



Behind The Curtain

The Search & Selection Process of
Executives in The Global Passive Market
of The Technology Sector

Why DP Execs?

As an independent executive search firm operating exclusively in the Technology sector, we have an unparalleled network of contacts across the industry. As a smaller, agile organisation we act far more quickly than some of the larger firms, and our project delivery times tend to be shorter, significantly reducing your 'time to hire'.

We work with a small number of clients and place huge value on each organisation that we work with, building lasting and sustainable partnerships. We ensure our client base is retained by delivering quality candidates time and time again.

We also ensure that throughout the recruitment process, you have a single, dedicated point of contact who will personally interview and screen the candidates for you.

“ ”

The DP Execs difference is all about communication. Upfront they take the time to ask insightful questions and really listen to the answers, so they get under the skin of the brief. When we have a candidate in the process, they will liaise directly and concisely at whatever time's convenient for the client. I've had many conversations with them over breakfast, dinner and running between meetings, enabling me to get on with my day job. And finally, when closing, their precise understanding of fit between candidate and client, saves both wasted time and effort by ensuring the proper expectations are set on both sides.

James Bagan

“ ”

DP Execs are businessmen who recruit high calibre talent; they understand how investment opportunities work and how to sell them to candidates. They have tenacity, great levels of communication and work as a trusted extension to our team. I look forward to working with them on various projects in the future.

Tim Lacey

PE Investor and Acquisition Entrepreneur

Testimonials for DPExecs

James Bagan

Chairman & Operating Partner



Tony Wall

CEO at Airdri



Why Search?

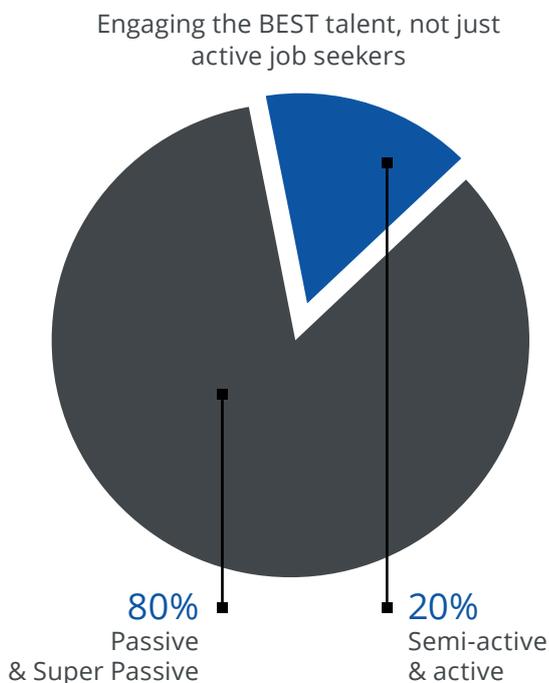
Search is the most proactive method for unearthing the best possible candidates for critical, specialist roles.

Whilst an advertisement will undoubtedly produce a flow of candidates, one would have to question if they are the best possible candidates in the market or just the best of those who are actively seeking a new position.

Regardless of where an advertisement is placed it's likely that it may be missed by passive candidates. A thorough search exercise will identify the best possible candidates in the market, and by engaging on a one-to-one basis with potential candidates we are able to screen and interview them before presentation to yourselves, saving you time and money interviewing candidates that are not suitable for the position. Depending on what is required, we are able to investigate the target market, evolve target lists, identify potential candidates, and approach them confidentially.

We create informative search reports that include details of reporting structures and areas of responsibility. To us, knowledge of how organisations operate is key, and this in turn gives us a great insight into hierarchies and reporting lines. We provide timely and accurate reporting and management information at all stages of the process. We support hiring management and candidates throughout the interview, negotiation, offer, and on-boarding process.

We search for Passive candidates...



The fact that a candidate is not actively seeking a new opportunity (passive candidate) is usually a good indicator that they are successful in their present role. This doesn't mean they would not be interested in exploring an exciting and career developing opportunity.

Attracting this type of high-calibre candidate requires a significant amount of gentle persuasion and sharing of reasonable information to convince them that the new opportunity is worthy of exploration.

Part of our role will be to promote your business, your growth plans, and the potential for the role to take the candidate's career to another level. It is also worth noting that during discussions, we will be able to identify potential time wasters who just want to use the opportunity to increase their salary with their existing employer.

A key part of our role in the recruitment process is to act as an ambassador on your behalf.

Working with us

1. The first required payment on assignment of the search – this will allow DP Execs to commission our research partners to map out a detailed profile of the market/competitors and identifying the "A Players" within these companies – this will then allow us to engage with them accordingly and bring them to the table.
2. The second payment will be payable when the candidate has accepted the offer of employment with the Client.
3. Final Stage Fee, a full reconciliation amount comprising the remainder of the fee once the selected candidate has started employment with the Client.

Appendix 1 - The DPExecs Hiring Consultation

This is the most important part of the process, we spend considerable time going into to great detail covering the 'Who, What, Where, When, and Why' of the requirement. You'll be well aware that the better and more precise a specification for a project or piece of work, the better the outcome. We will revisit and collaborate with you throughout the process, coming back to you with questions or challenges as we work through the DPExecs 13 Step Search Process.

