

DI CARLOS TREJO MSc., MBA

Management Consultant & Interim Manager

More clarity. Better decisions. Less friction.



Make **root causes** visible.
Strengthen **decision-making**.
Drive impact with purpose.

I define **processes**, make them
measurable and **steerable**.

CONTACT



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ACADEMIC BACKGROUND EXPERIENCE & IMPACT

- 2018 – 2020 **MBA – Entrepreneurship & Innovation**
WU Executive Academy & TU Vienna
- 2007 – 2009 **MASTER IN SYSTEMS DESIGN - Mechatronics**
Carinthia UAS - Villach
- 2001 – 2005 **DIPLOMA IN MECH. ENGINEERING**
UVM – Universidad del Valle de México

- > 20+ years industry, consulting & management experience
- > Controlling | Project Management | Budgeting | BI
- > Digitalization | AI & Automation | Transformation | Business Development
- > Automotive | Chemicals | Food & FMCG
- > Machinery & Special Equipment

CAREER OVERVIEW

- Since 2025 **DDM - Data Driven Management**
Management Consultant & Interim Manager
- 2022 – 2024 **Semperit AG**
CAPEX / OPEX Global Controller
- 2020 – 2021 **Czipin - EFESO**
Management Consultant
- 2012 – 2019 **ASTOTEC (Hirtenberger Automotive Safety)**
Senior Project Manager & Business Developer
- 2010 – 2012 **Zirkonzahn**
Project Manager in R&D - Dental Ceramics
- 2007 – 2009 **Infineon / KAI**
R&D & Simulation Engineer
- 2003 - 2007 **MAQUITEC**
Machinery Sales & Service Coordination

KNOWHOW

- > Management & Controlling
- > Business Intelligence, AI & Automation
- > Project & Transformation Management
- > Digitalization & System Integration
- > Communication & Team Leadership
- > Technical Expertise

LANGUAGES

German | English | Spanish | Italian

SOFTWARE

Business Intelligence	Power BI & Excel (VBA, Pivot, DAX, SQL) Smartsheet
ERP & Controlling Tools	SAP S/4HANA & Fiori, Tagetik, Proalpha
MS Office	Outlook, PowerPoint, Word, Visio, Teams, MS 365
Collaboration Tools	JIRA, OnePoint, Confluence, Monday
AI Competence	ChatGPT / OpenAI, Microsoft Copilot

TRAINING & QUALIFICATIONS

Current Development	<p>Consultants Starter Program - incite / UBIT (2026, ongoing, AT)</p> <p>Financial Statement Analysis - WIFI Vienna (2026, AT)</p> <p>Marketing Practice - Walnuss Consulting / WKO Lower Austria (2026, AT)</p>
Innovation & Entrepreneurship	<p>Entrepreneurship Management - Columbia Business School (NY, USA)</p> <p>Corporate Entrepreneurship Workshop - Babson College (Boston, USA)</p> <p>Democratizing Innovation - MIT Sloan School of Management (Boston, USA)</p> <p>Design Thinking & Driving Internal Innovation - Harvard University (Boston, USA)</p>
Project Management & Leadership	<p>Leadership, Communication & Tools - Intensa Group, J + P - Management (AT)</p> <p>Quality in Product & Process Development - J + P - Management (AT)</p> <p>NLP Basics (g2m - Vienna, AT)</p> <p>Business German (Berlitz)</p>
ERP Systems & Software	<p>Elements of AI – University of Helsinki (Online)</p> <p>Data Analysis & Process Optimization with AI (Online Training)</p> <p>SAP S/4HANA Competence Pass (BFI-AT)</p> <p>PTC Windchill - Techsoft (AT)</p> <p>Power BI (Online Training)</p> <p>Python (Online Training)</p> <p>VBA for Excel (Online Training)</p>
Technical Training	<p>P2 - Pyrotechnic Articles - WIFI (AT)</p> <p>Die-Casting Technology - Dynacast (AT)</p> <p>FMEA - Failure Mode & Effects Analysis - J + P - Management (AT)</p> <p>Tolerance Management & VDA Specs - VDI, J + P - Management (AT)</p> <p>Nanomaterials: Technology & Testing (Fraunhofer DEU and Iwatani Group JPN)</p> <p>Infineon - Semiconductor Physics - University of the Bundeswehr Munich</p> <p>CHIRON - Spare Parts Coordinator (Charlotte, USA)</p>

