

Fabiane Ayres, Tender, Bids and proposal manager (APMP)

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Nationality Brazilian Place of birth Work Visa to UK

LINKS [linkedin](#)

PROFILE

- Bronze Award in Contract Management at my first year at General Eletric
 - Created contract templates, processes and tools for the new company and provided on-going team training for 50 employees which improved performance, quality and established best practices.
 - Successfully negotiated pricing, terms and conditions, proprietary information agreements, and teaming agreements with several industry leaders.
 - Led conflict and alternate dispute resolution efforts resulting in lower litigation expenses.
 - Last contract I have closed- USD180M;
 - Met with providers to review contract, resolve concerns and check credentials prior to finalizing
 - Supported and managed contract, monitored operational performance against corporate objectives
 - Managed \$0.5B multi-year technical support services contract; proposed, negotiated and secured award of follow-on contract for additional three years.
 - APMP Certification
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EMPLOYMENT HISTORY

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| Aug 2025 — Present | Tender and Contract Manager, Engie | Bristol |
| | <ul style="list-style-type: none">• Led tenders for nuclear O&M, outage support, decommissioning, and engineering services, integrating radiological, security, and nuclear-safety constraints into the bid approach.• Converted technical scopes into nuclear-grade commercial packages, aligning deliverables with safety case requirements, hold points, and strict configuration/document control.• Ensured bid compliance with nuclear quality frameworks (e.g., ISO 19443/NQA-1 principles), traceability expectations, and audit-ready records throughout the tender process.• Built risk registers focused on nuclear-specific drivers (criticality of systems, access constraints, contamination risk, regulatory milestones) and priced mitigations accordingly.• Managed supplier qualification and tender evaluations for nuclear-grade supply chain (technical capability, QA maturity, inspection/test regimes, pedigree, and obsolescence management).• Negotiated terms covering nuclear liabilities, insurance, warranty/fitness-for-purpose, right-to-audit, QA access, and stringent change-control governance.• Established contract governance for regulated delivery: approvals, deviations management, non-conformance/waiver processes, and interface management with site stakeholders.• Supported post-award execution through contract administration for variations, claims, and performance management, maintaining compliance, schedule integrity, and cost control in a high-regulation environment. | |
| Aug 2024 — Aug 2025 | Tender and Contract Manager, TEAM Inc | Kendal |
| | <ul style="list-style-type: none">• Led end-to-end tender (RFP/RFQ/ITT) management: bid/no-bid analysis, requirements review, bid plan, stakeholder coordination, and on-time submission of compliant proposals.• Drafted, reviewed, and negotiated commercial terms (pricing, scope, SLAs, KPIs, warranties, indemnities, liability, payment terms) to reduce risk and protect margin.• Managed contract lifecycle from award to closeout, including change orders/variations, claims, renewals, and issue resolution with internal teams and clients. | |

- Partnered with Legal, Sales, Finance, and Operations to align contract terms with delivery capabilities, revenue recognition, and governance policies.
- Built and maintained tender documentation (compliance matrices, clarifications, schedules, certifications) and ensured adherence to internal approval workflows.
- Monitored contract performance and supplier/subcontractor obligations; reported status, risks, and mitigations to leadership.
- Improved tender/contract processes, templates, and playbooks to increase efficiency and standardize best practices.
- Maintained accurate records in CRM/contract repositories and ensured audit-ready documentation and confidentiality compliance.

Dec 2023 — Aug 2024

Bid Manager, Apleona

Netherlands/ London

- Manage the end-to-end bid process.
- Manage virtual bid teams and inputs from key stakeholders, typically engaging with sales, marketing, product teams, finance, commercial, legal and project management / delivery.
- Work with the Sales lead to develop a clear win strategy for each bid and ensure win themes are clear and compelling.
- Understand and resolve complex technical, strategic and business issues.
- Prepare and review the commercial aspects of the bid, ensuring all products / services are included in the final price to the customer.
- Risk tracking and management throughout the bid process.
- Contributing to the written proposal - both in terms of content and presentation (such as providing guidance around the executive summary).
- Manage the bid budget and monitor and report on overall performance against KPIs.
- Ensure timescales are achieved at each step of the bid process, including all internal governance, while taking the initiative in setting realistic deadlines.
- Ensure on-time submission of compliant and commercially sound bids.
- Co-ordinate and plan all client presentations required as part of the bid submission.
- Drive continuous improvement, through post-bid reviews, both internally and with customers.

Motive to look for a new opportunity: My husband was moved to England and I am working remote to the Netherlands.

Main customers: Oil&Gas, Energy and Pharma.

