

# ERWIN DE YCAZA

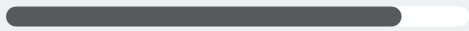
LAWYER

## CONTACT

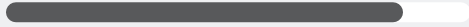
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- El Carmen, Panama
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- erwindeycaza@gmail.com

## SOFT SKILLS

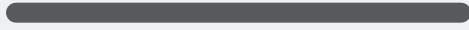
Communication



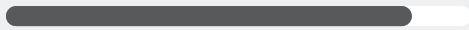
Problem-Solving



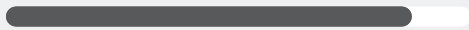
Adaptability



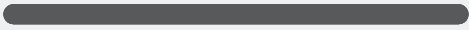
Negotiation



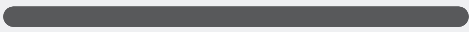
Ethical Judgment



Teamwork

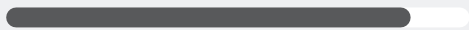


Time Management

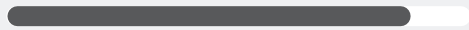


## HARD SKILLS

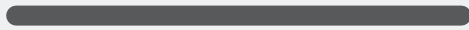
Legal Analysis and Interpretation



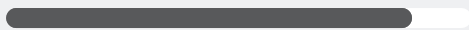
Contract Drafting and Review



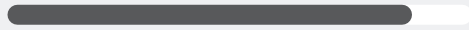
Compliance Implementation



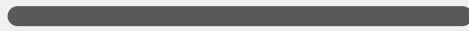
Risk Assessment and Management



Audit and Monitoring



Analytical and Research Skills



## PROFILE

As a lawyer and compliance officer with over 10 years of experience, I have a proven track record of providing strategic advice to management on key legal issues, ensuring compliance with national laws and regulations of the business sector, and managing relationships with external legal counsels and providers. I have experience in contractual management, drafting and reviewing contracts, work permits, and immigration procedures.

## EXPERIENCE

### Strategy & Execution

Consultant. • Jul 2020 - recent

- Collaborate with cross-functional teams to identify and prioritize legal and compliance regulations and requirements
- Conduct manual reviews and provide feedback to improve compliance quality
- Legal research and Consultation

### Podemor (Lawfirm)

Lawyer • Apr 2015 - recent

- Managed labor processes such as termination of labor relations, labor contracts, assistance in inspections, management of foreign personnel in Panama,
- Organized worksheet of internal regulations, and corporate law.
- Implemented every corporate and compliance regulation in house
- Provided banking law and superintendence advisory to clients opening special regulated activities.
- Created and elaborated bylaws and ethic codes, as well as foundations regulations.

### Digital Reset Latam

Zoho CRM Consultant • Jun 2019 - Jul 2021

- Developed and implemented highly scalable and robust software solutions for clients in different industries.
- Collaborated with cross-functional teams to gather requirements, analyze user needs, and define software specifications.

## EDUCATION

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### Project Management

Project Management Institute  
2023-Present

### MBA, Masters in Finance

Universidad Interamericana de Panama  
2015-2016

### MBA, Masters in Strategic Management

Universidad Interamericana de Panama  
2015-2016

### Post-graduate in Senior Mgmnt

Universidad Interamericana de Panama  
2015-2016

### Law Bachelor's Degree

ULACIT  
2005-2009

## LANGUAGES

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- English - Native
- Spanish - Proficient

## EXPERIENCE

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### Blue Numbers Securities

Chief Executive Officer. • Aug 2014 – Jan 2018

- Operated Administration of the brokerage firm.
- Managed personnel
- Handled execution and verification of operations
- Reviewed accounting validation
- Reviewed of future business with board members and shareholders.
- Achieved opening new customer portfolios.
- Ensured the timely submission of reports of a prudential nature, statistics requested by the Superintendency in accordance with the system,
- Presented forms established for the prevention of the use of the services.
- Advised the brokerage firm on the preparation and execution of internal policies to prevent risks, especially the reputational risk.
- Organized the training of personnel and notification of suspicious operations to the Financial Analysis Unit
- Disclosed all legal and regulatory provisions among the staff of the House established by the Panamanian authorities, as well as the internal procedures related to the compliance program.
- Prepared reports related to the prevention of money laundering that they are requested by the Financial Analysis Unit.
- Served as a liaison with the Superintendence of Securities and the Analysis Unit Financial.
- Ensured the implementation of measures for the proper custody of documents and forms related to the prevention of money laundering for the term established by the Law.