

Consultant Biography

FRANCISCO JAVIER CERVANTES IBARRANAN

Francisco Cervantes serves as Executive Vice President in the firm's Leon, Guanajuato office. He is a bilingual Human Resources professional with over 31 years experience working for leading companies in the automotive, food and services industries.

Francisco brings with him experience in labor relations, training and development, personnel management, industrial security, protection and medical services management, with specific skills in conflicts management, negotiation, decision-making, and analysis.

Prior to joining DHR International, Francisco worked at a leading Mexico-based consulting firm where he was responsible for developing the Bajío market in the states of Guanajuato, San Luis Potosí, Aguascalientes and Michoacán.

Previous to that, Francisco held the position of Human Resources Director at General Motors de México where he was responsible for maintaining labor stability in the organization, developing its human resources, implementing strategies for human development, as well as attracting and keeping the best personnel for the organization at its site in Mexico City, Ramos Arizpe, Coahuila and Silao, Guanajuato.

He also has held the positions of Personnel and Industrial Relations Manager, Labor Relations Head, Administrative and Personnel Services Head at Chrysler de México; Unionized and Non-Unionized Personnel Head at Kraft Foods de México; managed personnel management and customers' attention and service management at Crédito Hipotecario, S.A.

Francisco earned a BA degree in Business Administration from Universidad La Salle in 1979.

Franciso Cervantes

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