transparency in our relationship and the highest levels of customer service.

My colleagues expect a collaborative environment where their opinions are valued and their expertise honored. I'll give credit when credit is due.

I am this kind of leader.

"Leadership is the art of accomplishing more than the science of management says is possible."—Colin Powell

STRATEGIC COMPETENCIES

DECISION LEADERSHIP

- *Balanced Decision Quality*
- *Business Acumen*
- *Entrepreneurship*
- *Financial Acumen*
- *Functional/Technical Skills*
- *Strategic Agility*

RESULTS LEADERSHIP

- *Conceptual Thinker*
- *Curiosity*
- *Drive for Results*
- *High Integrity*
- *Manage Execution*
- *Passion*

PEOPLE LEADERSHIP

- *Collaboration*
- *Communication*
- *Develop People*
- *Effective Team Builder*
- *Interpersonal Skills*
- *Listener*
- *Visible*

> *"Effective leaders articulate vivid, over-arching goals and values that we use to drive daily behaviors and choices among competing alternatives."*
> —Victor M. Font Jr.

TECHNOLOGY LEADERSHIP

- *Application Development*
- *Business Continuity / Disaster Recovery*
- *Business Process Engineering*
- *Continuous Process Improvement*
- *ERP Implementation/Migration*
- *Global IT Experience*
- *Identity & Access Management*
- *Infrastructure Architecture and Standards*
- *IT Governance*
- *IT Security*
- *Quality Assurance and Metrics*
- *Service-oriented Architecture*
- *Strategic Planning*
- *System Development Life Cycle*

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TACTICAL COMPETENCIES

TECHNICAL CERTIFICATIONS

- AIM Change Management
- Capability Maturity Model Integration
- ITIL Foundations
- People Capability Maturity Model
- Prometheus Strategic Planning
- Six Sigma Green Belt

DEVELOPMENT METHODOLOGIES

WATERFALL VARIANTS
- Classic Waterfall Model
- German V-Modell 97 & V-Modell XT
- Incremental Commitment Model
- The Dual Vee-Model
- The Spiral Model
- US Vee Model

AGILE VARIANTS
- Crystal Family
- Dynamic Systems Development Model
- Extreme Programming
- Lean Development
- Rapid Application Development
- Scrum

PROGRAMMING LANGUAGES

- Apple Script
- Basic
- C, C#, C++
- CSS
- Edify
- FoxPro
- HTML
- Java
- JavaScript
- Lotus Notes
- Pascal
- People Code
- Perl
- PHP
- SQL, PL-SQL
- Visual Studio .NET

ANCILLARY PROFICIENCIES

- Active Directory
- Adobe Illustrator, InDesign, Photoshop
- Apache
- BABoK
- Business Process Management
- IIS
- Kanban
- Linux
- Mac OSX
- Microsoft Exchange
- Microsoft Office
- Object Oriented Design & Programming
- SEO
- Unix
- Windows 7, 8.1, Vista, XP
- WordPress
- *Databases*
  - FoxPro
  - Microsoft Access
  - MySQL
  - Oracle
- SQL Server
- *ERP Systems*
  - Oracle
  - PeopleSoft
  - Salesforce.com

EXPERIENCE

2010–Present
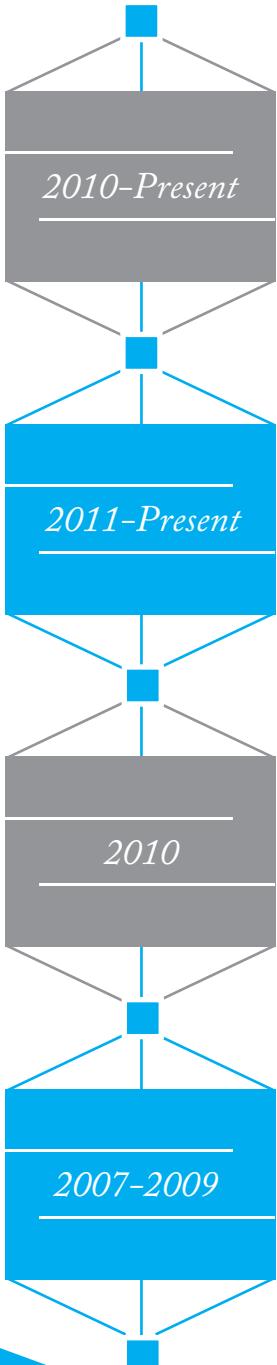
Entrepreneur ▶ **A FontLife Publication, LLC**
Raleigh, NC

Launched business primarily to publish my own books after McGraw-Hill project placed on hold because of recession. Formalized as LLC in 2012 to assist first-time authors and self-publishers see their work in print and in the distribution channel. Also create websites for clients.

