

## Douglas Reed

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Dedicated facilitator, career counselor, and manager with 20+ years' experience integrating training programs into a holistic human resources strategy. Adept at consulting with supervisors and directors to analyze training needs and developing training programs to support continuous improvement.

- Customer Service
- Critical Thinking
- MS Office Suite
- Teacher/Facilitator
- Course Developer
- Advisor/Consultant
- Adult Learning Strategies
- Performance Management
- Top Secret Clearance

### Training Management:

- Oversaw onboarding of 56 new hires; developed individualized on-the-job training plans tailored to specific positions, ensuring employees quickly integrated into productive members of their team
- Analyzed student data each term, producing reports used for academic advising; resulted in student placement and class scheduling for between 80-120 students each eight-week term
- Authored an article on best business practices for organizational training, subsequently published in an Army-wide journal; editor-in-chief lauded article as best of 84 submissions

### Human Resources Consultant:

- Conducted crisis counseling regarding employee family and personal issues; worked with department supervisors to develop action plans and ensure compliance with state and federal policies regarding FMLA
- Planned and managed a reduction in force from 177 to 87 personnel; defined workforce requirements and aligned current personnel against each position; oversaw training to optimize new teams' capabilities
- Conducted employee focus groups to collect information regarding occupational performance indicators and organizational culture; used data in strategic planning and organizational change management initiatives

### Facilitator/Instructor:

- Instructed a 19-week (723-hour), highly-technical intelligence course; updated lesson plans to include new material and checks on learning, resulting in a 14% increase in pass rate of 49 students
- Designed and facilitated quarterly leadership seminars for 30-60 supervisors; developed training curriculum based on observed skill and knowledge gaps and input from executive leadership
- Coached and mentored 53 supervisors; utilized best practices and adult learning theory to increase leader talent and improve processes across multiple lines of effort

### Education

Graduate Certificate in Human Resources, Brandman University, Irvine, CA	05/2019
Masters of Business Administration, Brandman University, Lacey, WA	03/2018
BA, East Asian Studies, University of Maryland University College, College Park, MD	07/2016

### Work History

#### Oban Corp, Lacey, WA

Facilitator, Department of Labor Transition Assistance Program 02/2020-Present

#### Washington Department of Commerce, Olympia, WA

Project Assistant, Infrastructure Systems Improvement Team, Public Works Board 06/2018-01/2019

#### Brandman University, Lacey, WA

Veteran's Administration (VA) Work Study 10/2016-03/2018

#### US Army

Human Resources Consultant/Training Manager, Joint Base Lewis-McChord, WA 05/2013 – 07/2016

Human Resources Consultant/Personnel Manager, Camp Humphreys, South Korea 02/2011 – 04/2013

Plans and Training Supervisor, Camp Humphreys, South Korea 04/2010 – 02/2011

# Douglas Reed

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## SUMMARY

Highly committed and adaptable human resources professional with experience developing and implementing programs, directing multi-functional staffs, conducting policy assessments and research, and building consensus among stakeholders. Managed risk on multiple levels, to include safety, health, and financial risk.

## EDUCATION

Masters of Business Administration, Brandman University

- Member – Student Advisory Council for Career Planning and Development

Graduate Certificate in Human Resources Management, Brandman University

Bachelor of Arts in East Asian Studies, University of Maryland University College

- Member – National Society of Collegiate Scholars

## PROFESSIONAL EXPERIENCE

Project Assistant (6-month project position)

Washington State Public Works Board, Department of Commerce

*Olympia, WA (AUG 2018 – JAN 2019)*

Member of an inter-agency, multi-jurisdictional systems improvement team; planned and implemented projects to achieve efficiency, minimize costs, and maximize value across four state agencies that fund local infrastructure projects.

