

NORTHEAST FLORIDA ASSOCIATION OF REALTORS® , INC.
CANDIDATE'S APPLICATION QUESTIONNAIRE FOR AN OFFICER OR DIRECTOR POSITION

1. Name Paulette E. Walker
2. Firm Name/Address NJOI Realty, LLC 7235 Bentley Rd., Jacksonville, FL 32256
3. Position held at Firm (owner/broker, broker associate, sales associate, etc.)? Broker/Owner
 - a. Area of real estate specialty? New Construction, First Time Homebuyers, Veteran Relocation
 - b. How much time do you spend in this profession? 5-6 days per week
 - c. In what field is the balance of your time spent? Family, Church, Community and Mission Work
4. Number of years licensed. 19 Realtor® since. January 2006
5. What was your occupation prior to obtaining a real estate license? Mortgage Banking, Consulting
6. Will you commit to attending the monthly Board of Directors meetings, general membership meetings, and any other special meetings as required? YES
7. Are you willing to keep up with the volume of communications that concern association matters i.e., reading material, background material, etc.? YES
8. Do you understand that, as a NEFAR Officer/Director, you will not hold a ceremonial position but rather one with fiduciary duties, responsibilities, and obligations to assist in moving the Association forward in the coming years based on the Strategic Plan? YES
9. Do you understand that you may be asked to assist with special assignments during the year, and are you willing to commit to those assignments? YES
10. Do you contribute to RPAC? YES Would you be willing annually to become, at a minimum, a \$99.00 RPAC contributor as an Officer or Director of this Association? YES
11. What education level and skill sets do you possess that qualify you for the requested position(s)?
MBA with a concentration in Project Management

12. Qualifications (list positions held, year, and principal services if not on your attached resume/bio)
 - a. Realtor association activities (local, state, and national)
Chair - NEFAR Leadership Academy 2025
Co-Chair - NEFAR Leadership Academy 2024
Florida Realtor Director
Florida Realtor Faculty Member

b. Civic Activities

Volunteer- Special Olympics

Volunteer- Feeding the Homeless and clothes for veterans (Clara White)

Youth mentor -Church and for non-profit; Brown Girls in the Boardroom

Missionary/Mission Worker- International (Tanzania and Johannesburg, South Africa)

c. Leadership positions

Chair- Community and Political Action Committee- Church

Jurisdictional Leader -Church

Regional Servant Leader- National Adjutancy-COGIC

Former Parliamentarian- FCAR Women's Council

13. What motivates your interest in serving as an Officer or Director?

Serving on the Board of Directors will enhance my leadership abilities and expand my capacity to lead effectively. I am confident in my decision-making and analytical skills required for this role. As a board member, I will view it as both an honor and a duty to uphold high standards of service and accountability.

Question 14. & 15. For MLS Director Position Only

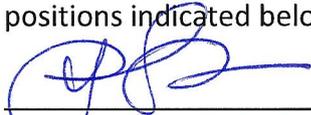
14. Please describe your level of expertise regarding MLS technology.

I'm familiar with the services I use. The platform is web-based and user friendly.

15. What is your knowledge of RETS, RESO, Data Integrity, and the new MLS rules and guidelines?

Data Integrity- This governs the data entry information entered in MLS. I am familiar with the rules and guidelines. Not familiar RETS and RESO

16. If selected by the Nominating Committee, I will abide by the Leadership Standards of Conduct in the NEFAR Policy Manual and I will commit to the duties of the position(s) if selected, including a minimum donor of \$99 for RPAC annually and serve in any of the following Officer/Director positions indicated below:



Candidate Signature

6 May 2025

Date

Please check any position or positions for which you desire to be considered by Nominating.

NEFAR Director

OR

NEFMLS Director

NEFAR President-Elect**

NEFAR Treasurer**

NEFAR Secretary**

NAR Large Association Director***

Paulette E. Walker

Jacksonville, Florida 32207

Paulettewalker274@yahoo.com

904-881-9584

CAREER SUMMARY

Results-driven Financial Technology professional and U.S. Army Veteran with a proven track record in managing complex projects, building strong internal and external client relationships, and leading technology platform implementations. Expertise in Agile and Scrum methodologies with experience educating and guiding teams. A hands-on leader committed to delivering results, solving problems, and driving process improvements through strategic planning and change management.

AREAS OF EXPERTISE/SYSTEMS

- Agile & Scrum Methodologies
- Project Management
- Training Facilitation & Curriculum Development
- ERP Systems (Oracle Fusion, SAP S/4 HANA, C4C, ISU)
- Virtual Learning Platforms / e-Learning
- Strong Communication & Presentation Skills
- Business Process Improvement
- User Support & Coaching
- Sprint Planning & Scrum Ceremonies
- ServiceNow Ticket Resolution
- Client & Customer Relations
- System Implementation & Administration

PROFESSIONAL EXPERIENCE

Independent Training Facilitator/System Implementation Specialist/Learning and Delivery Specialist

- Deliver training for Fortune 500 companies on system implementations, mergers, and upgrades (including Oracle Fusion, SAP S/4 HANA, proprietary financial platforms). (**Dominion Energy**)
- Facilitate virtual and in-person training for diverse user groups including construction, billing, customer service, field technicians, and leadership teams.
- Provide post-Go-Live coaching and user support to ensure adoption and system proficiency. Develop training materials and deliver instruction on SAP Fiori Tiles, service order processing, meter reading/installation, and customer account management.

**Acosta Sales and Marketing (NextSource, Inc.)
System Administrator/Scrum Leader (Oracle Fusion)****Jan 2017-Mar 2022**

- Managed user accounts through Active Directory; performed system configurations, updates, and maintenance.
- Led Agile ceremonies including Sprint Planning, Daily Standups, and Release Planning; ensured adherence to Agile principles and best practices.
- Acted as ServiceNow ticket resolver for ERP-related issues; tracked and communicated progress to stakeholders.
- Facilitated meetings with leadership to address system usage, maintenance, and improvement opportunities.
- Delivered company-wide training and communication on system access, updates, and outages.

**Jacksonville Electric Authority (JEA) Contractor
Business Analysis/Content Creator****Jan 2016-Jan 2017**

- Managed interviews with stakeholders to gather and document detailed business requirements.
- Collaborated with end users and technical teams to vet solutions and refine system processes.
- Participated in User Acceptance Testing (UAT) for Oracle Financials and SharePoint.
- Developed training materials using Oracle User Productivity Kit (UPK).
- Served as community ambassador to promote JEA's products and services.

**The Training Associates (Morgan Stanley)
Training Specialist/Consultant/System Implementation****Dec 2010-Dec 2015**

- Delivered training on proprietary systems to users across a global financial brokerage during major platform integrations.
- Conducted Instructor-Led Training (ILT), virtual training, e-learning, and one-on-one coaching nationwide.
- Mentored users and evaluated comprehension of technical and curriculum content.
- Provided post-training coaching and served as liaison to address technical and user adoption challenges.

Additional Experience

- Licensed Realtor (2006 – Present)
- U.S. Army – Finance Clerk / Promotions Clerk (1988 – 1991)

EDUCATION & TRAINING

- Master of Business Administration, Columbia Southern University (2015)
- Bachelor of Science in Management, University of Phoenix (2012)
- Project Management Certification, University of Phoenix (2013)