2011–Present

IT Consultant ▶ **Multiple Clients**
United States of America

Established Business Continuity / Disaster Recovery program for the University of Connecticut. Delivered 200+ pages of custom BCP/DR documents and comprehensive gap analysis to Pegasystems. Led business analysis team for Space and Naval Warfare Command Atlantic and Department of Veterans Affairs.

2010

Author ▶ **Sabbatical**
Raleigh, NC

Took most of the year to research, write, and market several IT books, including my bestselling The Ultimate Guide to the SDLC. Guest speaker at Association of Information Technology Professionals. Volunteered on Colonial Job Seekers leadership team. Led IT SIG.

2007–2009

IT Director ▶ **CARQUEST**
Raleigh, NC

Director of HRMS and IT Process Improvement. Member of HR and IT leadership teams. Supported all aspects of global HR system with 7 direct reports. Authored company's SDLC. Led team of 43 to elevate IT processes from CMMI Level 2 to Level 3. Planned Oracle 12 ERP upgrade and established BA community of practice.

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EXPERIENCE

IT Director
Pfizer, Inc.
New London, CT

1996–2006

IT Director for R&D Division. Served on many corporate governance boards and process improvement teams. Governance teams include Arch. & Eng., PMO, Info Sec, AD, IAM. Established Business Analysis COE. Supported PeopleSoft rollout to 60 countries. 5 direct reports. Indirect reports 50+.

IT Consultant
Multiple Clients
New York, NY

1992–1996

Primarily consulted for AT&T Consumer Sales and JP Morgan Bank. Developed and deployed several software applications including foreign exchange currency trading system to bankers in New York and London.

CIO / COO
SGL Data Systems
Greenwich, CT

1984–1992

Owned computer retail operation. Functioned as COO. Achieved $3M in sales and an open ended military contract. Joined SGL partnership. Served as CIO. Invented LawCruit®, best in class legal recruiting software. Led many software development projects with team of 20.

Mobile Intensive Care Paramedic
Jersey City Medical Center
Jersey City, NJ

1978–1984

Graduate of final pilot class, MICP license #428. Helped lay the foundation for a successful statewide mobile intensive care program. Helped initiate the advanced mobile life support program at Clara Maass Medical Center. Taught for the NJ Department of Health and American Heart Association. Well versed in disaster management, responded to over 25,000 emergencies and delivered 16 babies.

EDUCATION

2005

Tulane University Freeman School of Business
Distance Learning – 6 month program

Master Certificate in Business Management. Pfizer required all Director level and higher to possess at a minimum a mini–MBA. This course and the one below satisfied their requirement.

2004–2005

Villanova University
Distance Learning – 6 month program

Master's Certificate in Organizational Leadership Certificate; Six Sigma Green Belt

2002–2004

Technical Certification Training
Professional Growth, United States

Software Engineering Institute, *Capability Maturity Model Integration and People Capability Maturity Model*
MIT Summer Session, *IT Governance*

2000–2003

Leadership Development
Personal Growth, United States and London

Center for Creative Leadership, *Leadership Development Program*
Pfizer Leadership Program, *Situational leadership for individual and team dynamics.*
Wilson Learning Center, *Leading From Within: A Transformational Experience*

EDUCATION

Continuing Education
Professional Growth, United States

2003–2005

Venturist, Inc., *Prometheus Strategic Process*
Global Savvy, *Working Effectively with India Cultural Training*
IMA Worldwide, *Accelerated Implementation Methodology*
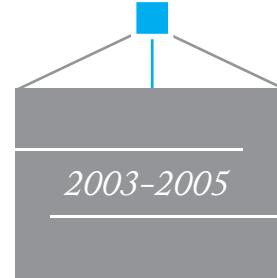
Bible College
Biblical and Pastoral Studies, United States

