

BRAD NAETH

MBA · CET · PMP · PLD

Operations Executive

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Operations executive with 20+ years of experience leading manufacturing, environmental, construction, field services, and industrial organizations. Proven expertise in P&L ownership up to \$120M, multi-site operations, M&A integration, ERP-driven forecasting, and large-scale workforce leadership (1,500+ employees). Track record of driving revenue growth, EBITDA improvement, operational efficiency, and post-acquisition integration across 18+ years within a single enterprise through multiple acquisitions.

CORE COMPETENCIES

Business Operations & Strategy	P&L Ownership Financial Management	M&A Integration & Change Management
Revenue Growth & Business Development	Organizational Design & Efficiency	Team Development & Succession Planning
Contract & Project Management	ERP Implementation & Optimization	Safety Leadership (TRIF Reduction)

PROFESSIONAL EXPERIENCE

Vice President

Ecosis Ltd. · Calgary, AB · May 2025 – Present

- Completed full business analysis and developed the company's first comprehensive Business Operations Plan.
- Designed organizational architecture and standardized core business processes.
- Developed and implemented a full-cycle marketing plan, sourcing and securing key industry partnerships.
- Developed a Gated Project Delivery Playbook, full cycle Project Management Program.
- Implemented CRM, along with pipeline forecasting and target opportunity model.
- Increased opportunity pipeline by 300% and designed a 5-Year Strategic Growth Plan.

Vice President, Integration

Sabre Ltd. · Calgary, AB · Dec 2024 – Feb 2025 · ~\$60M P&L | ~100 Staff

- Increased YOY contracted backlog from \$22M to \$45M; grew FY2025 revenue trajectory to forecast \$80M for FY2026.
- Grew design capacity by 300%, transitioning operations from 2D to 3D design capability.
- Completed a full divisional re-organization to streamline overall operations.
- Increased shop capacity by over 300% in both resources and physical space.

Director, Electrical Integration

Sabre Ltd. · Calgary, AB · Apr 2024 – Dec 2024 · ~\$45M P&L | ~30 Staff

- Increased month-over-month backlog by \$10M and grew YOY revenue trajectory from \$29M to \$47M.
- Grew the team from 14 to 31 employees; implemented formal organizational design and knowledge capture program.
- Developed and implemented a full forecasting model covering both revenue and P&L.
- Built and launched a comprehensive Employee Development Plan and redesigned the Attraction/Retention strategy.

FLINT CORP. (Including Legacy Companies: ClearStream Energy Services / AECOM O&G / URS / Flint Energy Services)

May 2005 – Nov 2023 · Calgary & Lloydminster, AB · 18 Years of Progressive Tenure Through Multiple Acquisitions

Vice President, Wear & Environmental Services

Flint Corp. · Calgary, AB · Jan 2023 – Nov 2023 · ~\$95M P&L | ~350 Staff

- Completed a full-scale restructuring and architectural reorganization of the Environmental Services Division.
- Instituted district-level P&L accountability by province, assigning dedicated leaders and support teams.
- Grew the consulting business from 60 to 105+ employees in under one year.

- Added three new service lines: Hazmat, Downstream Remediation, and Erosion & Soil Control.
- Pursued, negotiated, and secured the single largest downstream remediation contract to date (>\$15M); built a new technical team from 2 to 15 specialists.
- Developed a comprehensive 1, 3, and 5-year strategic growth plan.

Vice President, Wear Technology Overlay

ClearStream Energy Services · Calgary, AB · Oct 2019 – Jan 2023 · ~\$65M P&L | ~250 Staff

- Created and launched the AssetArmor™ product line, a common brand platform unifying two legacy companies into one integrated delivery model (trademark filed in US & Canada).
- Transitioned the business from a standard product provider to a differentiated solutions provider, adding 3 new product/service lines.
- Maintained 45% market share in Wear Tech through COVID disruption; restructured the division and amalgamated three of the five production facilities into one supercenter.
- Doubled manufacturing capacity of overlay wire at the Lloydminster facility.
- Negotiated and retained two major MSA contracts for primary supply of Weld Overlay products and services (~\$35M annually); 100% client retention.
- Hired the company's first Research & Innovations Manager; established formal R&D budget and program.
- Re-designed core product and obtained technical approval from all major clients by end of 2022, ~90% of business transitioned to new product revenue.
- Implemented ISO systems and achieved certification for Laboratory Services.
- Achieved 3 consecutive years (1M+ manhours) injury-free.

