

Operation Manager and Client/Program Manager and Developer. Exceptional blend of expertise in leading and developing integrated, multi-service business operations and exceeding client expectations on complex technical, regulatory and organizational challenges. Successful at enhancing operational efficiency as well as leading strategic growth and development, and acting as a key, valued, corporate advisor. A trusted advisor to multiple clients recognized for the ability to listen, absorb, synthesis and coalesce ideas and develop strategic, actionable plans to meet client objectives. Has directed large complex programs for the Architect of the Capitol, U.S. Army Corps of Engineers, Maryland Aviation Administration, District of Columbia Public Schools as well as multiple State and County agencies, Federal and Industrial clients.

Core Operations and Management Strengths:

- P&L Management, Operating Budget Development, Forecasting
- Strategic Planning, Development and Implementation
- Focused Organic Growth
- Evaluation and Remediation of Challenged Operations
- Staff Development, Project Manager Training and Mentoring
- Strategic Development of New Service Lines and Market Sectors
- Integration and “Re-Visioning” of Existing Areas of Expertise
- Operational Performance Enhancement, Metric Development and Restructuring
- Rate Development and Pricing Strategies
- Quality Control and Assurance
- Proposal Teaming and Joint Venture Development
- Proposal Management and Development
- Targeted Business and Client Development

Core Client/Program Management and Development Strengths:

- Organizational Analysis and Change
- Business Analysis
- Process Enhancement and Integration of Supportive IT Tools
- Development and Implementation of Operational Change
- Strategic Program Development and Implementation
- Integrated Project Delivery (IPD) Evaluation and Implementation
- Environmental Management Program Development and Implementation
- Sustainability Program Development and Implementation
- Health and Safety Program Development and Implementation
- Regulatory Response, Consent Decree and Settlement Agreement Negotiation and Response

PROFESSIONAL EXPERIENCE

EA ENGINEERING, SCIENCE AND TECHNOLOGY, INC., Sparks, MD 1999 to 2012

Vice President and Business Unit Director (2004-2012)

Profit Center Manager (2001-2004)

Deputy Profit Center Manager, Program Manager (1999-2001)

Assumed responsibility for challenged engineering practice, developed multi-disciplinary Business Unit encompassing engineering services, multi-media environmental compliance and IT and GIS solutions with a strong emphasis on management consulting. Provided operational, technical and business development leadership. Drove strategic growth and integration of services, market sector expansion and diversification. Successfully established and managed multiple clients in various market sectors. Acted as key corporate support and advisor on numerous strategic, quality, personnel development and growth related initiatives.

- Over an 11 year period, grew Business Unit Revenue by greater than 485% (average annual growth of 40%), grew Net Revenue by greater than 375% (average annual growth of greater than 30%). Increased New Orders (Awards) during the same period by 600%. Accomplished strictly as a result of organic growth.
- Assumed responsibility for challenged Engineering Design Profit Center in February 2001. Expanded practice to include Solid Waste Management, Stormwater, Erosion and Settlement Control, Ecosystem Restoration, Water/Wastewater as well as Remedial Design. Increased number of Professional Engineers from 4 to 16 and a total staff of 24. Expanded and diversified client base to include State, County, Municipal, Federal and Industrial.
- Assumed additional responsibility for challenged Air Compliance Profit Center in July 2003. Developed Multi-Media Environmental Compliance and Health and Safety practice, including Environmental Management System Development and Sustainability Program Development. Grew practice to a total of 23 professionals with a broad client base including State, Local, Federal and Industrial clients.
- Beginning in 2003, initiated the development of a discrete Information Technology Services Profit Center focused on web based Information Management System development, GIS application development and Asset Management system implementation. Grew practice to a total of 12 professionals with a diverse client base including State, Local, Federal and Industrial clients.
- Tasked with additional responsibility to evaluate and remediate Southeast Profit Center (Miami, FL) in 2003. Managed the stabilization and closure of the operation over a 12 month period. Successfully met all client commitments and significantly reduced interim operating costs.
- In 2007, opened satellite office in Ocean Pines, MD to expand client services on the Maryland Eastern Shore, Delaware and Virginia.
- Assumed additional responsibility for challenged New England Profit Center (Warwick, RI) in 2011. Restructured operation and significantly reduced operating costs. Developed focused marketing strategy and integrated services with entire Business Unit.
- Developed companywide Engineering Forum and companywide Multi-Media Compliance Forum which met monthly to encourage cross Business Unit collaboration and the broader development of the services.
- Worked with company senior leadership to evaluate and restructure company Quality Assurance and Quality Control program.
- Central role in the ongoing development of company Project Manager Training. Facilitated annual training, developed and presented multiple modules including financial training modules.
- Developed company Pro Bono Program to enhance staff involvement in community and non-profit support.
- Chosen as one of four presenters in companywide Leadership Development Program. Presented perspectives on leadership.
- Central role in the evaluation of company Core Values and Mission. Worked with multiple cross organizational task forces to redefine and articulate company mission and vision.
- Critical role in the development of company 5 Year Strategic Plan, including service line development, geographic development goals and revenue targets.
- Key role in the development and implementation of companywide innovative recruiting programs including scholarship and internship programs.
- Member of task force created to evaluate need and options for new headquarters building.