1984–1986

Attended Liberty University, Bethany Bible College and Theological Seminary, and India Theological Seminary. Bible colleges were not accredited during this period.
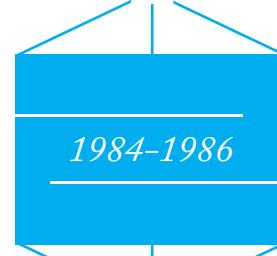
University of Medicine and Dentistry
Paramedicine

1976–1978

Two-year pilot program sponsored by the New Jersey Department of Health. Graduated with honors. Received NJ MICP License #428
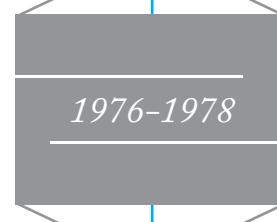
St. Peter's Prep
*High School*

1968–1972

College Prep
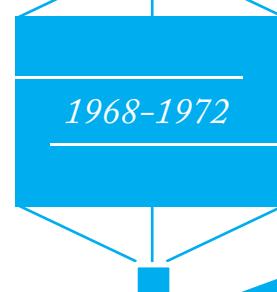
PUBLICATIONS
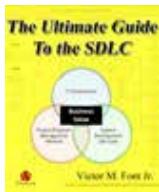
The Ultimate Guide to the SDLC ISBN: 978-0985566647
A complete and ready-to-adapt System Development Life Cycle that covers every aspect of system development from project inception to production and everything in between. Get ready to reduce rework, save money, and maximize your project success rate!

Winning With WordPress Basics ISBN: 978-0985566609
Everything you need to successfully install and manage your own WordPress powered site. Includes handy tips and tricks that introduce you to Search Engine Optimization and other valuable techniques to help you maximize your presence on the World Wide Web.

Winning With the SDLC Best Practices ISBN: 978-1624220012
Examines and compares 12 of the world's most popular system development methodologies to synthesize the best practices from each.

Winning With the SDLC Requirements ISBN: 978-1624220029
70% of all IT projects fail or require rework due to poor requirements. Teaches best practice techniques, processes and procedures that are proven to produce requirements maturity and maximize project success.

BOOKS IN PROGRESS

- *Winning With the SDLC Deployment*
- *Winning With the SDLC Development*
- *Winning With the SDLC Quality Assurance*
- *Winning With WordPress Advanced*
- *Winning With WordPress Security*

PERIODICALS & NEWSPAPERS

- *Database Advisor*
- *Emergency*
- *FoxPro Advisor*
- *Journal of Emergency Medical Services*
- *Sync*
- *Syntax*
- *The Jersey Journal*

PORTFOLIO

> *"I embrace and demonstrate the relationship values of personal integrity, moral courage, respect for people, humor, caring, self-development, stewardship, and balance."*—Victor M. Font Jr.

http://bachmanassocs.com/

http://www.fontlife.com

http://ncer1.org

http://oldnorthstateohd.com/

http://susanfont.com/

http://ultimatesdlc.com/

> *"Believe in yourself. Seek and accept responsibility as both a leader and follower. Practice personal accountability."*—Victor M. Font Jr.

VOLUNTEER

Founding Board Member ▶ **North Carolina Executive Roundtable (NCER)**
Raleigh, NC

NCER is a professional association of senior-level executives from diverse industry backgrounds and functional disciplines that seek to assist and advise one another to achieve greater success in their business, professional, and personal pursuits.

Member ▶ **International Institute of Business Analysis**
Raleigh, NC

Member ▶ **Association of Information Technology Professionals**
Raleigh, NC

Member ▶ **Toastmasters International**
Raleigh, NC

Guest Speaker/ Panelist ▶ **Digital ID World Conference 2005**
San Diego, CA

*Cross-Domain Single Sign On, Provisioning & Policy: A Panel on Federated Identity Deployments, **Expertise**: Identity Electronic Fingerprinting*

Guest Speaker ▶ **Durham Rescue Mission**
Durham, NC

Elected Official ▶ **Hudson County Democratic Committee**
Jersey City, NJ

Won a public election to represent Jersey City's District 10, Ward 8

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REFERENCE

1 **PAUL PIERCE**
VP App Dev at CARQUEST

"Victor has proven to be the ultimate 'pro'. I highly recommend him as a true professional and a solid person that I would work with again without hesitation."