Assignment Consultation

Job Title _____

Department _____

Base Location _____

Reporting to _____

Reason for the vacancy _____

Activities undertaken so far _____

Direct Reports _____

Organisational Structure _____

Challenges/Opportunities for the role required

Skills and background

Preferred Industry Sector _____

KPI's and deliverables _____

Most Important Skills _____

Language Skills _____

Travel Content _____

Remuneration/Package _____

Relocation Details _____

Business Overview (size, turnover etc) _____

Current Market Opportunities _____

Current Market Challenges _____

Growth Plans 1 – 5 years _____

Selling points of the role/Company _____

Company Culture _____

Confidential NDA Required? _____

Ideal Target _____

Companies Off Limits _____

Update Reports _____

Target Research Date _____

Target Short List Date _____

Interview Process/Methodology/Location/Personnel

Screening Questions

1: _____

2: _____

3: _____

If in twelve months time, you review this hire, and feel it has been a success, what impact will they have had on the business?

Assignment Confirmation

In the event that we do not hear from you within 48 hours regarding the contents of this document, we will proceed on the basis that the information provided is an accurate reflection of the hiring brief meeting, and that you accept receipt of the Assignment Confirmation document and grant permission to DPExecs to proceed with the recruitment of the position on the basis detailed within it.

Thank you.

Thank you again for retaining us to recruit for you – we look forward to working with you.

Appendix 2 – The Search Process

The DPExecs 13 Step Search Process is a proven and winning formula that delivers time after time. We will communicate regularly with you and provide progress updates throughout the process.

| Our Role | The Search Process | Your Role |
|---|--------------------------------|---|
| | | Communicate with us regularly, clearly and in a timely manner throughout the process. |
| We work closely with you to document the opportunity, enabling us to attract the specific talent your business or investment requires. | 1 Define the Opportunity | In-depth briefing with one of our Directors. |
| Using our experience and knowledge, we design the most appropriate search strategy and fee structure for you. | 2 Propose the Strategy | Agree the terms and conditions. |
| We mutually agree upon which organisations to target. | 3 Define the Search Universe | |
| Our research team will identify the appropriate individual within each target organisation. | 4 Research the Market | |
| Acting as an ambassador for your organisation, we present the opportunity to the targeted candidates. | 5 Approach the Candidate | |
| Through regular updates and frequent communication, we help you build awareness of the best candidates in the market. | 6 Discuss the Feedback | |
| We conduct a detailed interview with each candidate. | 7 Interview the Candidates | |
| In-depth reports and CV's on shortlisted candidates are presented. | 8 Deliver the Reports | Decide which candidates you want to take forward to first interview. |
| We co-ordinate interview times as well as communicating feedback after each stage of the interview process. | 9 Manage the Interview Process | Provide us with your feedback after each stage of the interview process. |
| We ensure all parties reach a mutually beneficial agreement. We also counsel for potential counter offers. | 10 Negotiate the Offer | Present formal offer of employment to selected candidate. |
| We will facilitate reference checks once the interview and negotiation process are complete. | 11 Reference Checks | Conduct references in line with your company policy. |
| We stay close to the candidate during their notice period and follow up during their initial stages with your organisation or investment. | 12 Manage the Transition | |
| We would be grateful if you would provide us with Testimonials and Referrals. | 13 Testimonials and Referrals | |

Psychometric Testing

We can offer Psychometric testing as a guide to a person's behavioural style. This will allow you to evaluate their inner capability and suitability for certain job roles, along with their preferences for communicating with others.

Assessing behaviour in the recruitment process helps you predict who will deliver outstanding results and who will thrive in your company's culture.

- ✓ Assess person-job fit
- ✓ Improve communication
- ✓ Motivate and engage staff
- ✓ Explore behavioural-fit
- ✓ Identify areas for development
- ✓ Motivate and engage staff
- ✓ Improve communication
- ✓ Manage performance
- ✓ Recruit the right person

We offer a detailed report and one to one analysis by qualified and trained professionals, we look at areas including:

- ✓ Self Motivation
- ✓ Job Emphasis
- ✓ Descriptive Words
- ✓ Behaviour Under Pressure
- ✓ Motivators
- ✓ Self-Image
- ✓ Decision Making
- ✓ Planning And Problem Solving
- ✓ Communication
- ✓ Administration
- ✓ Developing Others