- Analyzed data from multiple outreach events and public surveys to determine perceived local government barriers to state funding; assessed trends, informed leaders, and aligned existing services to better meet local government needs
- Conducted qualitative research used to draft three chapters and four appendices of a 134-page legislative report; research included alternative finance methods, regional governance, and workforce development
- Authored white paper to propose a consolidated website and centralized application process to better support local government customers; team approved basic concept and developed a phased project plan for implementation

Executive Board Member (Volunteer position)

Association of the United States Army, Gig Harbor sub-chapter

*Gig Harbor, WA (SEP 2015 – JUL 2018)*

Member of executive council of AUSA; served as liaison between city of Gig Harbor and the 201<sup>st</sup> Military Intelligence Brigade; fostered local support for military organization activities and military support for public activities in Gig Harbor.

- Wrote white paper outlining plans to expand military-community relations; plans included methods to redirect advocacy to better align with strategic mission and overhaul the business model to provide fiscal sustainability.
- Developed and maintained strategic calendar and spreadsheets to plan and support 23 projects dealing with military outreach, local community presence and support, and professional business development activities
- Assisted with planning and facilitating Gig Harbor's annual Military Appreciation Day activities; developed relationships with community businesses to fund and support more than 2000 military and civilian participants

Graduate Student/Veterans Administration Work Study (Part-Time: 25 hours/week)

Brandman University

*Lacey, WA (OCT 2016 – MAR 2018)*

Provided customer service and supported Lacey campus staff with front office administrative requirements; maintained current and historical student academic records; and updated and maintained individual student files and education plans.

- Maintained a database of student records, updating student files and education plans for veteran and active duty military students; safeguarded information to prevent unauthorized disclosure of veteran personal information
- Volunteer member of the university's Student Advisory Council; assisted Director of Career Planning and Development to develop solutions to assist Washington-based students with post-career goals

- Conducted analysis of student data, producing reports used for academic advising; resulted in student placement and class scheduling for between 80-120 students each eight-week term

**Personnel Manager/Human Resource Consultant** (Military Intelligence Company First Sergeant)

US Army

*Joint Base Lewis McChord, WA (MAY 2013 – JUL 2016)*

Led strategic planning and day-to-day operations of nine departments providing intelligence support to external military organizations. Oversaw all aspects of personnel administration, performance management, and workforce development.

- Planned, coordinated, and managed agenda for weekly strategy meetings; briefed updates and changes from external sources; provided guidance to internal departments; and updated strategic plans and calendars
- Enforced adherence to regulations throughout planning and operations processes; advised leadership on development of federal and U.S. Army regulations to ensure local and organizational policies adhered to changes
- Utilized information management systems and databases to generate reports and develop briefings; prepared flow charts and briefed status of organization to senior leaders on a routine basis
- Authored a white paper on best business practices for organizational training management, subsequently published in an Army-wide journal; editor-in-chief lauded article as best of 84 submissions by Army senior leaders
- Conducted monthly audits on administrative and pay data of assigned personnel; annotated discrepancies and developed plans to correct discrepancies and ensure proper maintenance of records

**Personnel Manager/Human Resource Consultant** (Military Intelligence Company First Sergeant)

US Army

*US Army Garrison – Humphreys, Republic of Korea (FEB 2011 – MAY 2013)*

Managed day-to-day operations of 177 Soldiers providing administrative staff, security, network operations, logistics, and maintenance support to a 450-personnel organization. Oversaw all human resources and logistics functions.

- Planned and oversaw the acquisition of a 43-person remote site team; conducted risk analysis, developed communications plan, integrated team into operations, and accounted for changes in monthly analytics
- Conducted employee focus groups to collect information regarding occupational performance indicators and organizational culture; used data in strategic planning and workforce development
- Represented organization during meetings with garrison and higher echelons; collaborated, developed formal and informal working relationships, and answered external information requirements regarding organization

**Deputy Director of Operations, Plans, and Training** (Military Intelligence Battalion Operations Sergeant)

US Army

*US Army Garrison – Humphreys, Republic of Korea (MAY 2010 – FEB 2011)*

Coordinated, planned, and supervised training and exercise operations for more than 450 personnel conducting shift work in support of a 24/7 continuous mission. Implemented risk management processes and conducted quality control of current and future operations plans.

