

Uniquely experienced, results oriented, technology strategist and creative IT executive with proven ability to drive business improvement initiatives and align technology with corporate goals. Digital transformation catalyst for developing forward-looking plans, embracing new technologies, and designing architectures to increase business agility and manage complexity within existing technology environments. Adept at building and managing effective, high performance, cross-functional teams to achieve business goals. Elevated operational focus on providing stable and reliable environments, pro-actively planning for business continuity centering on compliance and security. Skilled enterprise negotiator for vendor contracts, managed services, and procurement.



PROFESSIONAL PROFILE

- Provides enterprise-wide, holistic vision via decisive and insightful leadership, guiding daily operations, and policy implementations through strategic thinking and experienced decision-making.
- Spearhead project delivery with tight timeframes, using cutting edge methodologies across distributed locations, with tight budget control for internal and external resources, operational and capital expenditure.
- Experienced in successfully establishing and controlling the direction of IT strategy, ensuring maximum value returned from investment over all aspect of IT and IS projects, including enterprise and solution architecture.
- Known for seamlessly coordinating and collaborating with global, cross-cultural, distributed internal organizations, external customers, and partners. Strong contract negotiation skills with vendors.
- Proven, successful track record of building and ensuring the implementation of a cyber security strategy and roadmap, including end user training and testing, WAN architecture, and end point protection and response.
- Strong successful governance oversight of AI, IT, Data, and New Technology introduction.
- History of fostering a culture of openness and collaboration, strengthening relationships between technology and business divisions to expand understanding and cooperation, improving overall results and performance.
- Industry neutral technical experience and knowledge – ability to apply skills and experience from across many industries, including regulatory compliance DFARS & CMMC, SOX, ISO, FDA, CFR part 11, ITAR, ASC, GDPR.

CORE COMPETENCIES

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|--------------------------|-------------------------------------|----------------------------|
| ▪ Strategic Planning | ▪ Risk Assessment & Management | ▪ Security Management |
| ▪ Leadership & Mentoring | ▪ AI, Data, and IT Governance | ▪ Regulatory Compliance |
| ▪ Business Partnering | ▪ Process & Continuous Improvements | ▪ Budget Setting & Control |

PROFESSIONAL EXPERIENCE

Nel Hydrogen

Wallingford, CT & Oslo, Norway/Hybrid

Director of IT

2023 - present

- Brought in for a new role as head of IT for Nel Hydrogen in US as part of Global restructuring and realignment of IT team for a Global Leader in Green Hydrogen Generation, with locations in Norway and US.
- Role was created to support expansion in Michigan and California with new automated manufacturing facilities.
- Oversaw the revolution and evolution of IT as a key member of the Global IT Leadership Team
- Led the implementation and migration to a single global ERP (Microsoft Business Central) consolidating multiple legal entities and older ERP systems.
- Created IT Governance Board to support the corporate IT governance to facilitate a more adaptive governance model that can reduce new technology introduction time while rationalizing application spread.

- Built an internal IT team to support delivery of IT services and adjusted the IT Operating model to facilitate the increased demand and shifted focus.
- Setup and ran the Data Governance Board, establishing a formal framework for defining the data needs and data fabric for the organization. Included data roles, data standards & policies, security, and quality.
- Launched and led an AI Governance Workgroup for the introduction of AI into the organization focusing on security, data source quality, output review, ethics, and education.
- Spearheaded a global Engineering Tools group, bringing together the disparate and distributed engineering SMEs and facilitating collaborative relationships, resulting in significant cost savings and a more flexible team.
- Created the Cybersecurity Incident Response playbooks and workflows and worked with the SOC to run workshops and simulations. Also worked closely with the internal Security Architect to define security practices and a successful ISO27001 Audit.
- Supported the separation of a section of the business into a separate legal entity – this involved splitting technology, rebuilding new tenants, and interviewing and hiring a new IT team.

Achievements

- Rebuilt the US IT team after an organization split. Restructured the team based on gap-skills and built a training and career growth plan for the team.
- Setup data warehouse and training for users to support them digitizing data and moving to centralized reporting, resulting in significant saving in time and new insights into data that were not previously available.
- Successfully developed internal team members through multiple promotions and internal career path corrections, including promoting and achieving certifications and ongoing education.