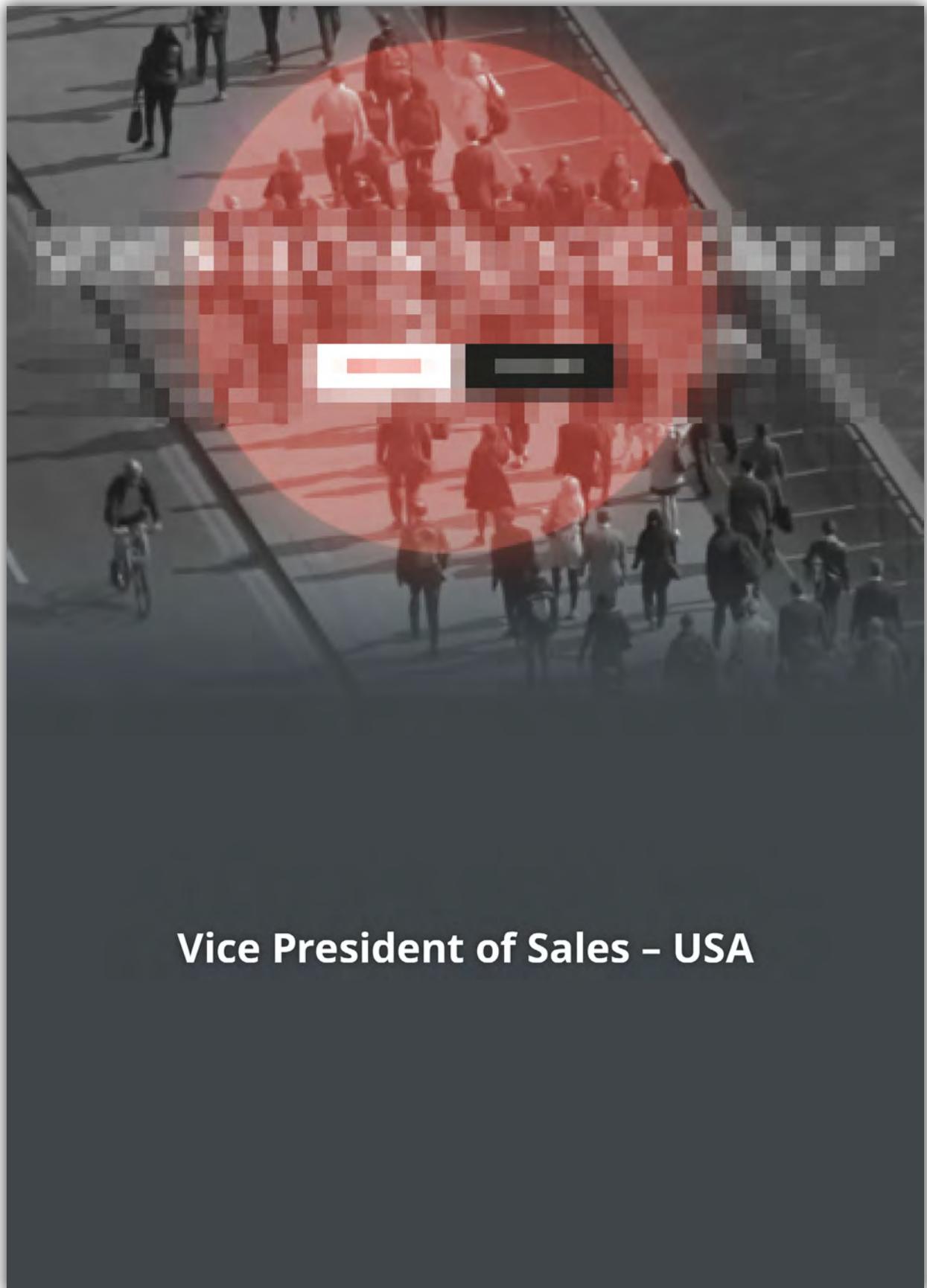
Additionally, we can provide guides on:

- ✓ Strengths and limitations
- ✓ A guide to interviewing
- ✓ Sales interview questions
- ✓ Management interview questions
- ✓ How to manage

These can be useful supplementary tools during the recruitment process.

Appendix 4 - Example Candidate Pack

Most (but not all) Job Specifications are poor, and not well presented or positioned sales documents, as we approach Passive Candidates having a well presented and articulate Sales document is critical, we will work with you to produce a document that encourages individuals we contact to engage with us and want to find out more about your company and opportunity.



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Darren Peck
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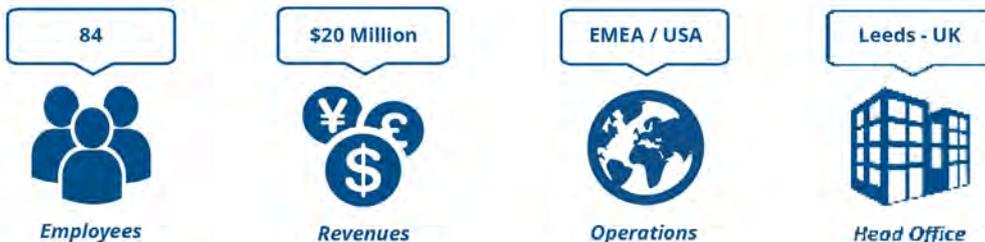
Summary

Summary of the opportunity

Seven Technologies Group (STG) is a UK Defence Manufacturer specialising in the provision of Intelligence, Surveillance, Target Acquisition & Reconnaissance (ISTAR) systems. The organisation has over 40 years industry experience and a combined legacy of 180 years real-world operations. The group provides cutting-edge ISTAR systems to approved global military and government clients. With a commitment to funded research and development programmes, STG continues to push boundaries and create unique solutions for customers. They are a customer centric organisation providing clients with a single focal point for all ISTAR needs, along with unparalleled operational expertise and support.

