JOSÉ PABLO PADILLA VELAZQUEZ

Engineering Leader
Test Engineering, Advanced Manufacturing & Automation Systems

PROFESSIONAL SUMMARY

Engineering leader specialized in test engineering, with hands-on depth across ATE, EOL testing, firmware validation, and multi-language development (LabVIEW, TestStand, Python, C#), combined with a manufacturing and industrial automation background. Leads multidisciplinary teams — mechanical, electrical, controls, and software — across the full project lifecycle: scope definition, timeline and Gantt chart development, critical path and risk management, budget/CAPEX oversight, and stakeholder communication. Track record delivering complex, multi-site projects on schedule for customers including Carrier, Amazon, and Vertiv, with full ownership from requirements gathering and feasibility through execution, validation, and production ramp-up. Comfortable driving status meetings and presentations with internal and external stakeholders (BU leaders, customers), and experienced coordinating on-site project execution across multiple facilities at regional and international scale.

PROFESSIONAL EXPERIENCE

Lead Applications Engineer
09/2025 – Present
MachineCare — *Apodaca, Nuevo León*

- Acted as project lead on a large portfolio of customer engagements (Carrier, Amazon, Vertiv) — spanning major full test-system deployments with multiple replicated stations as well as several medium and smaller-scope projects — owning timelines, scope, and delivery from concept through production deployment.
- Built and maintained project timelines and Gantt charts, tracked critical path items, and managed risk mitigation plans to keep multidisciplinary projects on schedule.
- Led a cross-functional team spanning test engineering, automation, controls, and software — coordinating scope, deliverables, and handoffs.
- Ran status meetings and delivered project updates and presentations to customer and internal stakeholders, translating technical progress into business-relevant reporting.
- Performed cost estimation, cost-benefit analysis, and payback period calculations to support CAPEX decisions, aligning budget with project scope.
- Drove engineering standardization and documentation practices, improving delivery predictability and long-term maintainability across projects.
- Mentored engineers and strengthened cross-functional execution, reducing project handoff friction across disciplines.

Senior Applications Engineer
03/2025 – 09/2025
MachineCare — *Apodaca, Nuevo León*

- Managed project execution for automation and test-engineering initiatives from concept to deployment, coordinating scope, schedule, and stakeholder expectations.
- Partnered with customers and internal teams to define requirements and track deliverables through completion.
- Built traceability and reporting systems supporting project visibility and data-driven status updates.
- Coordinated with cross-functional engineering disciplines to keep deliverables aligned to schedule.
- Supported requirements documentation and validation planning across concurrent projects.

CONTACT

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CORE COMPETENCIES

Test Engineering: ATE, EOL testing, firmware flashing/validation, electrical & RF validation, vision systems, MSA (GR&R).

Programming Languages: LabVIEW, TestStand, Python, C#, C++, Allen-Bradley PLC/HMI
Project Management: Timeline & Gantt chart development, critical path analysis, risk identification & mitigation, project scoping.

Stakeholder Communication: Status reporting, executive/BU leader presentations, cross-functional alignment.

Manufacturing Background: Capacity analysis, layout optimization, site setup & transformations, one-piece-flow.

Team Leadership: Led multidisciplinary, cross-functional engineering teams; mentoring and execution across disciplines.

CAPEX & Budget: CAPEX/ROI evaluation, cost-benefit analysis, payback period calculations.

Risk & Quality: PFMEA, process documentation, MSA (GR&R), statistical analysis.

Site Coordination: Multi-site execution, on-site installation & commissioning, international deployment.

Reporting & Data: Traceability systems, production databases, data-driven status reporting.

Bilingual Communication: Fully bilingual (B2) — written and spoken English/Spanish for stakeholder engagement.

