



## Oscar Woltman

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## Nationality

Mexican and Dutch

## Languages

English – native speaker  
Spanish – native speaker  
Dutch – native speaker

## Skills

- ❖ Effective Team Leader
- ❖ Analytical Skills
- ❖ Cost Reduction
- ❖ Ability to Work under Pressure
- ❖ Transcendent Leadership
- ❖ Adaptability
- ❖ Fast learner

## Extra-curricular

Ex-president and actual member  
of AMHPAC, Mexican Association  
of Protected Agriculture.

Member Advisory Board GTA

## Working Experience

### Procurement and Operations Manager at Agrícola Globalmex, Zacatecas, México, reporting to the board

August 2022 – Present

Main objective is to establish long term relationships with new suppliers of produce in order to expand sales volume of the company. This has been achieved by attracting five new suppliers. Other objectives are:

- Assist and recommend different commercial strategies in produce sales, some of which have been adjusted successfully with the introduction of a new mayor client.
- Analyze present internal operations with the aim to propose adjustments in the way the group operates to generate more transparency and efficiency.
- Assess and propose possible improvements in efficiency in all the packing facilities.
- Set up a new packing facility, from design, procedures and finance, to function as a magnet for new suppliers who do not have packing facilities.
- Assist with a financial analysis to embark in new production projects.
- Develop projects for the members to expand and develop new ideas.

### General Director at Hortigen Produce SA de CV, Querétaro, México

April 2021 – May 2022

Responsible for redesigning the internal organization, building the Board of Directors and improving the organization in the company. Main achievements before leaving the company were reducing personnel by 17% (from 600 to 500 employees), increasing production with 25% from 15 to 19 kilos of bell pepper per m2, and improving pack-house efficiency from a mere 3 tons per hour of bell peppers to 7 tons per hour processing throughput.

Other achievements include finishing the construction of a seedling company, setting up its marketing and obtaining the first sales contracts for its services, defining goals and objectives in each area of the company based on the final objective to transform the company into a profit center.

## Education

July 1970 – June 1974

Primary School, Pan American Workshop, Mexico City, México

August 1974 – June 1977

Primary School, Mary Immaculate, São Paulo, Brazil

August 1977 – June 1980

Ecos, Malaga, Spain O Levels  
Finished O levels in mathematics, economics, English language and English literature, Spanish language, geography and physics

August 1980 – June 1982

Dean Close, Cheltenham, Great Britain, A Levels  
Passed all A levels in geography, human geography, economics, politics, mathematics and advanced mathematics

August 1982 – June 1988

Utrecht University, Utrecht, The Netherlands  
Bachelor Degree, Social Geography  
Specialized in underdeveloped countries, project analysis and economic underdevelopment problems.

August 1988 – May 1990

Erasmus University Rotterdam, Rotterdam, The Netherlands  
Extension Bachelor Degree, Social Geography

## General Manager at Hortinvest México SA de CV, Querétaro, México

February 2007 – March 2021

Responsible for physically building the company and setting up the organization and the right company philosophy ensuring honesty, transparency, openness, development, human growth of the employees and utility to the shareholders. The main responsibilities include financial and fiscal policies, employee development strategies, growth and profit increase strategies and full compliance with all legal and fiscal requirements in Mexico. It also includes attracting suppliers to us so that we can increase our export and thereby increase our sales worldwide.

Upon leaving the company I managed to grow the turnover from only USD 3 million in 2008 to more than USD 25 million in 2021. Profit levels of USD 1 million net and EBITDA of USD 1.8 million. Attract 15 loyal suppliers who represented almost 80% of total sales turnover.

## Operations Manager at Dipasa Europe BV, Enschede, The Netherlands

October 1995 – December 2006

Dipasa Europe is a subsidiary of Dipasa Mexico and specialized in all sesame seed products which the bakery industry could use.

- 1995 – 1996 Production Manager

Constructing and thereafter responsible for the productivity in the factory which I helped set up.

- 1996 – 1997 Production Manager and Quality Auditor

Responsible for internal and external production of all derivatives of sesame such as oils, proteins and seeds.

- 1997 - 2001 Production, Quality and Logistics Manager

Responsible for purchase, storage and sales logistics of all goods Dipasa traded worldwide, including purchase from countries like India, Pakistan, China, Paraguay, Sudan and Senegal. Most of these countries had to be visited. Also visited all main clients in Europe to discuss problems, solutions and quality concerns regarding the products we delivered.

- 2001 – 2006 Operations Manager

The main responsibility, besides supervising the new production manager, was to program all worldwide purchases in such a way as to guarantee the correct arrival of the goods to satisfy the sales to the European Bakery industry.

Upon leaving the company profitability was assured and risk regarding long term sales covered with loyal suppliers and correct risk management.

## Training (a.o.)

September 2021 – June 2023  
Personal development, various programs, Querétaro

September 2015 – April 2016  
Follow up on Financial course, TEC Monterrey, Querétaro, ITESM, Querétaro

September 2011 – June 2012  
Logotherapy – training in emotional intelligence, human contact, leadership and guidance, courses based on Viktor Frankl and his philosophy based on the meaningfulness of one's actions, Logoforo, Querétaro

August 2008 – June 2009  
Finance for non-financial managers, ITESM, Querétaro

September 2002 – May 2003  
ISA International Supplier Auditor, ISA, The Netherlands

## References

Rubén Hidalgo,  
Hidea - 4422360211

Ignacio Calderón  
Oasis - 4422379485

Mario Mejía  
HM3 - 4421864008

Dennis de Zeeuw  
DQ Hortisoluciones - 4421205707

Alfredo Díaz  
AMHPAC - 6677511404

Javier Delgado  
Seminis - 5554310665

## Purchasing at McHolland Trading Company, Alphen aan de Rijn, The Netherlands

February 1993 – September 1995

Responsible for developing the purchase department from scratch and purchasing various consumer goods the company required. These included butter, milk powder, drinks, luxury sweet, chocolates, and more. These goods were exported to Eastern Europe and Russia.

Decided to leave the company to pursue larger commercial projects.

## Project Analyst at ProFound, Utrecht, The Netherlands

February 1991 – January 1993

Responsible for the design and review of NGO projects in underdeveloped countries.

Wrote a comprehensive guide for exporters from underdeveloped countries as to how they could start exporting to the European Union.

I left the company as I wanted to work more on a commercial basis including project assessment with commercial rationale.

## AMHPAC, Mexican Association of Protected Agriculture

Active member of the National Council since 2013.

President during the period 2016 – 2019.

Leader of the negotiating team responsible for setting up the new Tomato Suspension Agreement between the USA Department of Commerce and AMHPAC, together with other Mexican associations. Agreement signed in September 2019 with a validity of 5 years.

Member of the AMHPAC team representing the greenhouse industry's interest during the negotiation of the new USMCA Trade Agreement signed between USA, Canada and México.

## Hobbies

Reading, running, gardening, walking in the nature.

Voluntary work in local community center, as administrator (2019 - 2022) and coordinator of training courses (2022 - present).