

ALEXANDRE GLAUCO DULTRA SELHORST

Senior Program Manager | Governance, ESG & Digital Transformation

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EXECUTIVE SUMMARY

Professional with over 25 years of experience in strategic management, corporate governance, and digital transformation. Certified PMP, PMI-ACP, and PFCC. Proven record leading high-impact programs in telecommunications, industry, cooperative, and agribusiness sectors, achieving measurable results in efficiency, ESG, and corporate performance. Recognized for combining discipline, method, and purpose to turn strategy into measurable business impact in multicultural and high-complexity environments.

CORE COMPETENCIES

Project and Program Management (PMO)

Corporate Governance and ESG

Digital and Organizational Transformation

Strategic Planning and OKR

Business Intelligence and Data Analytics

Portfolio and Performance Management

Data Governance and Innovation

Change Management and Agile Leadership

Executive Negotiation and Stakeholder Engagement

PROFESSIONAL EXPERIENCE

SICOOB Integração - Corporate Performance Manager

Mar 2025 – Aug 2025 | Mato Grosso, Brazil

- Redesigned the 2025–2026 Strategic Plan aligning OKRs and KPIs to corporate governance goals.
- Deployed AI-driven automation (UBot), reducing report consolidation time by 60%.
- Implemented the Performance 360 BI system integrating financial and customer data, increasing decision accuracy by 20%.
- Established a Project and Performance Committee connecting executives and technical teams under a data-driven accountability model.

Aprosoja-MT - Sustainability Manager

Jul 2024 – Jan 2025 | Mato Grosso, Brazil

- Modernized the Soja Legal Program with traceability, EUDR compliance, and new audit workflows.
- Supported the Guardians of Water initiative mapping 110,000 springs across 56 municipalities.
- Designed the Universidade do Agro project to train producers in sustainability and certification.
- Represented the organization at COP16 Biodiversity and Rio +Agro 2024.

SFIEMT – Federation of Industries of Mato Grosso – Internationalization Manager

Aug 2023 – Apr 2024 | Mato Grosso, Brazil

- Led the FIEMT Internationalization Program, connecting regional industries to new global markets.
- Conducted missions to China, India, Switzerland, Australia, and South Korea.
- Formed alliances with BRACHAM, Itamaraty, Sebrae, and State Government to strengthen economic diplomacy.

SFIEMT SESI – Project & Business Development Manager

Mar 2022 – Aug 2023 | Mato Grosso, Brazil

- Led SESI Experience Program securing US\$2M for immersive learning technologies.
- Introduced Agile governance recovering 15 stalled projects and improving delivery rate.
- Conducted feasibility studies for SESI expansion and approval of new schools.

SFIEMT SESI/SENAI – Regional Business Operations Manager

Jun 2021 – Feb 2022 | Mato Grosso, Brazil

- Unified SESI and SENAI operations under a single CRM-ERP system.
- Implemented commercial governance and pricing structure improving transparency.
- Designed BI dashboards enhancing monitoring, conversion, and client relationship.

ALINHARH Consulting – Senior Consultant & Managing Partner

Nov 2020 – Jun 2021 | Mato Grosso, Brazil

- Oversaw operations, contracts, and strategic planning for cooperatives.
- Implemented performance indicators and governance frameworks aligned with regulatory standards.

OI S.A. – Operations Manager (MT, DF, GO, TO)

Nov 2014 – Jun 2020 | Brazil

- Managed telecom infrastructure across four states with 100+ professionals.
- Reduced MTTR by 30% and maintained network uptime at 99.95%.
- Achieved US\$100K annual savings through predictive maintenance and logistics optimization.

OI S.A. – Project & Implementation Manager

Mar 2000 – Nov 2014 | Brazil

- Directed national broadband deployment reaching 1.5M connections and 5,000 schools.
- Delivered 3G modernization and 4G rollout for 2013 Confederations Cup and 2014 FIFA World Cup.
- Managed RAN Sharing with TIM optimizing CAPEX and accelerating delivery.
- Led technology certification missions to Italy, Israel, China, and Germany.

EDUCATION

MBA in Business Intelligence – Faculdades Descomplica, 2022

MBA in Project Management – Fundação Getulio Vargas (FGV), 2006

BS in Electrical Engineering – Federal University of Mato Grosso (UFMT), 1994

CERTIFICATIONS

PMP – Project Management Professional, PMI (since 2008)

PMI-ACP – Agile Certified Practitioner, PMI (since 2020)

PFCC – Advisory Board Member Certification, Board Academy (2025)

Mediation and Extrajudicial Conciliation – Centro de Mediadores (2024)

LANGUAGES

Portuguese – Native

English – Fluent

Spanish – Intermediate