



Luz Esperanza Sandoval Rodríguez



Executive leadership in renewable energy project development (utility-scale). Specialist in PMO design, implementation, and transformation into value delivery offices. Proven ability to scale early-stage project portfolios and lead cross-functional teams. Skilled in high-stakes negotiations with private, public, and social stakeholders. Strong command of agile frameworks (Scrum, Kanban, SAFe) and PMI standards. Track record of delivering projects under strict regulatory and financial scrutiny. Effective executive-level representation before C-Level, regulators, and investors. Strategic mentor to technical teams and emerging leaders.

RWE Renewables Mexico | Jan 2021 – Present PMO Director / Senior Origination & Development Manager.

I was entrusted with building and scaling the Origination & Development function in Mexico for one of the world’s top renewable energy companies. With limited resources, I developed a viable 530 MW portfolio in the first year and grew it by 170% by year two (reaching 900 MW), which directly enabled team expansion from 7 to 23 professionals in three years.

I designed and implemented the origination process from scratch, including manuals, standards, selection criteria, and control mechanisms for informed early-stage decisions. I evolved the PMO into a Value Delivery Office (VDO), increasing portfolio velocity (over 2 GW) to 35% annually vs. the historic 15%.

Led 200+ strategic negotiations with key stakeholders (landowners, community leaders, consultants, government entities), securing 50+ notarized land lease agreements registered with RPP and RAN. These directly advanced five projects (700 MW) into late development stages. I led multidisciplinary teams (Legal, Finance, Engineering, Procurement, ESG), ensuring alignment across technical, financial, and regulatory objectives under a comprehensive risk and compliance strategy.

Fotowatio Renewable Ventures (FRV) | Aug 2019 – Nov 2020 Project Development Manager.

Joined to consolidate greenfield and brownfield projects and assess key technical-financial risks for acquisition, financing, and construction decisions.

Led the development of three solar and wind projects (670 MW), moving them into late-stage development by improving execution velocity from 20% to 40% per year through agile practices, lean focus, and standardized development workflows.

Managed strategic relationships with internal teams (Finance, Legal, Engineering, Commercial, Construction) and external consultants, vendors, and regulatory authorities, ensuring seamless legal, technical, and commercial integration.

Negotiated over 40 lease agreements with landowners in Chihuahua, Nuevo León, and Puebla—successfully registering 8 contracts with RPP and RAN.

Sowitec Mexico | Aug 2017 – Aug 2019 Project Manager.

Led full-cycle development (technical, legal, environmental, and social) of seven renewable energy projects totaling 1 GW, advancing them to mid- and late-stage development.

Conducted 50+ strategic negotiations with key stakeholders, including ejido communities, investment funds, and developers such as ENEL, ENGIE, CUBICO, MCGUIRE, and E.ON.

Participated in CFE’s 2018 Long-Term Auction, securing PPA frameworks and project bids, particularly with ENGIE.

Designed and implemented the PMO structure, including standards and procedures for scope, risk, and budget management, supporting key technical and regulatory milestones.

Executive Profile.

I am a strategic project management leader with proven experience across key sectors such as renewable energy, manufacturing, and information technology. I specialize in portfolio development, project management offices (PMOs), and both agile and traditional methodologies.

Throughout my career, I have built and optimized operational structures from the ground up, led cross-functional teams, and negotiated with critical stakeholders in highly regulated and competitive environments.

I hold international certifications (PMP®, PMI-ACP®), two master’s degrees, and a strong academic foundation in engineering and industrial design. My focus is clear: to generate value, reduce risk, and accelerate decision-making to achieve key milestones in every stage of development.

Professional Objective.

To deliver tangible and sustainable results through the leadership of strategic projects that demand global vision, agile execution, risk management, and operational excellence—within companies committed to innovation, clean energy, or sustainable growth.

Licón y Asociados | Sep 2015 – Mar 2017 Design Manager – Project Portfolio Management.

Transformed the Design & Engineering department by creating and launching an operational PMO. Established prioritization, risk control, and technical standardization processes for the manufacturing of corporate signage for global brands.

Led the creation of career paths and technical training programs in collaboration with HR, fostering a culture of continuous improvement, accountability, and performance. These initiatives reduced losses from technical errors by 60% and increased team productivity by 30% through implementation of manuals, quality standards, and visual management tools.

ICEL University – Postgraduate Programs | Sep 2013 – Aug 2018 Graduate Professor.

Designed and delivered postgraduate courses in leadership, information systems, and project management, consistently reappointed due to strong student evaluations and positive academic outcomes. Taught classes of 15–30 students, emphasizing real-world application of project methodologies, transformational leadership, and process reengineering.

Other Relevant Positions.

- **Cost & Manufacturing Manager** – FormaTres38 | Feb – Oct 2014
- **Project Manager** – Grupo Asesores | Jul 2012 – Feb 2013
- **General PM Coordinator** – Grupo SCH Exposiciones | Jan 2009 – Feb 2012
- **Quality Assurance Manager** – Grupo Salinas / Elektra | Oct 2007 – Sep 2008

Education

- Master's in Renewable Energy Project Management, *Summa Cum Laude* – EALDE/UCAM (2023)
- MSc in Industrial Engineering, *Magna Cum Laude* – UDLAP (2007)
- Bachelor's in Industrial Design, *With Honors* – UAM-X (2003)

Certifications

- Project Management Professional (PMP®) – PMI
- PMI Agile Certified Practitioner (PMI-ACP®)
- RWECE Leadership Program – University of Texas at Austin

Languages

- Spanish: Native
- English: Advanced