PAVLA THATCHER

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SUMMARY

Strategic transformation leader recognized for bringing order, momentum, and measurable results to complex organizations undergoing significant change. Brings 25+ years of experience connecting business priorities with execution, strengthening operating environments, and helping leaders navigate periods of growth, restructuring, and modernization. Has built high-performing governance and delivery functions, led enterprise-scale initiatives, improved organizational performance, and partnered across technology, software, cybersecurity, compliance, and customer operations. Known for a calm, relationship-driven leadership style that builds trust quickly, resolves organizational friction, and turns ambitious priorities into disciplined action and sustainable results.

SKILLS

- PMO Leadership
- Portfolio Management
- Governance management
- Executive Reporting
- Performance Metrics
- Stakeholder Engagement
- Business Modernization
- Operating Model Design
- Operational Excellence
- Executive Communication
- Enterprise Transformation
- Cross-Functional Leadership

EXPERIENCE

SR. Director, PMO & Documentation **2024 to 2026**
Black Duck (Formerly Synopsys SIG) **Fort Collins, CO | Remote**

- Led portfolio delivery, PMO, and Product Documentation across 17 product lines, 34 strategic programs, and 220+ annual software releases, driving delivery performance, resource planning, governance, executive operating cadence, stakeholder alignment, and customer facing readiness across a complex global portfolio.
- Directed enterprise separation of Synopsys SIG into Black Duck, coordinating cross-functional teams, vendors, partners, and delivery risks to ensure seamless transition and maintain customer satisfaction.
- Established portfolio reporting, executive dashboards, risk management, and resource planning practices that enhanced transparency and facilitated data-driven decision making across the organization.
- Sponsored and led the Black Duck Learning Bridge program, a company-wide learning forum that supported 4+ years of organizational change, strengthening knowledge sharing and employee engagement during the transformation period.

Director, Program Management Office **2018 to 2024**
Synopsys Inc., Software Integrity Group (SIG) **San Francisco Bay Area**

- Established and scaled global PMO for complex enterprise software organization, enhancing portfolio governance, delivery discipline, stakeholder alignment, and executive visibility across diverse product environment.
- Redesigned portfolio execution practices by introducing structured intake, prioritization, stage gate governance, lifecycle controls, and release readiness processes, increasing consistency and accountability in product development.
- Strengthened executive decision making through portfolio dashboards, reporting mechanisms, governance forums, and integrated planning practices that increased transparency, surfaced risks earlier, and improved alignment among senior stakeholders.
- Elevated delivery performance and operational reliability by integrating portfolio governance, cross-functional planning, and execution controls, resulting in more predictable outcomes and improved product quality across organization.

Director, Global Business Transformation **2014 to 2018**
Symantec Corporation

- Led a global transformation portfolio valued at approximately $1B, spanning business modernization, technology, compliance, operating model change, cost optimization, and revenue growth initiatives across the enterprise.
- Led enterprise wide GDPR readiness, conducting gap assessments and remediation planning to achieve compliance with the 2018 regulatory deadline.
- Directed FY18 enterprise cost reduction program, achieving $580MM run rate reduction ahead of schedule through disciplined execution and operational improvements.
- Delivered eight strategic initiatives that increased operating profit by $228MM, including $164MM in revenue growth, aligning transformation priorities with measurable financial outcomes.

Director, Business Operations **2013 to 2014**
Symantec Corporation

- Directed business operations for a 2,000+ FTE organization with an approximately $160MM operating budget, aligning people, financial resources, and operational priorities to support business performance.
- Led budgeting and annual business planning, coordinating financial and operational priorities to strengthen resource allocation and support organizational objectives.
- Managed workforce planning and talent management to align organizational capacity with evolving business requirements.

- Established operational review and performance management cadence through KPI reporting and executive communications, enhancing leadership visibility into business performance and key priorities.

Director, Program Management Office (PMO) **2011 to 2013**
Cloudshield Technologies, A Wholly Owned Subsidiary of SAIC

- Revamped program execution across software and hardware initiatives, establishing accountability, enhancing delivery discipline, and clarifying ownership of critical milestones.
- Enhanced executive oversight of portfolio performance, providing leadership with a comprehensive view of delivery health, resource pressures, financial considerations, interdependencies, and emerging risks.
- Built a more consistent operating framework for distributed project teams, establishing common standards for planning, governance, reporting, stakeholder engagement, and execution.
- Improved delivery assurance and cross-functional coordination among internal teams, contractors, and vendors, enabling proactive issue anticipation and effective dependency management for complex initiatives.

Co-Founder, VP Of Business Operations **2009 to 2011**
Environmental Institute of America

- Co-founded and built company's operating foundation, establishing business, customer support, and product operations to transition organization from concept to active execution.
- Drove early commercial execution with limited funding and staff, prioritizing critical activities and operational capabilities to establish a sustainable revenue base.
- Achieved a positive revenue stream and operating profit within three months, demonstrating strong business judgment, execution discipline, and the ability to translate limited resources into early financial results.
- Integrated core business and customer operations, creating processes that supported product delivery and day-to-day business continuity in resource-constrained startup environment.

Business Operations Manager **2000 to 2009**
Nokia Corp. (NOK), Network Security

- Directed business unit operations and strategic initiatives, aligning cross-functional priorities, execution, and performance with broader organizational objectives.
- Enhanced executive visibility and informed decision-making through structured business reporting, operational reviews, and regional leadership updates.
- Aligned sales and product organizations as Global Sales Liaison, ensuring coherence between commercial priorities, product direction, and market requirements.
- Coordinated stakeholders across functions in leading global product lifecycle and transition programs, facilitating disciplined execution and adoption of complex product changes.

EDUCATION | TRAINING | CERTIFICATION | LANGUAGE

Master Project Manager (MPM), Certified International Project Manager (CIPM), Certificate in Marketing – UC Berkeley

Degree in Economics, Accounting and Languages – School of Economics, Prague, Czech Republic |
Languages: English, Czech, Russian