Other Accomplishments

- Supported business through industry challenges and downsizing across all functions, recommending and introducing assistive technology.

BAE Systems Inc., Electronic Systems

Nashua, NH / Remote

Director of IT & Business Transformation

2021 - 2023

- Unique opportunity to define a new role for IT and Business Strategy within the largest sector of the US arm of a prime global defense contractor. 17,000+ employees over 45 locations in US and UK.
- Supported IT budget of \$145M with 40+ resources across US and UK.
- Created the Digital Strategy for the business based around delivering business capabilities in line with the Business Strategy.
- Created IT Governance Board to support the corporate IT governance to facilitate a more adaptive governance model that can reduce new technology introduction time while rationalizing application spread.
- Built an internal IT team to support delivery of IT services and adjusted the IT Operating model to facilitate the increased demand and shifted focus.
- Setup the Data Governance Board, establishing a formal framework for defining the data needs and data fabric for the organization. Included data roles, data standards & policies, security, and quality.
- Ensured preparedness for emerging and disruptive technologies, defining policies and procedures to keep the IT strategic plan relevant and up to date, utilizing standard documentation processes & tools (ITIL, PMP, etc.).
- Supported the integration of 2 major acquisitions – merging ERP, PLM, and ERP into current landscape.
- Oversaw the design of the global data warehouse model for business intelligence and analytics reporting, increasing visibility and access to global data, enforcing standards, and conventions, including localizations.
- Managed multiple, simultaneous, dependent and independent projects using proven and custom methodologies to control resources, timelines, deliverables, change, cost, and risk.

Achievements

- Created and chaired the Digital Transformation Office, a cross functional, cross business office to drive and oversee the delivery of the digital strategy.
- Setup in Agile Factory Support Model with the Operations team to reduce downtime (by 40%), increase ticket response time (by 60%) and improve compliance (> 98%)

Other Accomplishments

- Presented a paper at a Gartner Peer Forum on “Establishing a Digital Transformation Office”.
- Refocuses the IT Operating model in line with best practices adjusted to accommodate the organizational need.

AMETEK CORPORATION

Divisional IT Director

Middletown, CT / Berwyn, PA

2016 - 2020

- Engaged as a core member of the global IT team to oversee and drive worldwide IT strategy and initiatives for a \$5.2B international manufacturing corporation with 16,000+ employees.
- Oversaw IT for two high tech divisions with \$1.8B annual revenue and 30+ IT staff within 12 individual business units and a combined IT budget of \$14M. Reporting to CIO and Group President.
- Directed IT for ZYGO Corporation in Middlefield CT – one of the largest business units in the AMETEK portfolio with \$200m revenue, 11 IT staff, 500+ employees, and a \$2.4M IT budget.
- Served as central member of the core IT SOX Audit team, executing internal IT audits globally working with external and internal audit teams, and supporting financial, ISO, and SOX IT audits.
- Established and directed IT strategy: architecting, and building innovative solutions that accommodate existing, and established processes and environments, adopting standard methodologies (TOGAF, Gartner) as needed.
- Performed IT investigations and due diligence on multiple M&A projects & oversaw integrations.
- Guided cyber security assessment and threat response strategy, working with cyber security experts to define aggressive strategy and response plan. Resulting in achieving security targets one year ahead of schedule.
- Primary contact for all defense related security systems. Defined Incident Response Plan and worked with many prime and sub-prime contractors to implement DFARS/NIST, ITAR, and ISO compliance.
- Directed the upgrade of legacy hardware and software platforms to reduce maintenance overhead and support costs in line with IT strategy and regulatory standards (Cloud/On-Premise/Hybrid, Virtualization, SaaS/PaaS).
- Managed internal DevOps team using Agile methodology for rapid solution delivery to internal clients with minimal risk and disruption. Built strong partnerships across the business increasing effectiveness of solutions.
- Oversaw the design of the global data warehouse model for business intelligence and analytics reporting, increasing visibility and access to global data, enforcing standards, and conventions, including localizations.