LANGUAGES

Spanish — Native
English — Intermediate/Advanced (B2)

CERTIFICATIONS

Scrum Master Training (16 hrs)
Agile Hunter · January 2021
Universal Robots Academy
Universal Robots A/S · July 2018

Test Station Development Engineer 09/2021 – 01/2025
Universal Electronics *Apodaca, Nuevo León*

- Led development and rollout of standardized test stations across product lines, coordinating cross-functional teams to accelerate production ramp-up and meet site timelines.
- Partnered with manufacturing, quality, and engineering stakeholders to align on requirements, schedules, and validation criteria.
- Coordinated multi-team integration of new stations into live manufacturing lines, managing risk and minimizing production disruption.
- Defined and executed MSA (GR&R) validation studies, tracking results against project acceptance criteria and reporting status to stakeholders.

Manufacturing Engineer 05/2021 – 09/2021
Universal Electronics *Apodaca, Nuevo León*

- Coordinated automation integration projects across software and hardware teams for manufacturing lines, supporting project milestones and quality goals.
- Tracked testing and quality assurance milestones to uphold product standards and project delivery timelines.

Test Development Engineer 03/2019 – 05/2021
Acuity Brands (via TASK) *Guadalupe, Nuevo León*

- Delivered test station development projects for lighting products end-to-end, coordinating scope and validation timelines with stakeholders.
- Managed validation scope across continuity, vision, firmware, and functional testing to meet project acceptance criteria.
- Performed MSA (GR&R) studies to validate project deliverables against accuracy and reliability requirements.

Test & Automation Engineer 01/2018 – 02/2019
Maquinados y Tecnología *Obregón, Sonora*

- Supported project delivery for automotive customer TE Connectivity (Ford, Chrysler programs), maintaining and developing test systems on schedule.
- Coordinated scope and delivery of automotive harness validation applications across HiPot, continuity, power, and functional testing.
- Coordinated automation integration (robotics, PLCs, cameras) across multidisciplinary technical teams.
- Built and managed production traceability databases supporting project reporting and long-term data continuity.

EDUCATION

B.S. in Automation Engineering 2014 – 2018
Universidad Tecnológica del Sur de Sonora *Cd. Obregón, Sonora*

- Coursework focused on industrial automation, robotics, controls, and embedded systems, with applied lab projects in system integration and process automation.
- Program emphasized hands-on practices in controls, system integration, testing, and software development aligned with industry standards.
- Curriculum structure: approximately 30% theoretical coursework and 70% hands-on practical / lab-based training.

KEY PROJECTS LED

RunTest (Unified Functional Test Platform)
Led delivery of a multi-site chiller test platform (air-cooled and water-cooled variants), coordinating scope, timeline, and technical requirements across engineering teams from concept through deployment.

Vision-Based Conveyor Box Counting
Led project delivery across 6 monitoring points for Amazon's fulfillment operation — managed scope, customer stakeholder requirements, timeline, and on-site deployment.

Unified Automated Test Platform
Led a consolidation project reducing 8 stations to 2, cutting operator headcount from six to two. Managed cross-functional scope, layout redesign, and project timeline from planning through execution.

EV Charging Test System (EVSE)
Co-led a portable validation platform project (up to 1000 VDC) from concept to delivery of two prototypes, coordinating cross-functional scope and presenting results at international exhibitions.

Automotive Harness Validation
Coordinated scope and delivery of an automated wire-harness validation project, aligning requirements across engineering and quality stakeholders.

Shipment Traceability System
Led delivery of a shipment traceability application, coordinating requirements with warehouse and logistics stakeholders to extend traceability through the final touchpoint.

Failure Diagnosis & Traceability Tool
Led delivery of a diagnostic platform for the failure-analysis team, coordinating requirements and scope with quality stakeholders to track recurrence and flag scrap candidates.

Pre-Solder Vision Inspection Cabins
Led a project shifting defect detection from post-solder to pre-solder, coordinating scope with production and quality stakeholders to reduce rework time, scrap, and correction costs.

Lighting & Vision (Non-Automotive)
Coordinated delivery of validation and inspection systems that reduced defect rates in high-volume lighting production.

International Deployment & Training
Led on-site project execution, commissioning, and personnel training across multiple international facilities (Illinois, Indiana, California, Vietnam), ensuring successful ramp-up.