

Marco A. Ramos Jr.

Policy-Tech Strategist | AI Systems & Policy Strategist | MPA

Professional Summary

Dedicated Scholar-Practitioner bridging the gap between complex statutory frameworks, technical infrastructure, and operational excellence. Expert in leveraging public sector data science (Python) and fiscal stewardship to drive systemic transformation in California’s public systems. Proven track record in navigating high-stakes legislative environments, managing multimillion-dollar P&Ls, and ensuring federal regulatory compliance. Focused on the intersection of technical infrastructure, administrative law, and human dignity.

Core Competencies

Technical & Data	Policy & Regulatory	Leadership & Strategy
Python (Pandas, NumPy), SQL	Statutory Interpretation	P&L Management (\$40M+)
Web Development (Replit, HTML/CSS)	Administrative Procedure Act (APA)	Change Management (Lewin’s)
Statistical Analysis (SPSS, STATA)	WCAG 2.1/2.2 Accessibility	Stakeholder Theory
Westlaw / LexisNexis	11th Amendment Jurisprudence	Collaborative Governance

Selected Strategic Impact

- **Fiscal Stewardship:** Engineered a **\$103M Budget Audit** using Python (Pandas/NumPy) to identify long-term revenue volatility and reserve health for public agencies.
- **Legislative Defense:** Orchestrated a statewide defensive strategy that successfully preserved **\$60M in public funding** for behavioral health infrastructure amidst significant budgetary shifts.
- **Complex Policy Analysis:** Directed a multi-stakeholder evaluation of the **Colorado River Basin water crisis**, reconciling competing interests across 7 states and 30 Tribal Nations using the Bardach & Patashnik framework.

- **Program Evaluation:** Authored a comprehensive evaluation proposal for the **Student Outreach and Capacity Building (SOCA)** initiative, utilizing quasi-experimental design to measure social equity outcomes.
 - **Regulatory Compliance:** Spearheaded digital transformation and federal accessibility initiatives, ensuring 100% **WCAG compliance** for large-scale training frameworks.
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Professional Experience

Director of Strategic Communications & Public Affairs

California Association of Mental Health Peer-Run Organizations (CAMHPRO) | *Apr 2025 – Present*

- Direct statewide legislative strategy and public affairs campaigns to advance mental health equity, serving as the primary bridge between statutory codes and grassroots advocacy.
- Modernized organizational digital presence by overhauling website code and delivery systems; engineered technical pipelines to distribute high-stakes policy toolkits to 58 counties.
- Authored the **2026 Mental Health & Civil Liberties Review**, providing real-time statutory analysis of 50+ bills and providing opposition testimony at the California State Capitol.
- Produced high-impact advocacy frameworks, including the "**Handcuffs Aren't Housing**" **Toolkit**, translating complex legislative intent into actionable localized strategies.

Outreach Specialist & Tech Lead

Big Brothers Big Sisters of the Greater Sacramento Area | *Jan 2026 – Present*

- Architecting a digital outreach overhaul using **Replit**, automating mentor recruitment pipelines to significantly increase regional service capacity.
- Managing front-end and back-end updates for the organization's web presence, ensuring high-performance user experience and data security.
- Implementing custom scripts to analyze recruitment metrics and identify service gaps in underrepresented Sacramento neighborhoods.

Program Director – Digital Strategy & Training

Cyber-Seniors: Connecting Generations | *May 2025 – Jan 2026*

- Led strategic deployment of digital literacy initiatives for older adults, focusing on scalable technical training frameworks.
- Spearheaded compliance audits to ensure all digital literacy materials met federal accessibility requirements (WCAG).

Policy & Compliance Analyst (Contract)

Cal Voices (ACCESS California) | *Sep 2025 – Dec 2025*

- Served as senior policy analyst focusing on regulatory analysis and the structural modernization of the Public Behavioral Health System.
- Analyzed complex legislation to draft technical fact sheets and delivered briefings to PhD-level clinicians and advocates regarding health policy shifts.

Legal Assistant & Judicial Support

Superior Court of California, County of Kings | *Jan 2024 – Apr 2025*

- Conducted deep-dive audits of judicial administrative workflows to identify and mitigate bottlenecks for a 5,000+ litigant caseload.
- Performed exhaustive research into California Statutory Codes to determine legislative intent for judicial officers.

Operations & Team Manager

Target | *Jan 2018 – Aug 2023*

- Directed a **\$40M+ annual business unit**, managing full-cycle P&L, capital expenditures, and labor optimization.
- Recruited, trained, and mentored a team of 15+ associates, fostering a high-performance leadership pipeline.

Education

Master of Public Administration (MPA) *California State University, Long Beach* | *Graduated 2024*

- **GPA: 4.0** | Global Honor Society for Public Affairs & Administration (Pi Alpha Alpha).
- **Selected Coursework:** Government Budget & Finance, Organizational Theory, Strategic Planning, Analytical Skills Development.

Executive Education: Nonprofit Financial Stewardship *Harvard Kennedy School* | *2025*

- Focused on strategic financial analysis, fiscal governance, and mission-aligned resource allocation.

Bachelor of Arts in Political Science (Magna Cum Laude) *California State University, Fresno* | *2022*

- **Minor:** Philosophy | **Certificate:** Legal Studies.
 - **Leadership:** Student Court Associate Justice; Mock Trial Team Captain.
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Leadership & Activities

- **Volunteer Judge:** American Moot Court Association (AMCA) Regional Competition (2025–Present).
- **Honor Societies:** Pi Sigma Alpha (Political Science); Pi Alpha Alpha (Public Affairs).
- **Peer Mentor:** College of Social Sciences, CSU Fresno (2019–2022).