

# CARLOS ANTUNES

## IT Senior Manager & Technology & Digital Transformation

ERP · SAP · Agile PMO · Retail Innovation · Multinational Leadership

Email: [jcantunespt@outlook.com](mailto:jcantunespt@outlook.com) | [linkedin.com/in/jcantunes](https://www.linkedin.com/in/jcantunes) | Porto, Portugal

### EXECUTIVE PROFILE

A senior technology leader with over 20 years of experience driving digital transformation, enterprise ERP implementation, and large-scale engineering programme management across Europe. Carlos brings a proven track record of defining and executing IT strategies that are tightly aligned with business objectives, with particular depth in the retail sector. He is recognised for his ability to lead multinational teams with clarity and purpose, orchestrate complex partner ecosystems, and deliver consistent results with strong executive visibility. His approach combines rigorous governance with a human-centred leadership style — one that builds trust, develops capability, and creates high-performing organisations.

### CORE COMPETENCIES

| Strategy & Leadership   | Systems & Technology   | Project Management & PMO  |
|---|--|---|
| <ul style="list-style-type: none"><li>– Digital IT Transformation</li><li>– Strategic Workforce Planning</li><li>– Team Upskilling &amp; Capability Building</li><li>– Strategic Partner Management</li></ul> | <ul style="list-style-type: none"><li>– SAP ECC / S/4HANA / BTP</li><li>– SAP SuccessFactors</li><li>– SAGE X3 / MS Dynamics NAV</li><li>– Oracle / SQL</li><li>– AI Applied to IT Processes</li></ul> | <ul style="list-style-type: none"><li>– Agile / Scrum / Kanban</li><li>– Vendor &amp; Contract Management</li><li>– Budget Control &amp; SLA Management</li></ul> |

### PROFESSIONAL EXPERIENCE

#### IT Business Application Manager | Conxtivity Group

2024 – Present · Portugal · Switzerland · USA

Responsible for the strategy and delivery of enterprise applications across a multinational industrial group, leading systems harmonisation, cross-site standardisation, and IT-business alignment across three countries.

- Defined and executed the group-wide IT transformation strategy, coordinating engineering teams, vendors, and C-suite stakeholders with consistent clarity and discipline.
- Led the end-to-end implementation of SAP SuccessFactors (Employee Central, Payroll, and Time Management) with full SAP ECC/BTP integration — delivered on time and within scope.
- Drove the rollout and harmonisation of SAP ERP across European sites, aligning operational processes with group standards.
- Oversaw the evaluation and preparation for SAP S/4HANA migration: ambiguity management, requirements definition, and executive business case development.
- Maintained financial discipline and consistent application governance across a complex multi-site industrial environment.

#### Software Product Director | MetaCompliance

2022 – 2023 · Portugal · Ireland

Accountable for the strategy and delivery of cybersecurity and compliance software products, leading cross-functional Agile teams and working directly with C-level stakeholders.

- Defined the product roadmap and lifecycle for core software solutions, managing priorities and trade-off decisions in a fast-paced environment.
- Led agile engineering teams with weekly sprints and PI planning, ensuring strong alignment between technical velocity and commercial objectives.
- Managed strategic vendor partnerships to strengthen the software delivery pipeline and broaden product capabilities.

#### PMO & Senior Project Manager | Paul Stricker Group

2019 – 2022 · Portugal · Czech Republic

Led the end-to-end ERP implementation of SAGE X3 across all group subsidiaries, covering Warehouse, Production, Procurement, Finance, and Treasury (Sage XRT / Swift.net API).

- Managed delivery across three countries, coordinating cross-functional teams using Jira and Confluence for project tracking and governance.
- Developed detailed project plans, workstream timelines, and risk mitigation strategies within complex multi-stakeholder environments.
- Introduced a hybrid Salesforce and Sage CRM strategy to support multi-channel sales operations.
- Established a robust PMO cadence: weekly status reviews, monthly steering committees, and executive dashboards.

**IT Manager & PMO** | *JP.Group / JP.Holding Services SA*

2016 – 2018 · Portugal

Led the SAGE X3 ERP implementation across all group subsidiaries, combined with infrastructure modernisation and digital channel roadmap definition.

- Coordinated cross-functional teams — infrastructure, development, and business — across concurrent workstreams.
- Defined and implemented the IT organisational model, aligning technical capabilities with the group's strategic direction.

**IT Manager & PMO** | *Sonae Capital Holding / Sonae Group*

2008 – 2011 · Portugal

Defined and executed the IT strategy for one of Portugal's largest holding companies, overseeing the full IT project portfolio including SAP ERP, Document Management, and ITIL-based Service Desk.

- Led the planning, negotiation, and delivery of complex IT solutions, managing vendor relationships and SLA performance.
- Coordinated strategic workforce planning and continuous improvement programmes for technical teams.

**IT Business Analyst & IT Operational Manager** | *Sonae MC — SONAE Group* 2000 – 2008 · Portugal · Spain · Brazil

Managed business-oriented IT operations across three countries, serving as the primary interface between business units, technical teams, and senior management — supporting one of Europe's largest retail expansion programmes.

- Led the standardisation of Front Office systems across 320 retail stores and the integration of new infrastructure across all business formats.
- Managed IT operations budgets and SLA performance; built informal influence networks to drive outcomes within complex matrix organisations.
- Actively contributed to the design of organisational models supporting regional expansion.

**IT Business Analyst & Project Manager** | *JABA Pharmaceutical, SA*

1992 – 1998 · Portugal

Delivered technology solutions for medical information management, commercial operations, and quality processes, including SAP R/3 implementation and an ISO 9001 quality management system.

**EDUCATION & CERTIFICATIONS**

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MSc in Computer Science — 2017

PMP® — Project Management Professional

MBA in Business Management — 1999

Certified Scrum Master (CSM)

BSc in Computer Science — 1992

ISO/IEC 27001 — Information Security

**LANGUAGES**

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Portuguese

Native

English

Full Professional Proficiency