

JAIME ROQUEBERT

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Professional Summary

Strategy, business development and finance leader with over 25 years of experience across different industries, business models and geographies.

Highly collaborative individual who has led teams and projects in organizational management, business growth, key accounts and finance

Professional with talents in planning, budgeting and forecasting. A reliable Finance Manager focused on KPI oversight and mentoring / developing employees.

Interested in challenging new roles in multi-country growing enterprise with collaborative and diverse culture

Skills

- Strategic and financial planning
- Financial analysis and management
- Team leadership
- Employee development
- Change management
- Crisis management
- Complex problem solving
- Project management
- Excellent managerial techniques
- English, Spanish, Portuguese

Work History

Finance Director, Business 05/2019 to Current

3M – St Paul, MN

Commercial Solutions Division (~ \$2B revenue). Strategic business partner / CFO to division VP and key members of division leadership team in developing and implementing business plans across portfolio, including organic and inorganic growth.

Finance Director, Business 05/2016 to 05/2019

3M – St Paul, MN

Electronics Material Solutions (~ \$2B revenue). Similar role as current, with focus on fast-paced electronics and semiconductor markets, and center of gravity in Asia.

Finance Director, Area 06/2014 to 05/2016

3M – St Paul, Minnesota

Based in St. Paul, Minnesota. Responsible for finance operations in Latin America region (revenue > \$2B, 10+ direct manager reports, 200+ FTE organization), encompassing countries from Mexico, Central and South America and Caribbean. Reporting to VP International Finance.

Finance & IT Director, Project Manager

06/2012 to 06/2014

3M – Panama City, Panama

- Led design and integration phases of Central America and Caribbean into one entity
- Became Finance & IT Director for region
- Located in St Paul, MN. for brief period and later based in Panama
- Responsible for all Financial and Technology operations in **9 different countries of region**

LatAm Bus Dev Mgr & Brasil Country Lead

09/2010 to 06/2012

3M – Sao Paulo, Brasil

Relocated to Brasil to lead Accelerated Growth Plan (AGP) for business in country. Responsible for planning, and staffing of Sales and Marketing functions, working closely with Technical, Manufacturing and Development teams to analyze best opportunities for new product introduction. Overall objective was to improve capabilities of local team for self-sustained growth

Latin America Business Development Manager

06/2006 to 09/2010

3M – Austin, TX

Responsible for creating and implementing commercial strategies and tactics with top regional KA customers across Latin America, develop collaborative relationships with customers.

Achieved 40% growth in 4 years – mostly based on New Product Introduction programs

Successfully led internal integration process for key customer Telefonica, improving communications and teamwork between Spain and LA subsidiaries

General Manager, Dominican Republic

01/2002 to 06/2006

3M – Santo Domingo, Dominican Republic

- Through effective business planning and management, surpassed annual growth targets in DR
- Areas of responsibility: Sales & Marketing, Finance, Human Resources and Logistics operations in Dominican Republic. Additional responsibility for Haiti. Subsidiary headcount: 55-60 employees

Multiple Functional Positions

03/1995 to 12/2001

3M

Supply Chain, Customer Operations, Finance in Panama, Costa Rica, Central America Region

Education

Ph.D.: Management / Strategic Planning

Texas Tech University - Lubbock, Texas

MBA: Finance

Texas Tech University

Bachelor of Science: Industrial Engineering

Texas Tech University

Community and Volunteering

- Board member, Friends of the Boundary Waters Wilderness (<https://www.friends-bwca.org/>), Finance committee, Education committee chair
- Board member, WellShare International (<https://wellshareinternational.org/>), Finance committee chair / Treasurer
- Woodbury Athletic Association youth baseball coach (<https://www.waawoodbury.org/>)
- BestPrep Mentor - 3M sponsored program to prepare high school students for first job search and interviews
- Visiting Wizards - 3M sponsored volunteering programs geared towards inspiring STEM in Twin Cities' grade schools
- Board member, Natural Science Academy Charter School, Saint Paul, MN (2017) (<https://www.naturalscienceacademy.org/>)

Research

Roquebert, J.A., Phillips, R.L., & Westfall, P.A. 1996. Markets vs. Management: What 'Drives' Profitability? *Strategic Management Journal*, 17(8): 653-664
(<https://onlinelibrary.wiley.com/toc/10970266/1996/17/8>)

References

- Denise Rutherford, Ph.D. 3M Company, Senior Vice President Corporate Affairs (other roles VP Latin America, VP Greater China Area, VP Japan), drrutherford1@mmm.com
- Domingo Latorraca, Ph.D. Deloitte Panama, Managing Partner. dlatorraca@deloitte.com / (507) 6674-0658

Affiliations / certifications

Academy of Management, professional organization for management and organization scholars
AACSB (Association to Advance Collegiate Schools of Business) – Bridge Program completion, seminar for business professionals who meet general AACSB accreditation standards