Due to continued success STG wish to appoint a Vice President of Sales - USA to make a major contribution to the company's strategic growth strategy. The successful candidate will be dynamic and innovative with excellent 'Defence Sales' sales experience and a proven track record in senior relationship building and new business generation.

Seven Technologies Group at a glance



About Seven Technologies Group

Founded in 2003, Seven Technologies Group (STG) is a UK defence manufacturer, specialising in the provision of Intelligence, Surveillance, Target Acquisition & Reconnaissance (ISTAR) systems. The company is an award-winning proactive organisation with a global presence spanning Europe, America, Asia-Pacific and the Middle East.

STG's combination of operational experience and world-class engineering enables them to provide a world-leading service, in 5 core business areas:

Research & Development

Dedicated research, world-class facilities, and the highest standards in engineering, quality and manufacturing ensure the results needed for customers' exacting requirements. Decades of experience underpin the development of innovative solutions for complex, evolving and operational challenges.

Design & Manufacture

STG design, develop and manufacture products based on a unique understanding of the operational environment. STG products are rugged and designed for endurance. Using minimal power for long durations in the toughest environments, they provide optimum solutions for ISTAR.

Training & Consultation

The group trains clients in the operation and application of systems - ensuring maximum operational effectiveness. They provide a specialist range of training programmes to clients which are delivered by subject matter experts who have vast operational experience. Courses are tailored to clients' needs and have multiple formats, and generally consist of a theory element followed by practical exercises.

Provision & Sales

Due to the time orientated nature of the industry, efficient sales and provisioning are imperative. STG has strict processes and procedures in place to enable the rapid provision of solutions when needed. The business development team possess expert knowledge to ensure clients have the optimum solution for their requirements. STG are ISO 27001 accredited and follow information security best practice.

Operational Support

STG provide the highest level of service to customers by recognising that robust through-life support is fundamental to the successful implementation of any system. STG's team of dedicated service technicians are on hand 24/7 and project success is a priority.

Detailed information about the STG's operations can be found at the following link:

Click [here](#) to visit the [Seven Technologies Group](#) website



The Role

Vice President of Sales – USA

| | |
|---------------------------|--|
| Reporting to | Sales Director. |
| Location | Based in the USA. |
| Remuneration | \$200k salary package, plus bonus and benefits. |
| Reason for vacancy | Newly created role to drive and develop expansion in the region. |

Role function and key responsibilities

This is a senior level position responsible for developing and leading the group's business expansion and development strategy across the USA. Key to the role is the development of all aspects of business opportunities outside traditional channels and customer groups, with responsibility for winning and delivering assigned new business and achieving agreed sales targets. The successful, highly motivated and engaging candidate will deliver continuous sales growth by promoting products and services with new customer groups across the USA. In addition, this role requires the individual to establish as a supplier to appropriate Prime and Tier-2 defence companies appropriate to product and solutions offering. The candidate will be a highly ambitious, self-motivated, positive and well-informed advocate capable of ensuring is seen as an industry leader in all Artificial Intelligence (AI) and autonomous ISR capabilities. The role will require security clearance, and has tremendous scope for development. It presents a unique opportunity for the right individual to make a major contribution to the group's global expansion programme. Progression within the group and beyond the role should be something the individual is motivated to achieve.

Objectives, duties and responsibilities will include:

- Developing all aspects of business opportunities outside traditional channels and customer groups with responsibility for winning and delivering assigned new business and achieving agreed sales targets.
- Delivering the company strategic growth plan in the USA.
- Establishing as a supplier to appropriate large defence manufacturers.
- Contributing to sales planning strategies by matching products to customers and identifying the potential for new products appropriate to the market.
- Identifying opportunities and overseeing them through the sales pipeline process to closure.
- Contributing to marketing strategies using operational or time developed experience in understanding customer capability and needs requirements.
- Increase AMEA sales of capability range (and 3rd Party products as appropriate).
- Contributing to product roadmap definition and associated business needs analysis.
- Involvement in pricing strategies and maintaining competitor analysis and positioning.
- Understanding changing trends and economic indicators and how they may affect, impact and influence 7TG business plans.
- Maintaining and contributing to an accurate forecast of order intake by regularly updating and actively working with the CRM database.
- Providing support to projects through internal liaison, understanding customer requirements and scenario development.
- Making recommendations to the Sales Director as required to increase business opportunities, markets and customer base.
- Undertaking other reasonable duties of a similar nature, as directed, that are within the scope of the role and the individual's abilities.

Competencies:

- Excellent communicator - written and verbal.
- A drive for results and a focus on attention to detail.
- Customer orientation and a collaborative team player ethos.
- Highly organised with exceptional time management skills.
- Self-motivation, business drive and resilience.
- Experience of collaborative working in dispersed organisations.

