**David N. Rebman**

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Orlando, FL 32819 DNRebman@gmail.com 407.505.8970

**Consulting Leadership**

*Dedicated to creating exceptional experiences for clients, their employees and consumers.*

Leader with 10+ years’ experience working closely with business and technical stakeholders to successfully deliver strategic initiatives.

Vendor Management experience includes: Evaluation of supplier capabilities, contract negotiation, Vendor Relationship Management, Service Level Agreements and Management Audit Risk reviews.

Leadership of global enterprise projects with multi-location, highly-matrixed teams consisting of internal and external resources, including offshore and near shore.

**Core Competencies**

|  |  |
| --- | --- |
| * Project & Program Management * Governance, Measuring & Reporting * Stakeholder & Vendor Relationships * Delivery Management * Risk/Issue Management | * Operating Plans * Change Management * Team Engagement * Budget Management * Product Quality and Value |

**PROFESSIONAL EXPERIENCE**

**Lockheed Martin Corporation,** Orlando, FL

***Corporate Compensation Systems Manager*** (2017-2019)

* Established change management process to implement business functionality impacting Compensation and Human Resource processes.
* Implementations included a new Employee Recognition plan for 50,000+ Broad-based employees, improving retention and employee satisfaction.
* Implemented a Salary Survey system and multiple data sources, improving accuracy of compensation planning.

**Carnival Cruise Lines**, Miami, FL

***Program Manager - Contractor*** *(*2016-2017)

* Managed implementation of Cornerstone Human Capital Management suite for thirteen cruise brands and six Carnival Corporation cruise brands for a total of 25 ships.
* The implementations resulted in a single suite of HCM tools for all business segments, allowing consistency of functionality and lowered operational costs.

**Carnival Cruise Lines**, *continued*

* Additionally implemented custom technology for ship-side specific operational programs to provide compliance training and certification tracking. Implemented devices to support Emergency and Muster Systems to improve safety.

**N2N Global, LLC,** Longwood, FL

***Director Application Development*** (2015–2016)

* N2N was a global food quality and safety start-up with a dedicated and hardworking team requiring creativity.
* Managed Agile sprints, Product Development and Quality Assurance to transition from a “Line of Business sales focus” to a SaaS, repeatable business model including mobile platforms. The team’s effort resulted in investor interest (and financial support) and food supply chain clients’ subscription purchases for Food Quality and Safety management products.

**Ciber, Inc.,** Orlando, FL

***Account Manager & Delivery Director*** (2012–2014)

* Account management of The Walt Disney Company (Disney Vacation Club, Parks & Resorts, ABC TV, ESPN and Corporate IT-Seattle.
* Responsible for ~90-100 on-site and India based consultants.
* Managed Service included Project Management, Business Analysis, Financial Planning & Management, Application Development & Support, Business Intelligence, and Dev-Ops.
* Vendor Management responsibilities included Engagement Proposal, Contract Negotiation and Service Level Management.

**Exelon Corporation,** Chicago, IL

***Project Manager,*** *contractor* (2011)

* Implemented a learning management and compliance tracking system for utilities, including nuclear regulatory compliance standards and training.

**The Walt Disney Company**, Burbank, CA and Orlando, FL

*IT / Business Relationship Management* (2000–2010)

IT Leader of strategic initiative to set the foundation and direction for all Back-of-House Systems at the Walt Disney World Resort.

* Key business strategies were driving change in how we supported operations and our workforce. The focus was to leverage all assets across the company, both capital and human, and acquiring, developing, and retaining great employees.
* Established Business Solution Centers, IT Training and Documentation Department, Project Management and SDLC Methodologies, and Governance process.
* Implemented compliance training and management, including Safe Harbor for personally identifiable information (PII), Americans with Disabilities Act (ADA), Family & Medical Leave (FMLA), Wages and the Fair Labor Standards Act (FLSA), Payment Card Industry Data Security Standard (PCI DSS) and Sarbanes–Oxley (SOX).

**Education**

BSBA Degree in Finance, minor in Computer Science, University of Alabama, Huntsville, AL