**Senior Advisor** (Senior Enlisted Advisor)

US Army

*Baghdad, Iraq (OCT 2008 – OCT 2009)*

Served as advisor to an appointing authority; resolved personnel and organizational issues for 136 senior and executive-level advisors to Iraqi intelligence services; conducted assessments on Iraqi national operations centers to determine personnel, training, and doctrinal shortfalls; provided oversight of plans and operations to ensure adherence to policy.

**Directorate Operations Officer**

US Army

*Fort Huachuca, AZ (AUG 2007 – MAY 2010)*

Managed operations of 55 associates within the Battle Lab for the Army Intelligence Center of Excellence; provided government oversight for the development and maturation of 44 emerging technologies to provide new capabilities consisting of \$100 million in government contracts.

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## OPERATIONS MANAGER

Operations Manager and Army Special Forces Veteran with a Top Secret / SCI Security Clearance and over 15 years of proven experience in operations, project, and program management. Possesses a comprehensive background in organizational leadership, intelligence operations planning, personnel training and development, and continuous process improvement. Adept at working independently and collaborating in cross – functional teams in high – stress environments while exercising initiative and leveraging strategic problem – solving skills to resolve complex tasks. Multifaceted experience translating lessons learned into joint doctrine as a tactical level operator, operational level manager, and strategic level combatant command desk officer. Career supported by a Bachelor of Arts (B.A.) in Intelligence Studies and pursuit of a Master of Arts (M.A.) in Intelligence Studies and Project Management Professional (PMP) certification.

- Operations Management
- Force Protection
- Training | Development
- Project Management
- Operational Planning
- Interagency Coordination
- Organizational Leadership
- Joint Doctrine Development
- Program Management

## PROFESSIONAL EXPERIENCE

United States Army | Various Locations

1994 – Present

### Deputy Chief of Staff Operations

- Advised and counseled the Chief of Staff on operational planning, training, and development strategies while actively preparing the organization for current and future international and domestic activities
- Managed the annual allocation and expenditures of over \$2.5B in support of African and European operational theaters; increased efficiency of bi – theater operations
- Managed dignitary visits and high priority events at both a 3 – Star Command and congressional levels; increased organization’s military prestige among peers and customers
- Served as an operational advisor regarding initiative and action planning and analysis; managed resource tracking and implementation including internal and external service assets

### Organization Operations Supervisor

- Created and managed a portal – based repository for theater operational activities; greatly enhanced annual continuity among over 200 rotational theater assets
- Organized and facilitated over 60 bilateral training engagements across Europe; increased allied and partner nation capability
- Spearheaded the training curriculum for 6 supervisors and planning coordinators; resulted in a 100% increase in section capacity and operational output
- Led, developed, and supervised a joint / combined / multi – agency embassy crisis response drill; drastically increased US Embassy, Bulgaria’s security posture
- Led an operational detachment on a 3 – day snow mobility patrol north of the Arctic Circle covering 130 km in 30° temperatures; greatly enhanced unit teamwork and endurance

### Strategic Communications | Coordination Supervisor

- Led and supervised a 15 – personnel communication detachment in an austere overseas conflict area to install fiber optic cable and tactical communications; increased capacity by 25%
- Supervised the employment of over 300 cryptographic devices and key material as well as over \$500K in sensitive equipment; resulted in zero loss of accountability

- Operated as a special mission unit liaison to Metropolitan Leadership in coordinating over 15 high visibility live – fire training venues in dense urban environments; achieved 100% of desired training objectives

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**Survival School SERE Senior Instructor | Writer**

- Planned and implemented the first – ever escape event into a survival (SERE) field training exercise; added unparalleled realism to the training scenario
- Conducted 17 evasion exercises for over 1,200 students annually, greatly increasing US Army Special Operations capability and survivability in combat and nonpermissive environments
- Led the Evasion Detachment as Senior Instructor / Writer while contributing to Joint Doctrine JP 3-50 rewrite; streamlined and updated critical personnel recovery procedures
- Managed and diligently supervised 6 cadre as they trained over 750 personnel over 6 classes, resulting in a 100% graduation rate