The person, experience and attributes:

- US Military experience (preferably Army or Marine Corps).
- Significant experience in successful sales and business development.
- Thorough understanding of the US DOD acquisition and contracting process.
- Appropriate industry product knowledge.
- Demonstratable track record of delivering against stringent customer demands.
- Ability to work as an individual or as part of a multi-disciplined team.
- Ability to work under pressure and to strict deadlines.
- Flexibility and responsiveness.
- Innovative, strategic thinker with a solution-oriented approach.
- 10 years plus sales experience within the defence, law enforcement, security, border surveillance industry. 5 years international business development experience.
- Relevant proficiency in IT, collaboration and communications technology.

Key attractions

In a VUCA (Volatility, Uncertainty, Complexity, Ambiguity) world, the opportunity to join a leading organisation operating in the Intelligence, Surveillance, Target Acquisition & Reconnaissance areas is a fantastic career progression opportunity for the right candidate. **1723** global expansion strategy in the USA presents an exciting opportunity for an exceptional business development professional to make a major contribution to their success story.

1723 is committed to creating a diverse environment and is proud to be an equal opportunity employer. The organisation believes in actively working together across global boundaries, where culture and collaboration are key. It's an exciting time to join the organisation.

- ✓ This is a dynamic, senior sales role in a defence organisation.
- ✓ Excellent salary with scope for career progression.
- ✓ Flexible working arrangements and the need to travel.
- ✓ **1723** are committed to supporting professional development.

The Process

Recruitment process

Initial discussions, meetings and mutual pre-qualification will be with **T&A** retained external advisers, DP Execs. These conversations will enable Darren Peck (Managing Director) to select and invite a small number of preferred individuals to progress to the second stage, which will be with **T&A** leadership representatives.

With regard to the above, every effort will be made to co-ordinate diaries and meetings to ensure an effective use of time for all parties. The intention is to manage the process efficiently and to focus on making the right appointment as quickly as possible, while affording all parties the opportunity to make informed decisions.

About DP Execs Ltd

DP Execs is a boutique company specializing in executive level recruitment within the Private Equity sector, including portfolio businesses. The organisation employs a small number of highly experienced staff who are dedicated to finding the best possible candidates for clients. With our combined years of experience within the recruitment industry as well as first-hand experience of working closely with companies on a global basis, clients and candidates alike can be assured of our commitment and professionalism.

More information about our business can be found at dpexecs.com

DP Execs Ltd

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Appendix 5 - Example DPExecs Profile and CV

As per The DPExecs Hiring Consultation we will agree some screening questions with you. We will collate answer and interview notes into a formatted document with a CV.

CV Submitted by Darren, DP Execs, darren@dpexecs.com,

Candidate: Darren "Dip" McQuinn
Current employer: Security Solutions TL/200
Current position: Business Development Sr. Mgr. (L-6)
Location: Orlando
Current remuneration: Current Salary is \$175,000
Notice period: 1 month

Why are you interested in moving and why interest in TechSource?

Though Darren enjoys working at Lockheed Martin, this opportunity presents several intriguing opportunities for him. Because TSC is an agile organization that rides on the cutting edge of surveillance technology, working there presents many advantages that working for a large company does not. Speed, risk tolerance, desire to change, and the ability to adapt quickly to market conditions are just a few of the things that garner his interest. This reduction in bureaucracy is exciting for him. Moving quickly on ideas and being able to change quickly based on customer desires and expectations makes selling exciting. These are attributes that he desires in a new role.

Another reason for Darren's interest in TSC is that he would be selling in a territory that is somewhat new for TSC. This gives him the chance to build a new territory and help in the growth of the company while also building solid relationships throughout the territory that in the long run lead to consistent business. This is something that he has a lot of experience with. The last 2 roles at Lockheed and Lockheed Martin were setting up new territories. With Lockheed, he was expatriated to Australia to start a new territory that had not been occupied by a full-time sales manager for over 15 years. He went from moving overseas to establishing a new product line and the first sale of 10 aircraft in just under 2 years. This was all done while also fighting a bureaucratic system that was not interested in change, something that plagues many OEMs.

Lastly, TSC seems to be at the cusp of a new horizon for the future of the company. A new image, increasing revenue, and a desire to expand internationally are all signs of a company that sees a bright future and wants to continue to compete.

What is important to you in a new role and company?

The most important aspect of a new role is a clear understanding of the leadership of the mission and the desired strategic path to achieving it. This gives him the ability to know what the playing field is in the field. What new business will the company entertain and what does it want to stay away from. As an engineering firm, the sky is the limit if there are funds to achieve it, so a strong understanding of what direction the team wants to allocate its fiscal and engineering resources is key. Knowing where the company wants to go over the next 5 years as far as product offerings and risk profile allows him to focus on those customers that move closer to that strategic vision.



Terms and Conditions As Agreed

Example DPExecs Profile and CV (continued)

CV Submitted by Darren, DP Execs, darren@dpexecs.com,

With an agile company like **ABC**, it is very important that leadership enjoys change and seeks ways to adjust its offerings based on customer's needs and competitive shifts. Also, it is important that the decision making is not held only at the top. The largest difference between a large corporation and a small one is reaction time. With a smaller footprint and stratified decision making, a smaller company can make the buying process much simpler and satisfying to the customer. They can also provide exceptional support.

What are you looking for from a new employer?

