

Mark M. Pearce

605 Strandhill Court, Lutherville-Timonium, MD 21093

Cell: 443-883-5183 Email: mark.pearce@TPAdv.com

SKILLS

- Accountable Profit and Loss (P&L) Leader with an Ownership Mentality
- Built / led organizations executing \$250M+ of Aerospace & Defense (A&D) Annual Sales
- Ability to identify, capture, and execute profitable growth
- Proven ability to grow sales (10X with 21% CAGR) and operating margin (18X and 43% CAGR)
- Applies a hands-on, metric-driven approach grounded in a deep understanding of the A&D industry
- Guides organizations in capture strategy, organizational alignment, scaling, and value creation
- Demonstrated an ability to successfully “turn around” non-performing organizations and programs
- Accomplished in developing high-performing teams and increasing employee engagement

WORK EXPERIENCE

Trusted Partner Advisory LLC

2024 – Present

Partner

- Providing advisory services for Aerospace and Defense (A&D) companies
- Implementing a metrics-driven approach to Program Execution
- Developing Long Range Strategic Plans (LRSPs), Annual Operating Plans (AOPs), Key Performance Indicators (KPIs), and Balanced Scorecards
- Building market-specific / product-specific growth plans grounded in a deep understanding of the A&D industry
- Performing Mergers & Acquisition (M&A) due diligence
- Working with leaders to scale operations due to rapid growth

Northrop Grumman – Defense Systems

2012 – 2024

Senior Director of Programs

- Accountable P&L leader for Northrop Grumman’s (NG) Special Mission Aircraft Operating Unit
- Annual awards and sales increased 10X (from \$25M to \$250M) with a Compounded Annual Growth Rate (CAGR) of 21%
- Operating Margin (OM) / Earnings Before Interest Tax Depreciation Amortization (EBITDA) increased 18X (from \$2M to \$36M) with a CAGR of 43%
- Return on Sales percentage (ROS%) increased almost 2X (8% to 15%)
- Developed and executed strategic competitive campaigns: Special Electronics Mission Aircraft (SEMA) Contractor Logistics Support (CLS) \$750M; Battlefield Area Communications Node (BACN) CLS three times capturing \$250M, \$275M, and \$460M, respectively
- Growth of existing programs by 10-15% to annual sales through Engineering Change Proposals
- Technology Innovation through the use of data analytics to forecast cost per flight hour (CPFH), material demands, and inventory levels
- Execution of Internal Research and Development (IRAD) to build discriminating competitive advantages
- Executed a “turnaround” of the SEMA CLS program from initial losses to double-digit ROS% and consistently achieved all annual performance incentives (\$6M annually)
- Led the integration of the Orbital / ATK Armed Reconnaissance (AR) organization in Fort Worth, TX, into Northrop Grumman Middle River, MD, and Huntsville, AL operations

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Sierra Nevada Corporation - Integrated Mission Systems

2005 – 2012

Vice President of Programs and Operations

- Integrated, delivered and operated over thirty (30) Airborne Intelligence, Surveillance, and Reconnaissance (A-ISR) Systems for Counter Insurgency / Counter Terror (CI/CT) missions in Afghanistan and Iraq for the US Army and the Special Operations Command (SOCOM)
- A key member of the leadership team that grew annual awards and sales 10X (from \$25M to \$250M) in 6 years
- Responsibilities included all aspects of the organization, including the "local homeroom" for all functional areas (Business Management, Contracts, Supply Chain, Quality, & Engineering)
- Developed and executed strategic competitive campaigns: Median Altitude Reconnaissance Surveillance System (MARSS) \$330M; Airborne Reconnaissance Low (ARL) \$140M; Airborne Reconnaissance Multi-Sensor (ARMS) \$45M; Customers and Border Protection (CBP) Multi-Role Enforcement Aircraft (MEA) \$96M

Director of Programs and Engineering

- Led the integration of ARDI LLC (a \$3M small business) into SNC (\$1B privately held company)
- Established site processes and procedures for program management, engineering, capture and proposal execution
- Developed performance metrics and held monthly program reviews, briefed SNC ownership quarterly on business area performance

Northrop Grumman – Electronic Systems (California Microwave Systems)

1997 – 2005

Director of Programs / Engineering

- Led winning captures/proposals: Future Combat Systems (FCS) Aerial Sensor Integrator (ASI) \$65M; Algerian Multi-Mission Surveillance Aircraft (MMSA) \$200M; Defense Advanced Research Project Agency's (DARPA) Airborne Video Surveillance (AVS) \$8M
- Led the integration of the Woodland Hills CA site into Northrop Grumman Middle River MD and Huntsville AL operations
- Executed a "turn around" of the FCS ASI program in less than one year and successfully negotiated over \$150M in Engineering Change Proposals (ECPs) in year two

Engineer / Engineering Manager

- Performed system and software integration on multiple Commercial Derivative (CD) Special Mission Aircraft (SMA) for Intelligence, Surveillance and Reconnaissance (ISR) applications

Pearce Educational Technology, Inc.

1988 – 1997

Pearce Educational Technology was a privately held family business specializing in wireless solutions (Pre-WIFI; Pre-Bluetooth; Pre-Smart Phones) for classroom instruction. The product (Classroom Assessment System) delivered similar capabilities to those in the **Slido** application for your iPhone or Android

President / Director of Product Development (Assumed duties due to death of founder)

- Captured launch customer through successful classroom demonstrations/trials and delivered operational systems to the classrooms, include training and support
- Created business plans and developed marketing strategies
- Designed, prototyped, tested, and produced all system components

AAI Corporation (Textron)

1981 – 1988

Mechanical Engineer / Engineering Intern (4 Summers)

- Worked in the Ammunition Operations business area

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EDUCATION

Loyola University Maryland, Sellinger School of Business – Baltimore, MD **1988 – 1994**

Master of Business Administration (MBA)

Bucknell University, College of Engineering – Lewisburg, PA

1981 – 1985

Bachelor of Science in Mechanical Engineering (BSME)