**EDUCATION | CERTIFICATIONS**

**Master of Arts (M.A.) Intelligence Studies | American Military University | Pending June 2020**

**Bachelor of Arts (B.A.) Intelligence Studies | American Military University**

**Project Management Professional (PMP) Certification Course | Syracuse University | Pending June 202**

***Specialized Military Training:***

**Special Warfare Operational Design Course (SWODC)**

**Joint Personnel Recovery Agency Certified Instructor for 250F**

**Special Warfare Training Group Certified Small Group Instructor**

**TECHNICAL COMPETENCIES**

**Software: Microsoft Office Suite 365**

**Operating Systems: Mac / Microsoft Windows**

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## PROGRAM AND OPERATIONS MANAGER | ACQUISITION PROGRAM MANAGER

Program Manager and Military Veteran with a Top Secret / SCI Security Clearance and 15+ years of proven experience in program and operations management, supply chain management, defense contracting, and acquisitions. Accomplished measurable results while leading teams of 500+ military and civilian personnel while protecting assets, property, and equipment valued at \$465B+. Possesses a comprehensive background in executive level leadership, research and writing in the acquisition field, resource management, budget development, and process improvement. Career supported by a Master of Science (M.S.) degree in Information Technology Management, and DAU Level II and III certifications in Program Management, Contract Management, and Information Systems Management.

- Program Management
- Executive Leadership
- Resource Data Analysis
- Acquisition Management
- Budget Development
- Strategic Communications
- Program | Project Execution
- Defense Contracting
- Supply Chain Management

### OVERVIEW OF KEY ATTRIBUTIONS

- **Project Management:** Extensive experience managing all stages of the Defense Acquisition Lifecycle including requirements, design, engineering, testing, production, deployment, and sustainment for multi – million dollar programs.
- **Acquisition Policy | Regulations:** Extensive experience managing all stages of the Defense Acquisition Lifecycle including requirements, design, engineering, testing, production, deployment, and sustainment for multi – billion dollar programs.
- **Leadership:** Proven leader with experience motivating and leading thousands of employees and successfully managing large, complex, and diverse organizations within the Department of Defense.

### PROFESSIONAL EXPERIENCE

United States Army | Various Locations

1989 – 2019

#### Director of the Mission Command Portfolio

Served as the Director of the Mission Command portfolio for the Assistant Secretary of the Army, Acquisition, Logistics, and Technology.

- Orchestrated strategic leadership and acquisition management of systems, interoperability, modernization efforts, and requirements validation in support of acquisition programs
- Spearheaded Planning, Programming, and Budget Execution support of 93 Major Defense Acquisition Programs (MDAPs) with a budget over \$31B
- Achieved approval for 100% of the 17 MDAP milestone decisions, exceeding the 90% goal by orchestrating, preparing, advising, and influencing key executive decision – makers
- Directed the Army's presentation of the \$600M Mission Command portfolio budget submission to the Congressional Arms Committee members, resulting in over 90%, \$540M, approval of funding

#### Director of the Army Portfolio Division

Director of the Army Portfolio Division in the Defense Contract Management Agency (DCMA); principal advisor for the Office of the Secretary of Defense (OSD) and Department of the Army executive leaders.

- Administered acquisition insight and business intelligence to more than 42,000 Army and Marine Corps land system MDAP contracts and worldwide contingency contracts valued over \$465B
- Improved executive level customer satisfaction more than 20% above the DCMA's goal of 75% by conducting

quality customer engagements and ensuring full awareness of contract, production, and delivery status

- Recognized for exceptional performance developing the Concept of Operations and accelerating the establishment of the new Agency Business Intelligence Center ahead of the planned effective date

**CLYDE RICHARDS | PG. 2**

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### **Project Manager**

Project Manager for Defense Communications and Army Transmission Systems; led 4 product offices that managed 6 MDAPs and 130 special projects valued over \$3B.

