

Tony Gemayel

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EXPERIENCE

Ericsson – MEMA (Market Europe Middle East & Africa)

Senior Learning Partner | AI Driver

Sept 2022 – Present

Beirut, Lebanon

- Partner with business leaders to diagnose performance gaps and design, implement, and evaluate talent management and learning solutions to improve organizational performance.
- Lead succession planning: identify high-potential talent, map critical roles, and create development plans for leadership readiness.
- Drive AI & Machine Learning, Cloud Native, and Security talent development by designing and delivering bootcamps for technical and non-technical staff, training 7000+ employees and accelerating capability building.
- Create and implement AI-enabled use cases for Learning & Development to personalize learning paths and improve learning outcomes.
- Founded Data Analytics Club, fostering a data-driven culture and knowledge sharing, growing the community to 700+ active employees.
- Deliver AI one on one coaching for executives, line managers and leadership team
- Deploy global learning strategy and campaigns (leadership forums, learning festival) to foster continuous learning and alignment with regional/global goals.
- Design and deliver Leadership and Power Skills programs (effective communication, stakeholder management, innovation, customer engagement, critical thinking, sales challenger mindset).
- Define learning strategies for technical units, Sales, and support functions, lead planning for critical skills, set growth targets, and prioritize learning investments for Ericsson MEMA.
- Conduct gap analyses with stakeholders and design facilitated workshops to close capability gaps.
- Coach leaders to improve team performance, engagement, and retention.
- Partner with internal/external designers to create blended learning experiences with assessments and measurable impact; provide feedback on prototypes.
- Provide analytics and dashboards to visualize learning impact, ensure governance, compliance, and ROI-driven evaluation of talent initiatives.
- Drive communication and marketing to raise program visibility and integrate learning with engagement, well-being, career development, and recognition initiatives.
- Foster an inclusive learning culture through collaboration with People, Finance, Technical and business stakeholders.
- Led a unit-wide transformation, including organizational restructuring, creation and posting of managerial roles (L4–L5), full-cycle recruitment and interviewing, candidate selection, and onboarding.
- Mentor and evangelize innovation through Ericsson Hackathons and student innovation awards, fostering a culture of experimentation and practical problem-solving.
- Maintain up-to-date knowledge of new technologies, and shared solution knowledge to build internal competence by driving Cloud, AI & Automation, Security, Enterprise & IOT programs across regions.
- Ericsson Global Certification Assessor

Ericsson – MMEA (Market Middle East & Africa)

E2E Senior Solution Architect

Aug 2014 – Sept 2022

Beirut, Lebanon

- Led 72+ pre-sale engagements and proposals including development of customer-focused technical strategies and engaged in in-depth discussions on technology direction and key challenges.
- Led 55+ end-to-end ICT solution design and implementation across OpenStack, Ericsson Cloud, and AWS.
- Managed technical solution teams from different backgrounds across 52 different countries ranging from entry-level analysts to principles and collaborated with cross-functional teams like business development, sales, data

analysis, operations and marketing.

- Developed and delivered technical presentations, led Solution Readiness workshops, conducted customer and C-level business case presentations and contributed to business case modeling.
- Performed risk analysis, drove solution creation, defined acceptance criteria and billable milestones within the scope of the Statement of Work; ensured acceptance activities aligned with SOW boundaries and customer success.

Bank Audi - IT Infrastructure

May 2013 – Aug 2014

Senior Applications Engineer

Beirut, Lebanon

- Managed and administered the bank infrastructure, implemented Oracle Database RAC, Dataguard, RMAN backups and recovery, ASM, Oracle Enterprise Manager Cloud control, Oracle E-Business Suite 12.1.3, Oracle Fusion Middleware 11g components (WebLogic, Oracle Service Bus, OWSM), SOA integrations, SQL Servers, and advanced security configuration.
- Led migration of middleware applications from legacy on-premises deployments to private cloud-based environments, defining migration strategy, cutover plans, rollback procedures.
- Collaborated with project delivery teams and stakeholders to translate business and technical requirements into feasible technical solutions and acceptance criteria.
- Executed disaster recovery planning and recovery procedures for Oracle databases, Oracle E-Business Suite, and middleware components, validated DR drills and recovery SLAs.

Ericsson – GSDC

Sept 2007 – May 2013

Senior Integrator Engineer

Beirut, Lebanon

- Led solution implementation and testing activities, creating deployment plans, test cases, and validation procedures to ensure successful rollouts.
- Supported pre-sales activities and customer engagements.

CIS Group

Aug 2005 – Sept 2007

DB & Applications Engineer

Beirut, Lebanon

- Led IBM Informix to Oracle RAC migration project for the Lebanese General Security, managing end-to-end migration planning and execution, including data migration, cutover coordination, and rollback planning
- Designed and implemented a Java class to resolve Oracle Forms multilingual input issue (Bug ID 4701742), restoring proper English/Arabic keyboard behavior and improving user experience

EDUCATION

American University of Beirut

(Expected graduation) **MAY 2026**

Portfolio & Wealth Management – Machine Learning for Investment Diploma

Beirut, Lebanon

American University of Beirut

DEC 2024

Artificial Intelligence & Data Science Diploma

Beirut, Lebanon

American University of Beirut

JUN 2022

Executive MBA

Beirut, Lebanon

Lebanese University

JUN 2005

Master's in applied mathematics

Beirut, Lebanon

OTHER

- **Languages:** Arabic (native), French (fluent), English (fluent)
- **Communication:** Ericsson Presenter Club Mentor, Active member in Toastmasters, 1st place winner Public Speaking Toastmaster contest in Lebanon 2015 & 2016.

- **Certifications & Trainings:**

- **AI & ML:** Computation & Programming using Python, R, Tableau, Power BI, Applied data Science bootcamp.
- **Sales:** Sales Challenger Mindset, Sales Foundation Core 3 Ericsson, Advanced Consultative program
- **Cloud:** Ericsson Cloud, Cloud Manager, AWS, VMware
- **Leadership:** Certified L1, Behavioral Assessment, Certified Ericsson Senior Solution Architect.
- **Oracle:** Sun Certified System Administrator Solaris 9 (SCSA), Oracle 10g Database Administrator I & II (OCA & OCP), Professional Oracle Developer (OCP), Oracle Application Server Administration I (OCA), Oracle Advanced PL/SQL developer (OCA).
- **Methodology and Frameworks:** Certified TMForum Business process Framework (ETOM) Foundation Level, TMForum Framework foundation Level, Scrum Master, ITIL, TOGAF.
- **Programming:** Certified Python, XML and HTML 5 developer.