

Shane Hughes

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Professional Summary

Transformational Senior Director of IT Operations with 15+ years of global leadership experience aligning IT strategy with enterprise goals. Expert in digital transformation, infrastructure modernization, cloud enablement, and cybersecurity governance. Proven success leading multimillion-dollar operations, deploying AI-driven automation, and mentoring global IT teams to deliver scalable systems, resilient compliance, and board-level visibility.

Core Competencies

- Developing IT Strategy & Enterprise Alignment
- Overseeing Infrastructure & Cloud Modernization
- Ensuring Cybersecurity, Compliance & Risk Management
- Leading Data Management, Analytics & Governance
- Driving AI, Automation & SaaS Adoption
- Mentoring Global IT Teams & Leadership Development
- Facilitating Cross-Functional Collaboration
- Executing Digital Transformation Initiatives
- Managing Budgets, Cost Optimization & ROI
- Adopting Emerging Technologies (AI/ML, IoT)
- Implementing Enterprise Systems & Application Roadmaps
- Engaging Executive Stakeholders & Business Units

Work Experience

MPI Engineered Technologies | Knox, IN

Global IT Director | March 2023 - July 2025

- Directed strategic modernization of global IT operations and cloud infrastructure, saving \$2M+ and aligning technology with long-term business objectives.
- Developed a high-performing IT team spanning five global facilities; fostered a culture of accountability, innovation, and cross-functional collaboration.
- Streamlined tech stack with M365 E5 rollout, reducing software sprawl and achieving \$800K+ in annual savings while enhancing analytics and security.
- Led Plex ERP rollout across U.S. and Mexico, centralizing manufacturing and financial systems, improving reporting accuracy, and boosting efficiency by 20%.
- Engineered SharePoint-based data workflows and dashboards, improving reporting visibility and cutting manual efforts by 40%.
- Directed enterprise data management initiatives by implementing scalable systems that improved data accuracy by 25% and cut reporting cycle times by 40%, enabling real-time, data-driven executive decision-making

Custom Truck One Source | Fort Wayne, IN

Senior Project Manager | March 2019 - October 2022

- Spearheaded ERP, CRM, and eCommerce deployments aligned with strategic goals, saving 200+ hours through automation and unified reporting.
- Oversaw technology rollouts for ERP, CRM, eCommerce, and reporting systems, supporting 2,500+ users and boosting reliability.
- Crafted go-live strategies with user engagement, custom training, and performance tracking to drive adoption and reduce downtime.
- Transformed workflows through analysis, documentation, testing, and UAT, increasing efficiency and reducing errors.

Single Source Systems | Fishers, IN

Contracted Senior Project Manager | April 2018 - March 2019

- Championed ERP deployments for manufacturing clients by managing full project lifecycles, aligning IT with business goals, and ensuring on-time delivery through stakeholder engagement.

- Delivered strategic pre-sales support by crafting proposals, managing RFPs, and aligning solutions with client objectives.
- Managed contract compliance and pricing governance by ensuring execution accuracy, monitoring variances, and maintaining financial integrity in CORE systems.
- Led post-deployment initiatives by gathering customer insights, identifying case study opportunities, and strengthening reference programs.

2W Technologies Inc. | Milwaukee, WI

Contracted Senior Project Manager | October 2017 - March 2018

- Devised enterprise cybersecurity programs aligned with ITAR, NIST, PCI, GDPR, and HIPAA, integrating compliance into infrastructure to enhance security and win high-value contracts.
- Executed full-cycle compliance through assessments, gap analyses, policy creation, and audit readiness, achieving regulatory adherence.
- Coordinated concurrent IT and compliance initiatives by aligning teams, timelines, and quality standards for timely delivery.
- Elevated client engagement through clear communication, tailored expertise, and strong documentation to drive successful outcomes.

RateLinx | Madison, WI

Contracted Senior Project Manager | July 2016 - September 2017

- Drove supply chain software implementations across multiple clients, delivering projects on time and within budget.
- Defined operational needs by translating partner input into clear specifications, boosting platform accuracy.
- Optimized logistics workflows by identifying inefficiencies and coordinating cross-functional teams, accelerating performance.

Clear Process Solutions | Chagrin Falls, OH

Contracted Director Infrastructure Solutions | November 2015 - June 2016

- Created scalable enterprise infrastructure through hybrid server deployment, enhancing performance and security.
- Pioneered Lean IT initiatives across ERP, PLM, and CRM, reducing deployment times and boosting system reliability.
- Incorporated automation into provisioning and patching, cutting manual tasks and ensuring consistent system builds.

TydenBrooks Security Products Group | Angola, IN

Global IT Manager | September 2012 - October 2015

- Piloted global ERP migration from Great Plains to Epicor across 3 continents, saving \$2M+ and cutting licensing costs by \$500K annually.
- Advanced global infrastructure with Microsoft 365, SharePoint, firewall, and Dell EMC upgrades, improving security, collaboration, and recovery.
- Led a multinational IT team (U.S., Mexico, Europe, China), standardizing systems and aligning technology initiatives with global business goals.

Additional Experience

The Jay Group | Contracted Senior Project Manager, RAM Software | Contracted Senior Systems / Network Engineer, Paranet / AA Airlines | Contracted Senior Infrastructure Admin

Skills

Operations Management, Executive IT Leadership, PLM, Change Management, Digital Transformation & Automation, Enterprise Architecture & Systems Integration, Cybersecurity & Compliance Oversight, Enterprise Resource Planning (ERP), Customer Relationship Management(CRM), ROI Delivery & Performance Improvement, Professional Development, Continuous Improvement, Technology Innovation, Sensitive Information, Resource Allocation, Strategic Planning, Network Operations, Data Analytics, IT Systems, User Needs, Executive Leadership, Collaboration Skills

Technical Skills

Microsoft Windows / Servers, AI, LAN, Azure, Remote Access, Active Directory, Machine Learning, Microsoft SQL Server, SharePoint, Firewalls, AWS, APIs, Agile, VMWare, VPN

Education

Associate in Computer Science | Texas State Technical College