Respect for **me** as an employee, a team atmosphere, and a long game mentality. Companies who are only interested in what he is doing for them vice who he is as a person is not what he desires. The relationship should be mutual with respect. He desires to work for people who are having fun and have a passion for what they are doing. A job is not a job if you are having fun. This "fun" starts with the people. In fact, he would say that people are 90% of the equation. The other must be unique products and a desire to provide the customer what they want when they want it. When he brings in an opportunity that requires a change from the norm, he hopes that he hears "that's tough, but let's figure out how we can do it!"

Current Salary, package and expectations – Location details

Current Salary is \$175,000 with the end of year Bonus. He also receives 401K matching up to 8% of his salary.

The expectation is that the salary is commensurate with responsibility. **me** would request \$205K/yr. with a bonus. There will be no need for insurance as he receives his insurance through the **ABC**. He also expects that the company support his being in the **ABC** and follow all US Law as it pertains to Uniformed Services Employment and Reemployment Rights Act (USERRA). **me**'s **ABC** work entails 2-3 weeks of training per year with a long lead time from notification to movement. **me**'s boss will know early on when he is training. He has worked in the **ABC** and his civilian job for 6 years and it has not caused any issues with his completion of duties on either side.

Any other benefits, are you committed to where you live because of family / other reason?

Yes, **me** is committed to his home location of Orlando, FL. **me**'s mother has moved to Orlando, FL and his children are all in school here so he cannot move, however, he does live within 10 minutes of the airport and travel worldwide is not an issue.

What is your notice Period?

1 month



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CV Submitted by Darren, DP Execs, darren@dpexecs.com,

Interview availability

Available for the next 3 weeks.

What single project or task would you consider your most significant accomplishment in your career so far?

The most significant accomplishment to date is with his current role. **DP** and his team were the first BD team to manage the sales requirements for the **Army's** contract. This contract is one of the largest **Army's** contracts to date with an IDIQ value of over \$3.5B. It provides support services for all training devices within the **U.S. Army's** around the world. With no leads or prior BD work done with the customer, they had to start from scratch. Establishing relationships with both internal and external stakeholders, setting up reporting templates, establishing a sales funnel, and providing visibility to senior leadership on the current health of the funnel. All this while also searching for opportunities to sell expanded support services around the world. **DP's** team and he were able to establish all of this within 4 months and as of today we have pulled in 30% more business than previous order periods and are working to sell a contract modification worth over \$300M.

Could you outline your technical experience relevant to this role?

DP started his career as a **Army's**. One of his primary missions was ISTAR. He personally used FLIR, surface search radar, ISAR, ESM equipment, Day TV optics, Night TV optics, hybrid solutions, and many types of acoustic search systems.

Since departing the active duty service, he has been selling helicopters and ISR equipment both domestically and internationally to both civilian and military customers to include the US Army and AUS Army, Bangladesh Air Force, and numerous municipal firefighting agencies in and around Australia and S. Korea. He has also sold to many commercial aviation outfits as well as supporting oil and gas operations around the world.

Lastly, he has managed the stand-up territories internationally and domestically. He knows the work that is required and he understands the challenges associated with this endeavour. It takes time and patience, but most importantly, it takes hard work and a willingness to go the extra mile to position your brand. He has done all of that and has been successful.

Describe a situation where you have driven significant growth at a large and complex account

Please see the answer to number above. \$275M in sales to date with another 3 months remaining in the year. This represents a 30% increase in sales YoY. We have also uncovered a \$300M opportunity to provide mission support services to 3 separate combat training centres around the world.



Terms and Conditions As Agreed

Example DPExecs Profile and CV (continued)

CV Submitted by Darren, DP Execs, darren@dpexecs.com,

Summary

In summary, ~~DP~~ is looking forward to continued dialogue on the USA BD Manager position for ~~TC~~. He sees ~~TC~~ as a rising company with some unique skill sets and attributes. The size of your company, the complexity of the products you make, and the challenge of starting fresh on a new territory is very intriguing. He noted in his reading that ~~TC~~ is positioning itself to be a player in the AI market with facial recognition software for ISTAR systems. This is very exciting. What else is exciting is the opportunity to work for a small organization doing big things. As someone who has worked with larger companies, he understands well what capabilities this inherently brings and look forward to harnessing that smaller size and agility to position the company against larger OEM's. He hopes to speak more about this in the near future!



Terms and Conditions As Agreed

CV Submitted by Darren, DP Execs, darren@dpexecs.com,

Business Development Sr. Mgr. (L-6)

PROFILE:

Leadership (Internal and External Sales), Relationship Focus (2018-2020), Regional Sales Manager Sr. Mgr. Lockheed Martin with a FOCUS ON THE GROWTH of sales across domestically and internationally.

BUSINESS EXPERIENCE:

ATMP Business Development Sr. Mgr. (L-6), Security Clearance: TS//SI

January 2020 – Present

Business Development Sr. Mgr. responsible for a 3-person team dedicated to the expansion of Army TADDS Maintenance Program (ATMP), an IDIQ contract worth over \$3.5B. The position is responsible for both domestic and international sale of training device support services to the US Army and FMS clients.

