

Vanessa Gómez Carranza, MBA

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Certified Translator | Organizational Development | Talent Coach

Certified Translator and Interpreter (English-Spanish) for the Ministry of Foreign Affairs and Worship of the Republic of Costa Rica, appointed under Executive Decree No. one hundred seventy-four dated fourth of November of year nineteen ninety-three published in La Gaceta (Official Journal) number 242, of the twentieth of December of nineteen ninety-three.

Accomplished Business & Talent Development Consultant with extensive professional experience propelling organizational success through strategic process improvement, organizational design, change management, and talent management initiatives. Demonstrated capabilities within multimillion-dollar, high-profile corporations. Recognized for outstanding work ethic and integrity with qualitative success, as evident through having received multiple promotions and an international opportunity in Switzerland within one of the top 4 consulting networks of firms under demanding fast-paced environments.

- Fluent in English & Spanish
- Cultural Awareness
- Certified Translator
- Talent / Staff Development / Org. Develop.
- Strengths Coaching
- Thirst for new knowledge acquisition & sharing / Teaching & Training
- Portfolio & Grant Management
- Assessment / Risk Mitigation
- Problem Resolution / Restorative

Professional Experience

INDEPENDENT

1993 – To date

Certified Translator & Interpreter

- Prepares **free and certified translations** in both English and Spanish of documents issued by governmental entities (birth and death certificates, criminal records, adoption studies, labor certifications, migration documents), academic entities, banking institutions. Translations include fact sheets & labels, income tax returns, financial and audit reports, annual reports, powers of attorney, contracts/agreements, judgments, minutes, deeds, business letters and web pages, among others.
- Her experience with **environment and sustainability** relates to technical translation services in sustainable mining and environmental management. The translated documents include mine closure plans, policies and guidelines, environmental audit reports, environmental impact procedures and guidelines, tailings and water management facility reviews, community relations guidelines, technical-economic studies, waste management contracts, and geochemical characterization reviews. She has also done translations in the energy area.
- Has supported the review of a health-related translation (disease terminology).

International Consultant / Gallup Certified Strengths Coach

2015 – To date

- Utilizes honed business and talent development expertise to propel the success of client companies.
- supported PwC Dominican Republic in program monitoring and evaluation, as part of the LFA role,
- Supported the analysis and design of HR processes for Align Technology as an Associate Consultant for EXYGE.
- Conducted culture studies and acted as Talent and Organizational Development Director for Asociación Costa Rica Grameen, a social microfinance organization that provides microloans to economically vulnerable women to grow or start a business.
- Associate consultant for consultancy firms, including Family Business and Great Place to Work Institute (Central America and the Caribbean)

ALIGN TECHNOLOGY

Set 2016 – Set 2017

- **HR Project Manager** providing technical advice on HR management for the expansion project and HR Dept. strengthening project, translation, and facilitation of a leadership training program.

PricewaterhouseCoopers (PwC)

1993 – 2015

Manager – International Development (Switzerland), 2010 – 2015

- An integral member of the Central Coordination Team of Local Fund Agents (LFA) of the Global Fund to Fight Aids, Tuberculosis, and Malaria.
- Successfully monitored & managed teams in 13 countries, local and regional resourcing, contracts, budgets, and risks associated with the Latin America and the Caribbean (LAC) portfolio with annual budgeting ranging from US\$ 6-1M in a client cost-cutting context.
- Conducted extensive overhaul of LFA teams with structural changes, technical assistance, or coaching to meet the Global Fund's ever-evolving needs and expectations.
- Proactively supported quality reviews of institutional capacity assessments for LFA teams in Sierra Leone, Cameroon, Central Africa Republic, and Tanzania.
- Devised, designed, and implemented resourcing and follow-up tools for internal use, effectively improving the cycle time of budget modification, invoicing, and payment approval processes. Some of these were later implemented by the client also.
- Fostered and cultivated a collaborative space within a multicultural environment, with colleagues from 10+ countries in LAC and subcontractors from the Netherlands and Central and South America.

Manager – Performance Improvement (Costa Rica), 2001 – 2010

- Key role in diagnosis, improvement, or transformation efforts for more than 80 clients in Central America and the Caribbean aimed at implementing culture change, performance improvement, organizational development, and change management.
- Led along with the Advisory Director the People and Change Consulting Practice.
- Actively supported process and organizational redesign.
- Member of the international team supporting PwC in Switzerland in International Development, in coordination with teams from PwC México, PwC El Salvador, PwC Nicaragua, and PwC Dominican Republic.
- As a consultant in PwC – Costa Rica, besides leading the "Strengthening of Costa Rica's Response to HIV/AIDS" program and supporting three additional programs funded by the Global Fund to Fight Aids, her experience included conducting culture studies and facilitating culture diagnosis and target culture design workshops for **NGOs** such as Fundación Ciudad del Saber (Panama), World Vision and UNICEF. In addition, she conducted the "Voice of the Internal Customer" survey for the Latin American and Regional Office of World Vision. She also participated in the strategy formulation process of Fundación Ciudad del Saber (Panama).

Principal Consultant, 1999 – 2001 | Supervisor, 1997-1999 | Consultant & Senior Consultant, 1993 – 1995 / 1995-1997

Assistant to the Permanent Training Project Director – Latin American Institute of the United Nations for the Prevention of Crime and the Treatment of the Offenders (ILANUD, by its acronym in Spanish), 1992

Freelance English teacher and translator, 1991–1992

Teacher for the English learning regular and executive programs and cross-cultural trainer – Centro Cultural Costarricense–Norteamericano, 1987–1990

Education & Credentials

- **Academia Traducción Jurídica**, Virtual Course in Legal Translation, Spain, 2021
- **Gallup- Strengths Certified Coach**, 2017-2019, 2019-2021, 2021-2023
- **Top Management Program**, INCAE, Costa Rica, July/August 2004
- **Master's in business administration**, Human Resources Management & Marketing, National University, San Diego, USA-CR, 1994

- **Certified English-Spanish Translator and Interpreter.** Ministry of Public Affairs and Worship, Costa Rica, 1993
- **Central American Teacher Training Program and Cross-Culture Program** – School for International Training, Vermont, USA, 1988
- **Bachelor of Arts,** English, Universidad de Costa Rica, Costa Rica, 1987
- **Member,** Board of Professionals in Economic Sciences (Professional of Colegio de Profesionales en Ciencias Económicas de Costa Rica)