- Delivered strategic and tactical communications network capabilities to support global missions including combat operations in Afghanistan, Combatant Commands, Special, Joint, and Coalition forces
- Provided critical support to the surge build – up for Operation Enduring Freedom delivering strategic satellite communication capabilities to deployed units across the military services and Defense Agencies
- Successfully completed the delivery and achieved Full Operational Capability (FOC) of 3,620 logistics satellites, 39,375 logistics wireless networks, and 120,000 vehicle intercommunication systems
- Significantly contributed to the on-orbit deployment and FOC for the Wideband Global Satellites 4, 5, and 6

### **Executive Officer**

Executive Officer for the Army Deputy Chief Information Officer (CIO); spearheaded, enabled, and supported the achievement of the CIO strategic vision, mission, and goals.

- Advised the Army Deputy CIO on acquisition decisions and ensured compliance with the Clinger Cohen Act and acquisition policy and law
- Coordinated and resolved issues with the OSD, Army leaders, and industry senior executive offices
- Managed development of speeches, presentations, and correspondence; executed document control ensuring timely and accurate staff actions

## **EDUCATION | CERTIFICATIONS**

**Master of Science (MS)** Information Technology Management | Naval Postgraduate School  
**Master of Science (MS)** | The Eisenhower School for National Security and Resource Strategy  
**Bachelor of Science (B.S.)** Computer – Oriented Mathematics | Rutgers University

DAU Level III Certification | Program Management  
DAU Level II Certification | Contract Management  
DAU Level II Certification | Information Systems Management

### ***Specialized Military Training:***

Executive Program Managers Course | Command and General Staff College  
Military Acquisition Management Course | Combined Logistics Officer Advance Course  
Quartermaster Officer Basic Course

## **TECHNICAL COMPETENCIES**

**Software:** Microsoft Office Suite 365  
**Operating Systems:** Mac / Microsoft Windows

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## ENGINEERING OPERATIONS | MAINTENANCE PROGRAM MANAGER

Program Manager and Military Veteran with a Secret Security Clearance and over 15 years of proven experience in planning, directing, and completing complex management operations for large organizations. Possesses a comprehensive background in engineering, maintenance, team leadership, and strategic planning. Extensive background in piping and fluid systems, control systems, heat transfer, electrical distribution systems, hydraulics, wastewater processing systems, coating systems, and diesel and gas turbine power systems. Adept at innovative process engineering development, business analysis, and designing strategic initiatives to solve complex industrial problems while developing and cultivating key cross – functional teams and relationships. Career supported by a Master of Science (MS) in Mechanical Engineering, Lean Six Sigma Green Belt (LSSGB) Certification, and pursuit of a Project Management Professional (PMP) Certification.

- Project Management
- Process Improvement
- Stakeholder Relations
- Operations Management
- Risk Management
- Multi – Site Operations
- Program Management
- Cross – Functional Leadership
- Budget Analysis | Cost Reduction

### KEY HIGHLIGHTS

**Project Management** – Proven record of leading cross – functional teams at multiple locations in high pressure, fast paced environments, delivering projects on schedule and on budget.

**Personnel Management** – Team builder, motivator, communicator, and mentor with vast experience developing teams of diverse employees and communicating with both external and internal stakeholders.

**Program Management** – Extensive quality, safety, operations, and program management background in designing quality management systems and strategies to innovatively fit the corporate vision and support business value growth.

### PROFESSIONAL EXPERIENCE

United States Navy | Various Locations

1999 – Present

#### Program Manager

Managed and supervised a division with more than 25 project managers and quality assurance teams supporting naval ship maintenance, testing, and operations in 3 remote field offices in the local region.

- Executed and managed over \$500M in annual maintenance contracts; ensured and maintained the combat readiness of US Navy ships
- Provided expert oversight in risk analysis, project management, and Earned Value Management (EVM) oversight for up to 7 simultaneous complex maintenance periods for naval combatant ships
- Facilitated solutions between operational customers, engineering personnel, and industrial contractors to ensure installation of new systems and repairs of currently installed systems
  - New systems and repairs met 100% technical requirements while maintaining schedule and budget
- Ensured compliance of established Naval Sea Systems Command (NAVSEA) Quality Management Systems
- Led engineering training, qualification, leadership development, and mentoring of 7 senior personnel; developed adaptive, agile, balanced, and innovative leaders who enhanced departmental efficiency

#### Executive Director for Surface Fleet Maintenance

Managed strategic planning to support naval ship maintenance, testing, and operations on the east coast, Europe, and the Middle East.

