

GUSTAVO VARELA

International MBA, MSc

EXPERIENCE

ArcoPrime Ltd.

Manager, Learning & Organization Development | 2020 – 2021

- Lead a multidisciplinary team of 14 people to build a culture of learning and capability development
- Spearheaded the company's first leadership program
- Developed the company's first competency-based performance management system

Chilean Petroleum Company COPEC S.A.

Product Manager, Retail | 2019 – 2020

- Collaborated in unifying the company's various training functions
- Developed the company's convenience store chain learning curriculum

Chilean Petroleum Company COPEC S.A.

Analyst, Learning & Development | 2017 – 2019

- Collaborated in restructuring the company's commercial structure
- Implemented a culture of collective intelligence
- Designed the company's first structured learning curricula

The Mackay School

School Counselor | 2013 – 2016

- Equipped students with the required resources to overcome mental, emotional, and social difficulties that hindered their sense of belonging
- Ensured the school's learning environment for optimum academic performance and psychological safety

LANGUAGES

- **Native** Spanish
- **Native** English: 114 points on TOEFL (2021); Elementary and Middle School Education in USA (1997-2003)

I resolve to journey towards an answer, to engage in new ideas, test my talents, and venture beyond the commonplace, the familiar, and the obvious.

EDUCATION

University of California, Berkeley

San Francisco, USA | 2021 - 2022

Digital Transformation and Innovation Management Certificate

EAE Business School

Barcelona, Spain | 2021 – 2022

Master's in Business Management and Administration

Association for Talent Development

USA | 2021

Integrated Talent Management Certificate

University of Chile

Santiago, Chile | 2018

PgDip. in People and Organization Development

Adolfo Ibáñez University

Santiago, Chile | 2014 – 2015

MSc in Organizational Psychology

Adolfo Ibáñez University

Viña del Mar, Chile | 2009 – 2013

BA in Psychology

CONTACT

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