Achievements

- Recognized over 40% savings from reducing, optimizing and consolidating external consultants and resources.
- Successfully led the largest single business unit ERP implementation in organization, completing within budget and timeline (\$2.2M over 18 months) with zero disruptions to operations, sales, revenue, or working capital.
- Increased sales visibility and helped standardized sales process by driving global CRM platform implementation (Salesforce) in NA, EU & APAC. Established global workflow and internal & external sales team collaboration.
- Decreased Telecom spend by 33% by negotiating rates, consolidating services, and switching providers.
- Helped reduce working capital and operational overhead by spearheading D&A, BI and RPA projects.
- Cut budget cycle time by 80% and increased forecasting visibility with a new CPM platform.

Other Accomplishments

- Streamlined processes and communication across multiple international locations.
- Oversaw numerous ERP implementations and upgrade/add-ons (NAV, AX, Oracle, SAP, etc.).

IPG PHOTONICS CORPORATION

Global Information Systems Manager

Oxford, MA (also Yokohama, Japan; Beijing, China)

2012 - 2016

- Brought in to head up the revolution and evolution of information systems within a global high-tech manufacturing company that was fragmented and without central oversight.
- Directed IS strategy for business processes and platforms in North America, Europe, and APAC.
- Managed multiple, simultaneous, dependent, and independent projects using proven and custom methodologies to control resources, timelines, deliverables, change, and risk.
- Assisted with cross department business process analysis to develop improved workflow and communications.
- Managed the customization, implementation and upgrade of multiple international Microsoft Dynamics NAV ERP platforms, simultaneously with distributed teams and local consultants/partners within budget and on time.
- Recognized for ability to secure active participation by key stakeholders, facilitating sessions to clarify scope and coordinate efforts to deliver results on-time.

LINDSAY EWING

- Implemented processes and systems to enforce DFARS/ITAR compliance and import/export requirements.
- Global data management champion, enforcing data policies, standards, and organization across all entities.

Achievements

- Decreased support costs by 60% by renovating Information Systems department and team from basics to modern, up-to-date IT department, training internal staff and reducing dependence on external support.
- Reduced ERP running costs up to 80% by developing a global strategy for update and migration of ERP systems in US, China, Japan, Korea, India, Russia, Germany, Italy, Poland, Turkey and UK, managing multiple languages, currencies and localization requirements, eliminating local dependencies.
- Developed and implemented global data standards for Corporate financial reporting, along with business intelligence dashboards and reports, dramatically increasing the access and visibility of data across all levels.
- Improved procurement approval workflow turnaround time from 4 hours to 4 days by implementing MRP functionality with custom planning and forecasting tools, and online workflow for purchasing approvals.
- Deployed global cloud-based sales and service platforms (SalesForce) giving senior executives real time control and visibility over the sales cycle and global reporting on sales and service activities.

Other Accomplishments

- Streamlined manufacturing processes and communication across multiple global manufacturing locations.
- Integrated multiple international acquisitions and supported foundation of new locations (Shanghai, Warsaw, Istanbul, California) including a new Medical Device research and production subsidiary.
- Led PLM & PDM platform evaluation and implementation, adding ECO and engineering control with workflows.
- Primary contact for IT SOX auditing with Deloitte and RSM over entire IT systems and security.

ADDITIONAL EXPERIENCE

INTERNATIONAL CODING TECHNOLOGIES Topsfield, MA Global Director of Product Development

- Product Design & Development for RFID tracking & QC for rugged manufacturing & construction.

CLAVERHOUSE CONSULTING Sturbridge, MA Manufacturing Consultant

- Independent manufacturing consultant: MES implementations, RFID tracking, FDA & DoD projects.

BELLHAWK SYSTEMS Millbury, MA Senior Engineer/Consultant

- Manufacturing consultant and software engineer building and implementing MES in various industries.

LPT, INC. Londonderry, NH Principal Software Engineer

- Designed, developed, and deployed 3D laser projection systems for aerospace manufacturing.

BROOKS-PRI AUTOMATION UK, France, Japan & US Principal Software Engineer

- Designed, developed, and deployed semi-conductor and medical device manufacturing MES solutions.

CONCEPT SYSTEMS Edinburgh, UK Software Engineer

- Designed and developed marine navigation and seismic survey applications using GPS.

EDUCATION

- **BSc., Honours in Computing**, Edinburgh Napier University

CERTIFICATION AND TRAINING

- Project Management Professional (PMP) Certification - *in progress*
- Six Sigma Certification