- Managed an annual budget of \$1.2B in the repair and modernization of surface force amphibious ships; ensured compliance while maintaining accountability for all variances and adjustments



- Developed technical strategies for ship maintenance and repair in support of strategic and logistical planning while balancing operational requirements for 50 east coast ships
- Directed the implementation of life cycle maintenance strategies for 12 east coast surface force ships across 6 ship classes resulting in a reduction in lost operational days and cost reductions

LUC DELANEY | PG. 2

### Project Manager

Spearheaded the development and implementation of standardized work processes and best practices that drove efficiency and effective improvements.

- Provided nuclear, mechanical, and electrical project support during a maintenance period for an aircraft carrier, amassing over 1,000 hours of project management experience
- Supervised branch managers and first – line supervisors while planning, coordinating, and executing work for a 391,000 man – days aircraft carrier availability
- Crafted a 24,000 man – days private shipbuilder contracting plan to alleviate overloaded organic workforce
- Led project engineering review of more than 8700 Current Ship's Maintenance Project (CSMP) entries on board while the ship was deployed, ensuring proper work package was able to be developed
- Prioritized resources, ensured consistent communication, and drove progress of numerous attack submarine pre – deployment maintenance availabilities

### International Program Liaison

Administered and supported the largest Security Cooperation in the world, serving as the embedded forward deployed Engineering Program Manager.

- Facilitated the program's role to "train, advise, and assist" defense services under U.S. Code; provided security cooperation at the direction of the U.S. Central Command
  - Enhanced U.S. national security through building the capability and capacity of the Royal Saudi Naval Forces (RSNF) to defend common interests in the Middle East region
- Administered and monitored Foreign Military Sales Program for the US Navy in the preliminary development of \$6B Royal Saudi Navy Multi – Mission Surface Combatant ship program
- Engaged with senior foreign military officers in the development of requirements for \$240M in future military equipment sales
- Supervised, monitored, and coordinated the execution of a \$35M Technical Support operating budget
- Facilitated bilateral cooperation between U.S. Fifth Fleet and RSNF for numerous military exercises

### Maintenance Director

Managed the shipboard engineering support group and directed maintenance; spearheaded decision making derived from data science analytics.

- Analyzed shipyard costs and scheduled performance by monitoring standard production and earned value metrics for surface combatants
- Managed annual maintenance budget of \$145M for Atlantic Fleet Cruisers and Frigates
- Facilitated solutions for complex technical / engineering shipboard system problems; advocated and obtained necessary funding to convert waterborne Cruiser repair into a dry docking, saving 170 operational days
- Maintained critical relationships with ship design engineering groups, procurement personnel, repair activities and senior Navy leadership to facilitate prompt resolution of engineering issues during depot repair periods

## EDUCATION | CERTIFICATIONS

Master of Science (MS) Mechanical Engineering | Naval Post Graduate School  
 Bachelor of Science (BS) Oceanography | United States Naval Academy  
 Advanced Management Program | University of Virginia Darden School of Business

Project Management Professional (PMP) Certification Courses | Syracuse University | Expected 2020  
 Lean Six Sigma Green Belt (LSSGB) | Naval Sea Systems Command

Acquisition Professional Certification | Defense Acquisition University  
Production, Quality and Manufacturing – Level III | Defense Acquisition University  
Program Management – Level I | Defense Acquisition University

**TECHNICAL COMPETENCIES**

Software: Microsoft Office Suite 365  
Operating Systems: Mac | Microsoft Windows

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## AVIATION OPERATIONS | PROJECT MANAGEMENT