- Dedicated Manager. As the first ever appointed Business Development Sr. Manager for the ATMP contract, he lead a 3 person team in the development of a business development program to include external and internal relationship building, development of a customer resource management (CRM) database, reporting criteria and templates, and integration of both business development and operations teams.
- First year sales yielded over \$84M in orders, a 20% year over year growth rate along with a funnel worth some \$1.5B that was nonexistent prior to the team taking their roles.

Regional Sales Manager (Sikorsky) (L-6), Brisbane, Australia, (S), Security Clearance: TS//SI

January 2015 – Present

Responsible for both military/government and commercial sales within the Australia and New Zealand markets. Responsible for building relevant programs while maintaining relationships from the operational level up through the flag level within the Australian Defense Force (ADF) while also working on political support for Sikorsky within the Government of Australia up to and including the Minister for Foreign Affairs. Was stationed in Brisbane, AUS for three years.

- BD Lead for the sale of Blackhawk to the Australian Army. Lead a 3 year BD program aimed at providing the 6th Special Forces Aviation Regiment up to 22 Blackhawks. Held bi-monthly meetings with the Australian Capabilities and Sustainment Group (CASG), and the US Office of Defense Cooperation (ODC). Though the program was never on record, the team's efforts led to funding and an LOR for P&A that was released to the US State Department in 2017.
- Developed, managed, and sold a unique production program that led to the first international sale of GSA/refurbished Blackhawks from Sikorsky in the world worth over \$100M. Designed, managed, and sold a one of a kind program that took GSA Blackhawks from the US and shipped them to Australia for refurbishment and upgrade at the Sikorsky Helitech MRO facility in Brisbane.



Terms and Conditions As Agreed

CV Submitted by Darren, DP Execs, darren@dpexecs.com,

- Responsible for the maintenance of current customer relationships within Australia and New Zealand. Managed over twenty separate relationships with ongoing ~~business~~ operators within the Oil and Gas, Military, and VIP markets.
- Recognized as a subject matter expert in helicopter sales within the Firefighting and Maritime market and has been assigned the role of selling Firehawk and also Coastal Patrol Blackhawk for all of Asia. Currently leading the Korea Forestry Firehawk pursuit while also adjusting the current program to better serve international customers. This includes managing changes to trade compliance, third party relationships, certification plans, and production plans to better support international Firehawk sales.

~~Senior Officer Leadership Program (SOLP) General Service, Atlanta, GA, Security Clearance: TS/SCI~~

February 2014 – January 2015

Responsible for the development of support analytics and Educational material for both the Regional Service Manager and Commercial Manager for the Atlanta Region. Also responsible for learning the Diagnostic Imaging business both from a servicing and modality sales perspective.

- Assisted in the development of the AP Refresh growth funnel across the ATL and GCR Regions. Engaged with sales and service team members to both learn the business and assist with innovative ways to sell imaging equipment and support plans.
- Network with Atlanta Region and East Zone leadership and core team members to gain understanding of business in current economy. Participated in region/area reviews/meetings.
- Developed tracking mechanisms to support service operations in Atlanta Region to forecast Performix Pro/Ultra and Perseus tube usage using age/usage statistics by the Quarter. Leveraged CT Leaders in region to gain informatics and process for updating.
- Developed and publish a comprehensive sales support book that includes offers by modality, value propositions for each, process documentation, and best practices/case studies along with information detailing how AP Refresh works with Medicare and Capital/Operational Expensing.

~~Maintenance Test Pilot, Assistant Chief of Operations, Istanbul Commercial Flight~~

~~Representation, Aviation Safety Public Affairs Office, Istanbul, IT, Security Clearance: TS/SCI~~

March 2011 – February 2014

Responsible for setting policy/ procedures for 11 safety programs for new aircraft at ~~3~~ ~~5~~ ~~6~~ ~~7~~ ~~8~~ ~~9~~ ~~10~~ ~~11~~ ~~12~~ ~~13~~ ~~14~~ ~~15~~ ~~16~~ ~~17~~ ~~18~~ ~~19~~ ~~20~~ ~~21~~ ~~22~~ ~~23~~ ~~24~~ ~~25~~ ~~26~~ ~~27~~ ~~28~~ ~~29~~ ~~30~~ ~~31~~ ~~32~~ ~~33~~ ~~34~~ ~~35~~ ~~36~~ ~~37~~ ~~38~~ ~~39~~ ~~40~~ ~~41~~ ~~42~~ ~~43~~ ~~44~~ ~~45~~ ~~46~~ ~~47~~ ~~48~~ ~~49~~ ~~50~~ ~~51~~ ~~52~~ ~~53~~ ~~54~~ ~~55~~ ~~56~~ ~~57~~ ~~58~~ ~~59~~ ~~60~~ ~~61~~ ~~62~~ ~~63~~ ~~64~~ ~~65~~ ~~66~~ ~~67~~ ~~68~~ ~~69~~ ~~70~~ ~~71~~ ~~72~~ ~~73~~ ~~74~~ ~~75~~ ~~76~~ ~~77~~ ~~78~~ ~~79~~ ~~80~~ ~~81~~ ~~82~~ ~~83~~ ~~84~~ ~~85~~ ~~86~~ ~~87~~ ~~88~~ ~~89~~ ~~90~~ ~~91~~ ~~92~~ ~~93~~ ~~94~~ ~~95~~ ~~96~~ ~~97~~ ~~98~~ ~~99~~ ~~100~~ ~~101~~ ~~102~~ ~~103~~ ~~104~~ ~~105~~ ~~106~~ ~~107~~ ~~108~~ ~~109~~ ~~110~~ ~~111~~ ~~112~~ ~~113~~ ~~114~~ ~~115~~ ~~116~~ ~~117~~ ~~118~~ ~~119~~ ~~120~~ ~~121~~ ~~122~~ ~~123~~ ~~124~~ ~~125~~ ~~126~~ ~~127~~ ~~128~~ ~~129~~ ~~130~~ 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CV Submitted by Darren, DP Execs, darren@dpexecs.com,

