Reza Talebi

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Professional Profile

Skilled in creating and executing Telecom and IT strategy that aligns with organizational goals and drives growth, with 13+ years of senior leadership roles and 8 years of engineering experience. Adept at leading cross-functional teams, managing budgets and communicating effectively with stakeholders at all levels. Track record of delivering measurable results through the implementation of innovative solutions and the optimization of existing systems. Led the development and implementation of The 3G/4G/5G, NFV, SDN, IoT, IT infrastructure, Data Centers, software solutions, system design and upgrade that resulted in improved productivity, cost savings, and enhanced customer experience. Collaborated and Worked with international telecom operators, vendors, service providers such as MCI, MTN, Ericsson, Nokia, Samsung, Huawei, ZTE, Sofrecom, Detecon in client and service provider sides.

Key Skills

- Strategic Planning and Alignment to Business Objectives, Business Processes Development and Improvement
- Project and Program Management, Vendor Management, Product Management, Full Life Cycle Development
- Leadership, Building and scaling highly effective engineering teams
- Planning and Implementation (2G/3G/4G/5G/IoT, Small Cell)
- System Engineering and Implementation (CRM, ERP, Billing, BI, AI, Core Banking, Cloud, Cyber Security)
- Technical Solutions, Automation, Business Analysis, Software Analysis & Design, Object Oriented Technology

Professional Experiences

Director of Engineering   Feb 2021- Present
Royalty Group, Vancouver, Canada

- Participated in the development and implementation of company and departmental strategic vision, procedure, policy and standards.
- Developed software solutions with cloud providers such as AWS and Google around use cases of data.
- Designed and maintained Big Data, complex data management & processing systems, ensuring 100% error-free operation.
- Demonstrated expertise in software product development, utilizing cloud technologies in a SaaS environment.
- Promoted solid software development practices, aligned with SDLC processes.

- Led AI team to develop Estimation module in order to evaluate the value of properties by Pictures and Data.
- Collaborated with data scientists to establish data analytics pipelines using ETL processes.
- Improved data quality and reliability by 10%, to raise systems' efficiency.
- Consulted building developers for smart building, smart home, home automation and security IoT solutions.
- Identified gaps in google analytics, and led build of features across engineering to resolve business problems.
- Oversaw the internal technology needs of the organization including cyber security and data governance.
- Managed vendors to achieve maximum performance while maintaining reasonable costs.

- Developed process, policies and technical road maps to produce high quality software or solution and deliver on organizational mission and strategy.
- Engaged in project and Risk management at all stages from planning and conducting ROI analysis and Financial KPIs to performing post-Project evaluations.
- Liaised with stakeholders and managers to identify and define requirements, Scope, objectives and conflicts.
- Built an engineering culture centered on equity and inclusion.
- Recruited, trained, managed and retained a diverse high performance engineering team.
- Managed Big Data visualization using SQL and Tableau for product KPIs that reduced manual reporting.
- Analyzed operations and provided cost-effective suggestions for improvement.

Chief Technology Officer (CTO)   Sep 2018 – Sep 2020
NAK Company

Naghshe Aval Keyfiat Company (NAK) is a Telecommunication and IT service provider with more than 1,253 employees that is a subsidiary of MCI (Mobile Network Operator with more than 50M customers).

- Managed all technical activities throughout the life cycle of telecommunication and IT services including design, implementation and maintenance services.
- Administrated planning and implementation for 1,350 new sites (3G/4G).
- Led the first 5G project design, implementation and integration.
- Managed Vendor swap for 857 sites (2G/3G/4G) within 12 months and achieved 25% improvement for voice and data KPIs and received Awarded project of the year from MCI.
- Led successful deployment and oversight of a cutting-edge smart school bus program, featuring advanced onboard cameras for enhanced safety and monitoring.
- Successfully launched IoT projects with municipality and road maintenance and transportation organization.
- Led the drive test analysis solution design and development and deliver it in the SaaS model to MCI.
- Managed design and implementation of Private mobile network for municipality.
- Redesigned and integrated corporate's infrastructure into new data center that improved availability and reliability.
- Collaborated with Communication Regulatory Authority (CRA) to design the new frequency strategy for 4G/5G.
- Reduced operational and capital costs significantly by using pay as grow model with vendors for license payment and finally guaranteed and enhanced reliability of our key customers.
- Cooperated with Communication Regulatory Authority (CRA) to find and resolve external interference.
- Managed new RAN features activation that led to about 12% data throughput improvement.
- Conducted a complete assessment of needs and issues, defined technology strategy and execution road map, gained approval from leadership and mobilized team in implementing solutions to complex issues.
- Defined new enterprise business process restructuring plan, led the adaption of new implementation methodology, and instituted an effective framework of testing and validating data and functionality that resulted in the successful rollout of ERP platform.
- Managed cross-functional team and stockholder communication and oversaw product development from inception to implementation.