2022 — 2023

Bid manager, contract and project manager, Cavotec

Netherlands

- Definition of initial project baselines based on viable solutions and project structures regarding customer requirements and the company's strategy/policy
- Launch solution oriented phases, organizing and planning future projects
- Definition of major milestones for delivery and acceptance based on the defined initial project baseline, consolidating costs and validating project baselines for bids
- Creation and validation of bids based on stakeholders' commitments by managing risks and opportunities of future projects
- Secure consistency of customer proposals with bid baselines, customer requirements, compliance statements, assumptions, costs, risks and opportunities
- Present and obtain approvals in internal peer reviews
- Deliver agreed and authorized cost estimations including managed risks & opportunities and financial costs
- Contribute to closing bids (archiving documents, closing expenditure authorizations) by capitalizing and sharing on enterprise experience (lessons learnt).

Main Customers: Maritime, Oil&Gas, Energy.

2020 — 2022

Commercial Contract and project manager, New Flow

Portugal and Ireland

Pre-sales, contract and project management of IT and automation systems to Datacentre and industries.

RFP, RFQ, Bids and Tender to Government, Proposals, NDA, MSA, project delivery, negotiation of terms and conditions.

Main customers: Oil&Gas, Datacentres.

2018 — 2020

Commercial Contract Manager Portugal and Spain,
Honeywell

Portugal

Responsible for management of maintenance contracts to Portugal and Spain. Responsible for renewal of contracts and maintenance proposals for automation systems. Responsible for services maintenance sales and equipments. Bids and Tenders. Negotiation with big customers of Oil and Gas, Energy and Pulp and Paper.

2011 — 2015

Commercial contract manager NAM/LAM and Africa,
General Electric

Brazil and Mexico

Oversaw proposal team and organized periodic strategy meetings. Reviewed final bid proposals for accuracy. Maintained contact with clients through every phase of the bid process. Prepared and verified budget estimates. Maintained database tracking results of all bid proposals. Project and contract management. Bids and Tenders. Sales of equipment to Oils and Gas, IT systems and Energy.

Offshore tenders.

May 2010 — May 2011

Sales and Operations Director, TCT semiconductors

Brazil

Sales management. E-procurement. Marketing, Strategic Planning. Contract and Project management. Supply Chain.

2008 — 2010

Commercial contract manager, Petrobras outsourced

Brazil

Project management, contract management, bid management, team leadership,
Oil&Gas

Dec 2004 — Jul 2007

Commercial project contract manager, AREVA

Brazil

Manage and planning of the contract, enclosing to identify, to register and to assign the functions, responsibilities and relationships of times involved (Shareholders and stakeholders). Implantation of Assured Quality System; Interface customer/Company effecting all the necessary negotiations; Oil&Gas and Energy.

Jan 2000 — Dec 2004

Program manager, RGE

Brazil

Management of energy programs and projects.

EDUCATION

Jan 2026 — Jan 2027

Post Degree in Law, Uniter

London

PhD in Bid, Contracts and International Business,
Universidad de Sevilla

Sevilla

Research area: A new methodology for bid and contract risk analysis through neural network

Master - IT Systems Management, Universidade Atlantica

Portugal

Master in Energy, Unisinos

Brazil

MBA in Marketing, ESAB

Brazil

MBA in Project Management, UGF

Brazil

Eletrical Engineer, PUCRS

Brazil

SKILLS

Sales Force

Expert

Project management

Expert

Negotiation

Expert

NEC3/NEC4

Skillful

Bids and Tender

Expert

Sales

Expert

Financial Math

Expert

IT Project Management

Experienced

SAP

Experienced

Contracts

Expert

Risk Analysis

Expert

Team Leadership

Expert

Strategic Planning

Expert

Financial Analysis

Expert

Ms project	Expert	FIDIC	Expert
JCT	Expert	Paralegal	Expert
UK Law	Expert	International Law	Expert
Commercial Management	Expert	Commercial Operations	Expert

HOBBIES

Sail, Swimming and Reading

LANGUAGES

English	Highly proficient	Spanish	Highly proficient
Italian	B1	Portuguese	Native speaker

EXTRA-CURRICULAR ACTIVITIES

2008 — 2008	Project Management Coach, Unisinos	Porto Alegre
2015 — 2016	Strategic Planning Consultant, ALD	Mexico City

COURSES

Apr 2016 — Apr 2017	CRM, Indian Institute of Management Bangalore
May 2011 — May 2012	Contracts Negotiation, GE
Mar 2004 — May 2004	MS Project, SENGE
May 2005 — Jun 2005	Primavera, Mackenzie
May 2011 — Jun 2011	Sales Force, GE
Oct 2022 — Oct 2022	Bid Writing, Udemy
Feb 2023 — Mar 2023	Writing winning proposals, UK Shirley
Oct 2022 — Oct 2022	Bid kick-off meeting, Bidperfect Academy

CERTIFICATIONS

Feb 2023 — Feb 2025	Bids and Proposals @APMP
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