- Awarded Aviation Safety Officer of the Year for all of DCMA for 2012. Was recognized as #1 of Approximately 20 Aviation Safety Officers for DCMA.
- Awarded Junior Officer of the Quarter for First Quarter 2012 for exemplary performance of duties to include assuming leadership roles as both Government Flight Representative and Chief of Flight Operations. Positions typically filled by more senior officers. Was responsible for safely scheduling and executing over 1000 hours of flight time. Assisted the contractor with identifying possible safety of flight hazards on two separate occasions leading to tougher tool control procedures and a government cost savings of \$2 million dollars.
- Top performer during government audits with the Safety program receiving above standard ratings which are only awarded to those programs that are considered to possess qualities that are above and beyond what is required.
- Coordinated local fire support, government approval, and logistic support for over 20 Black Hawk aircraft demonstrations in the local community for schools, businesses, and cities leading to greater civilian awareness of both military operations and equipment.
- Managed medical and physical fitness requirements for 10 DCMA Sikorsky Navy personnel. This includes physical fitness test scheduling and orchestration, IT support with regard to fitness computer solutions, and medical support/consultation. Develops both remedial physical training plans and nutrition plans for Navy personnel.

Operations Manager, San Diego, CA, Security Clearance: TS/SCI

January 2010 – February 2011

Directed the day to day operations and flight scheduling of a two helicopter, 26 member detachment aboard three separate naval ships in an arduous industrial military environment with multiple mission sets in support of Operation Enduring Freedom. Accountable for 160 man hours, 15,000 pounds of fuel and a minimum of 9 hours of flight time on a daily basis. Was the liaison between ship's company and aviation detachment personnel in order to integrate both long term and near term scheduling of assets.

- Awarded the Navy Marine Corps Achievement Medal for orchestrating the safe completion of over 700 flight hours while supporting over 5 separate Task Force Commanders around the world. Ranked #1 of 4 Detachment Operations Officers.
- Planned, scheduled, and flew as Aircraft Commander over 300 mishap free flight hours in support of U.S./Coalition military operations around the world where procedural excellence and mission flexibility were critical to survival.
- Trained 6 new pilots on flight deck operations in some of the most demanding sea conditions and environments. Recognized as a subject matter expert and the ship's consultant on small boat flight operations for the detachment.
- Was chosen to assist **Boeing** Aircraft with both public relations and marketing in a sales support role for the new MH-60R Seahawk at the Avalon Air Show in Avalon, Australia which assisted in **Boeing's** winning of the Australian MH-60R Seahawk contract.



Terms and Conditions As Agreed

CV Submitted by Darren, DP Execs, darren@dpexecs.com,

Personnel Services/Personnel Management Director - San Diego, CA, Security Clearance: TS/SCI

November 2007 – December 2009

Responsible for personnel salary oversight, certification/currency review and upkeep, berthing assignment, medical record maintenance, maintenance of flight records and publications, personnel integration to shipboard IT solutions, and wage/salary administration for detachment personnel associated with a two helicopter, 24 member detachment aboard the USS Curts during work ups and deployment to the Middle East.

- Received the Navy Marine Corps Achievement Medal for exemplary performance of duties from the Commanding Officer of USS Curts.
- Flew some 500 mishap free flight hours in support of Operation Enduring Freedom. Was awarded the Air Medal (Strike) as a result of numerous combat flight hours attained in the performance of duty.

Student, Pensacola, FL/San Diego, CA, U.S. Navy Flight School

June 2004 – October 2007

Student Naval Aviation Flight School

- Successfully completed three years of rigorous flight training in the operation and employment of two training aircraft and the SH-60B/MH-60R Seahawk.
- Ranked in the top ten percent among peers in Advanced Flight Training.

PERSONAL:

EDUCATION: 2004 Auburn University, Auburn, AL: Master of Business Administration, M.B.A.

2004 United States Naval Academy, Annapolis, MD: Bachelor of Science, Political Science/General Engineering

ADDITIONAL: Aviation Safety Officer-Trained. Recognized by the U.S. Government as an OSHA equivalent certification

Gold CrossFit athlete and trainer with a CrossFit Trainer Certificate

holds both a FAA Commercial Pilot's Rating and Instrument Rating.



Terms and Conditions As Agreed