AER, INC., Landover, MD

1997 to 1999

Remediation Division Manager

Responsibilities included management of multiple remediation and construction projects, preparation and review of proposals to clients, multi-project review and coordination, solicitation of bids/proposals from subcontractors, negotiation of all contracts, preparation and/or review all project budgets, review and approve

all project specifications, work plans and drawings and resolution of all outstanding issues. Primary clients included, National Guard Bureau (5 year \$ 50M FFP/IDIQ Term Contract, Remedial Action), USACE, Navy Public Works, GSA and various private clients.

COVENTRY UNIVERSITY, Coventry, England, UK 1992 to 1997
Consultant (Part Time), Coventry University Enterprises
Lecturer (Part Time), School of the Built Environment
Supported a variety stormwater management/pollution control projects for multiple confidential private client.

BARNEA-C.T., CONSTRUCTION AND DEVELOPMENT, LTD., Tel Aviv, Israel 1991 to 1992
Deputy Head Project Manager
Responsibilities included computer based project resource and time management, preparation of Bills of Quantity (Materials), contract negotiations with sub-contractors, site supervision, and communication with planning consultants. Projects included multi-story residential housing for the Israeli Ministry of Housing.

KIBBUTZ KETURA, Israel 1986 to 1989
Construction Manager
Responsibilities included management and supervision of construction and construction related projects in conjunction with the Ministry of Housing, Southern Region, and the Arava Regional Council.

EDUCATION

Ph.D.; Coventry University; Civil Engineering; Coventry, UK; 1997

B.S.; Coventry University; Civil Engineering; Coventry, UK; 1993

B.A.; University of Texas at Austin; Liberal Arts; Austin, TX; 1984

TRAINING

- **Managing Talent for Strategic Advantage**, Stanford University Graduate School of Business, September 2011
 - **Leading Professional Service Firms**, Harvard Business School, March 2010
 - **Certificate of Professional Development**, The Wharton School, University of Pennsylvania, July 2008
 - **Creating Value Through Financial Management**, The Wharton School, University of Pennsylvania, July 2008
 - **Implementing Strategy**, The Wharton School, University of Pennsylvania, September 2007
 - **The Wharton Essentials of Management Program**, The Wharton School, University of Pennsylvania, January 2007
 - **Strategic Thinking and Management for Competitive Advantage**, The Wharton School, University of Pennsylvania, July 2006
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PROFESSIONAL AFFILIATIONS

Maryland Academy of Sciences

- Scientific Council Member, 2011 to Present
- Outstanding Young Engineer/Outstanding Young Scientist Committee Member, 2010

American Association of Airport Executives (AAAE)

American Council of Engineering Companies (ACEC)

American Water Works Association (AWWA)

Society of American Military Engineers (SAME)

- Director, Baltimore Post, 2005 to 2008
- President, Baltimore Post, 2004 to 2005
- Vice President, Baltimore Post, 2002 to 2004
- Secretary, Baltimore Post, 1999 to 2002

Water Environment Federation (WEF)