2 **ANTHONY BRIDGES**
Sr. Director Payroll at GPI, Inc.

"Victor is highly intelligent and has great analytical and communication skills. His integrity and work ethic are exemplary."

3 **TIM GOERZ**
Project Coordinator at Corpro

"Victor is the consummate professional …a man of principle and highest integrity."

4 **VERN MCDONALD**
Resource Manager at Microsoft

"Every Technology leader strives to have the perfect balance of IT skills/ knowledge and Leadership abilities; Victor embodies this balance."

5 **JASON HANSON**
Principal Consultant at Oracle

"Victor has a complete knowledge of [the] SDLC and how to apply it successfully within an organization."

6 **SCOTT DERROW**
COO & SVP Superior Tube Co.

"Victor Font is one of the best examples of a 'Leader' that I have ever had the pleasure to work with."

PHILOSOPHY

*T*he foundation for my values is dedication to my faith, family, country and a strong work ethic. I believe in certain absolute truths that form the authority for directing my life, guiding my ethics and leading me to believe the mark of true greatness is measured by sacrificially serving others; in other words, practicing servant leadership.

*S*ervant leadership does not mean abdicating your authority and allowing the inmates to run the asylum. Leadership is a process of influence. Anytime you seek to influence the thinking, behavior or development of people toward accomplishing a goal in their personal or professional lives you are taking on the role of a leader.

I fully support the colleagues entrusted to my care as they endeavor to reach their full potential. As their steward, I entirely expect that some of these colleagues may in fact climb the career ladder faster than I will and be more successful than I am in business. That is fine with me. My job is to help them recognize their potential and reach for their goals.

*F*rom each of my direct reports, I request that if they've ever learned anything at all from me in managing and developing people, that they in turn pay it forward and impart what they've learned to their future direct reports. After all, it's a fact of life for anyone in information systems that the only true lasting value we bring to the table is that which we do for others. Every system we touch and every computer program we design is destined for retirement before the project begins. Our work is temporal. Relationships are lasting. People, and how we touch their lives, are our legacy.

*A*s managers, we often handcuff ourselves in our belief about what we can accomplish within the confines of our organizational constructs. Hank McKinnell, former Chairman and CEO of Pfizer, Inc., says that each individual in an organization needs to "find a way to lead." As leaders, we can loosen the shackles of organizational constraint. We need to shed our preconceived notions and influence anyone within our company in a position to help us meet our envisioned organizational goals. We need to reach beyond the boundaries of organizational silos to make our company a better place for tomorrow and ensure our place in history as an industry leading enterprise in the 21st century.

*B*y now, I hope you agree that I bring a lot of value to the table and can make a significant contribution to your organization. I have the leadership competencies, technical ability, and business and financial acumen to bring you a competitive advantage and accomplish your strategic goals and vision for your information technology organization.

I'll always take responsibility for my actions and decisions, and endeavor to be the best at everything I do. I may not always achieve my most ambitious goals, but I'll be far ahead of where I'd be if I planned for mediocrity. We all make mistakes. I learn from my mistakes and do not hide them.

I expect my team to work hard and finish their projects on time. If they can't, they will let me know as soon as they figure it out and ask for help if they need it. They will not engage in heroics. They will be leaders.

*C*ommunication is the key to smooth operations and building trust. We must make our concerns known and share feedback throughout the organization. We shall work together to nurture an atmosphere of personal safety. I shall be honest and temperate. I shall not indulge in personal attacks.

*M*y visions and priorities are lean and compelling, not cluttered and buzzword-laden. My decisions are crisp and clear, not tentative and ambiguous. They convey an unwavering firmness and consistency in my actions, aligned with the future picture they paint. The result: clarity of purpose, credibility of leadership, and integrity in organization.

*S*o if you are looking for a high caliber, seasoned leader such as me to run your IT organization, then let's talk about it and explore the cultural fit. I look forward to our engagement and trust you do, too.

THANK YOU!

vCard

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