Aviation Operations Manager and Military Veteran with a Top Secret / SCI Security Clearance and over 15+ years of proven experience in leadership, project management, logistics, organizational security management, and aviation operations in both conventional and high conflict environments. Complex operations innovator with masterful writing skills, technical and tactical competence, sound judgement, and innate problem-solving abilities. Adept at coordinating complex tasks, influencing external organizations, and solving complex problems in a fiscally constrained environment. Possesses a comprehensive background in aviation maintenance, flight standards, risk mitigation, and coordinating, training, and mentoring personnel. Competent aviation leader who inspires trust at every echelon with a humble, caring, and calm nature while mastering the resourcing levers of the Army enterprise and single-handedly building the future of Army Aviation. Career supported by a Master of Science (M.S.) in Administration.

- Project Management
- Strategic Planning
- Safety Risk Analysis
- Complex Aviation Operations
- Cross Functional Leadership
- Portfolio Management
- Strategic Partner Alignment
- Resource Planning | Forecasting
- Oral | Written Communications

## PROFESSIONAL EXPERIENCE

**United States Army | Ft. Riley, KS**

2000 – Present

**Battalion Commanding Officer | Executive Director**

Commander of an Attack Reconnaissance Battalion, Combat Aviation Brigade comprised of 525 personnel, 7 subordinate departments, 24 AH – 64 Apache helicopters, and 12 MQ – 1C Gray Eagle Unmanned Aircraft System (UAS), ground equipment, and vehicles valued in excess of \$650M; Air Mission Commander and AH – 64 Pilot.

- Managed the mission command, employment, resourcing, readiness, and risk management of the unit while supporting domestic and global combat operations across 3 continents
- Trained the unit to conduct attack, reconnaissance, and security operations; provided dedicated, mission-configured UAS support to the Division and Joint Force units
- Led planning, training, and mission execution, fostering an environment of discipline and high standards; maximized limited resources while ensuring the unit successfully executed every assigned mission
- Seamlessly integrated Army National Guard and Reserve elements into a Battalion Task Force that consisted of 34 aircraft and 500 personnel with the ability to immediately execute combat operations over 9 locations
- Developed leaders, aviators, and maintainers that were lethal, agile, adaptable, and capable of solving complex problems while applying risk management in all operations

**Brigade Executive Officer | Deputy Director | Fort Bragg, NC**

Executive Officer for the Army's only Airborne Combat Aviation Brigade consisting of 5 units, 119 aircraft, over 2K pieces of rolling stock and 2,000+ personnel. Synchronized personnel, logistical, intelligence, maintenance and operational requirements across the organization.

- Spearheaded aircraft maintenance and modifications, new equipment fieldings, and the reset and regeneration of equipment and aircraft
- Synchronized staff efforts, managed upper echelon personnel and provided courses of action for the operational environment
- Managed the organization's budget valued at over \$58M and oversaw the accountability of property valued at \$2B with zero loss
- Established processes and ensured proper command supply discipline, physical security, and maintenance procedures enabling the organization to stay 100% mission ready

**Aviation Organizational Integrator | Pentagon**

Managed the organizational integration responsibilities for Active and Reserve Component Army Aviation units. Integrated force management actions from an operational perspective across the Joint Capabilities Integration and Development System (JCIDS) domains and served as the organizational lead for all Army Aviation formations.

- Led the implementation of the Aviation Restructure Initiative (ARI), the most dynamic reshaping of Army aviation in the last 25 years, preserving the future of Army Aviation and saving \$10B over 5 years
- Reorganized every aviation unit in the Active Army, Army Reserve, and National Guard; ensured Army force structure reflected current leadership decisions in the Structure and Manpower Allocation System (SAMAS)
- Managed personnel, equipment and modernization of one of the Army's most operationally valued and complex branches
- Advanced several strategic Army efforts such as Aviation Restructure Initiative (ARI), the restationing of 1-3 Aviation from Europe, and aviation resourcing in Total Army Analysis
- Briefed the Vice Chief of Staff of the Army (VCSA) on force design changes resulting from the ARI which the VCSA approved

**EDUCATION**

Master of Science (M.S.) Administration | Central Michigan University

Bachelor of Science (B.S.) | Penn State University