Chief Technology & Information Officer (CTIO)   Mar 2017 - Aug 2018
Rightel (Mobile Network Operator)

- Planned and implemented Strategy for Network and IT infrastructure.
- Successfully managed planning and implementation of 3G/4G sites, Transport and Core for 1,640 sites.
- Managed expansion project for of all Business Subsystems (Billing, CRM, OSS, BI, e-Care, Mediation, Settlement) from 3M to 13M customers.
- Ensured technologies are used efficiently, profitably and securely.
- Led the call center upgrade project from 500 concurrent calls to 1,000 concurrent calls with new futures.

- Implemented national roaming with two other mobile network operators.
- Designed and led the successful implementation of security operation center (SOC).
- Advised to Communication Regulatory Authority (CRA) on the standards and KPI for 3G/4G network.
- Managed network and IT disaster recovery plan and implementation project that improved availability.
- CAPEX-OPEX governance, budget preparations and Managements.
- Led over 410 employees in Technology and IT department.
- Optimised and reduced Network and IT department total cost by 14%.
- Delivered the right capacities and technologies in the Network and IT department.
- Contract/vendor negotiation/management for more than $103M purchase orders.
- Led communication with stockholders regarding network and IT department goals and progress made.

Chief Information Officer (CIO)
Nov 2013 - Feb 2017

Rightel (Mobile Network Operator)

- Created and grew the IT Business sub systems from the scratch.
- Bridged the gap between business and technology.
- Managed implementation and operation of all Business Subsystems (Billing, CRM, OSS, BI, Settlement)
- Managed to launch international roaming with 100+ mobile operators.
- Modernized online Top up credit for prepaid customers.
- Launched Value Added Services with 30+ service providers.
- Designed and implemented IOS and android mobile app for Rightel customers.
- Designed and implemented disaster recovery solution for whole IT services.
- Managed complete design of Rightel web site and online shopping experience.
- Created campaign management platform.
- Managed IN vendor swap from ZTE to Comviva without any outage
- Optimised and reduced IT department total cost by 12%.
- Scaled the IT department team from 5 to 173 employees with competencies in back-end, IOS, Android, Web, Devops, Data analytics and Big Data.
- Budget Preparations and Management CAPEX and OPEX for more than $63M.

Deputy CTO/CIO
Jun 2011 – Oct 2013

Rightel (Mobile Network Operator)

- Managed all Technical activities including Planning, Implementation and Operation of RAN, Transport, Core and Data Center for Rightel network.
- Provided HLD (High Level Design) for WCDMA/ LTE network.
- Successfully developed and defined the E2E project plan. Was responsible for the project scope, schedule, resources, cost and quality.
- Supported procurement department in contract negotiation phase with vendors and suppliers including scope negotiation, Cost base line Preparation; final approver of project plans.

RAN Senior Manager
Rightel (Mobile Network Operator)

Dec 2010 – May 2011

- Senior leader for RAN network of Rightel. Derived the strategic and tactical direction by designing, planning, developing and implementing RF engineering activities for more than 3000 3G/4G sites.
- Vendor and supplier management.
- Delivered the right capacities and technologies in the network to support the business plans and stay ahead of the competitions.
- New cell site selection and design, new cell configuration, Frequency planning, Antenna and radio base station configuration design for 3G/4G technologies and RAN capacity enhancement, coverage mapping support for marketing.

Program Manager
TOPCOM (Huawei subcontractor)

Jun 2009 – Nov 2010

- Program Manager for MTN-Irancell network planning and optimization (1700 sites nationwide),
- Led new site build rollout for 600 2G sites nationwide.
- Provided and implemented end to end In-building solution for subway tunnels and stations.
- Managed the first Benchmarking project for the network services of two Mobile Network Operator.
- Responsible to create, develop and implement Matrix Organization Strategy in company including people management, process development and tools implementation.

RF Engineer and team leader
MCI (Mobile Network Operator)

Mar 2001 - May 2009

- Managed, led and supervised 2G RF Planning and Optimization project with Nokia team as an optimization vendor.
- Participated in RAN business processes development (RFP, RFQ, SOC, LOM, LOP, SOW procedures)
- Participated in defining RAN design and acceptance KPIs, service delivery acceptance criteria for SSV, PAC, and FAC with Nokia and Ericsson.
- RF Design and optimization engineer
- BSS Commissioning engineer

Education

- Master of Business Administration (MBA), Iran University of Science and Technology, Tehran, Iran
  (October 2008-October 2010)

- Bachelor of Science in Electrical Engineering – Telecommunication, Faculty of Telecommunication, Tehran, Iran
  (October 1996-March 2001)

- Digital Transformation certificate from IBMI.