Since

DDM - DATA DRIVEN MANAGEMENT | Management Consultant & Interim Manager

- **Data-Driven Consulting:** Building steerable management systems at the interface between Operations and Finance. Focus on processes, KPIs, routines, action logic and measurable impact.
- **Interim Management Fields:** Group Controlling, PMO/project portfolio, plant controlling, budgeting, forecasting, cost control and action management. Objective: fast orientation, reliable decision support and consistent execution.
- **Offer Focus Areas:**
 - **Budgeting Process (CAPEX/OPEX):** annual budget, rolling forecast, variance logic, cash and capacity planning.
 - **CAPEX Portfolio Management:** prioritization, business cases, ROI/risk, resource alignment and schedule adherence.
 - **Business Intelligence & Automation:** Excel, Power BI, VBA, KPI boards, action boards and lean automation.
 - **Process Readiness & Digitalization:** as-is/to-be processes, roles, interfaces, data logic and steering before implementation.

2022 - 2024

SEMPERIT AG | CAPEX & OPEX Global Controller

- **Steering of EUR 120M CAPEX/OPEX maintenance budget** across 16 sites and ~1,500 projects — covering cost control, progress tracking, forecasting and risk management.
- **Annual budget and rolling forecast:** guidelines, prioritization, capacity/resource alignment and consistent variance logic across sites.
- Monitoring of **specific OPEX costs** (maintenance), incl. **action management**.
- Monthly **CAPEX/OPEX forecast, risk detection** and **action steering** for targeted budget control.
- Further development of **PMO guidelines, cost analyses** and **performance monitoring**.
- Preparation of ad-hoc reports for Executive Board & Supervisory Board.
- **M&A & Growth:** support for M&A projects >EUR 100m (synergies, market potential), development of mid-term investment targets and risk analyses.
- **Digitalization & Agility:** rollout of digital tools and agile ways of working, process digitalization and ESG monitoring set-up.

2020 - 2021

CZIPIN - EFESO | Management Consultant

Beverage Industry / FMCG: potential analysis (EUR 1.0m) to reduce excess consumption in bottling, incl. implementation of a consumption control tool. Practical implementation strategy developed, presented and aligned with executive management and advisory board.

Food Industry / FMCG: introduction of reporting tools, shopfloor routines & KPIs to improve OEE, transparency and reduce costs (EUR 4.6m added profit). Technical improvements implemented, practical information system built and transparent, motivating communication established across all levels.

Automotive & Defence Group: potential analysis in R&D/Engineering; analyzed processes, interfaces, system use, information flows and responsibilities. Quantified EUR 2.5m improvement potential and derived actions for better organization, process discipline, leadership and IT use.

2012 - 2019

ASTOTEC (Hirtenberger Automotive) | Senior Project Manager & Business Developer

Business Development (Non-Automotive Applications):

- Developed and implemented an innovation and go-to-market roadmap for pyrotechnic safety technologies outside the automotive sector.
- Conducted market and application analyses, business cases and investment scenarios to evaluate new business areas, target segments and transfer potential.
- Built market understanding, customer/partner approaches and go-to-market priorities for growth initiatives.

Project Management:

- Led interdisciplinary teams with overall responsibility for pyrotechnic safety systems according to VDA standards and EUR 44.6M revenue responsibility; development, validation and industrialization of new functional concepts.
- Managed several international OEM vehicle platforms from concept, prototype build and validation through industrialization, cost/quality targets and production readiness.
- Implemented data-based tools and KPIs to improve productivity, process stability and decision quality.
- Reduced costs through agile methods, process optimization and automation.
- Built international customer and supplier networks across Europe, Asia and the Americas.

2010 - 2012

ZIRKONZAHN | Project Lead – Dental Ceramics

- Built and led a new R&D department for ceramic nanomaterials, incl. team leadership and process design.
- Developed the full infrastructure: chemical lab, milling, agglomeration and characterization (crystallography and metrology).
- Developed innovative nanomaterials and industrialized energy-efficient special machines (e.g. sol-gel reactors, high-temperature furnaces).
- Collaborated with international research institutes in Europe, Japan and Mexico.
- Introduced an RFID system for digital order and project identification to improve workflows.

2007 - 2009

INFINEON – KAI | R&D & Simulations Engineer

- Optimized metrology measurement systems and published work on chip-stress simulation.
- Master's thesis on stress distribution in test chips.

2003 - 2007

MAQUITEC – Machinery Sales & Service Coordination

- Sales of CNC machines & spare parts (EUR 0.5m p.a.) incl. warranty process & certification.
- Built knowledge management in service.