Director, Integration

ClearStream Energy Services · Calgary, AB · Jun 2019 – Oct 2019 · **Integration Lead** | ~50 Staff

- Led a 50-person integration team to successfully consolidate two major acquisitions into existing ClearStream operations.
- Combined scope: 18 locations, 3,350 employees, 300+ contracts, 28+ service offerings, 590 pieces of equipment.
- Zero payroll disruptions, 100% client retention, and cash flow normalized within 3 months.
- AECOM Production Services: Took a 'best of both' approach across 13 district offices, 5 overlay facilities, and a fleet of 450 vehicles to build a unified business unit with standardized processes.
- Universal Weld Overlays (UWO): Aligned Safety/Quality systems, integrated payroll/finance, and leveraged UWO's international brand and client base (~\$12M revenue, 100+ clients).

General Manager, Production Services

AECOM O&G · Calgary, AB · Jan 2018 – Jun 2019 ~\$120M P&L | ~1200 Staff

- Designed and implemented an operational KPI monitoring and reporting system.
- Aligned all 13 locations under a standard operating model, including service delivery and financial structure.
- Member of the management team that positioned and executed the successful sale of AECOM Production Services to ClearStream. Simultaneously supported the sale of a carve out location to League Pipelines.
- Led transition planning to ensure operational continuity through the acquisition process. Secondment to buyer before closing.

General Manager, Industrial Services

AECOM O&G · Calgary, AB · May 2017 – Jan 2018 ~\$70M P&L | ~350 Staff

- Assigned to re-invigorate Industrial Services for potential marketing and disposition of the business. Completed Jan 2018.
- Increased annual revenues 20% YOY; improved fleet utilization from <75% to >90% over 9 months.
- Commissioned sidelined assets and increased all chargeable hours under a strict capital budget.
- Negotiated and secured multiple MSA contracts, totaling over \$20M / year, providing a strong booked backlog for the acquiring organization.

Area Manager – Central Area

AECOM O&G / URS O&G · Calgary, AB · Feb 2012 – May 2017 ~\$60M P&L | ~300 Staff

- Transferred from Lloydminster to Calgary to restructure and grow the underperforming South Region of Mechanical Services.
- Led multiple operations re-organizations, shutdowns, and consolidations while diversifying the client base.
- Responsibility expanded to include Red Deer operations and additional service lines (Electrical, Tubular).

- Transitioned the Calgary/Olds/Strathmore book of business from 95% dependency on one client to <50%, while growing total revenues by \$10M annually.
- Achieved consistent TRIF reduction across all operations, including multiple periods of zero TRIF.
- Nominated as 1 of the Top 50 High-Potential Leaders globally among 90,000 AECOM employees (2015 Global Leadership Conference).
- Received AECOM Award of Excellence, President's Award, and Project of the Year for NOVA R3 Revamp Project (2014).

Operations / Project Manager

Flint Energy Services Ltd. · Lloydminster, AB · Oct 2006 – Feb 2012 ~\$15M P&L | ~80 Staff

- Grew the Lloydminster Mechanical office from \$6M to \$15M+ in annual revenue over two years (2007–2008).
- Nexen Alliance contract manager, securing \$10M+ annual MSA, negotiated commercial and legal terms.
- Achieved consistent 0 TRIF performance.
- Post acquisition of Carson Energy Services, led the integration and restructuring of duplicate Lloydminster locations. Transferred to Calgary.

Management Trainee

Flint Energy Services Ltd. · Lloydminster, AB · May 2005 – Oct 2006

- Enrolled in structured management development program; rapidly advanced to Operations/Project Manager role.
- Experiential role, holding positions such as: Laborer, Supervisor, Quality Rep, Safety Rep, Construction Manager, Shop Manager, Estimator, Proposal Lead.
- Typically, a 24-month program, graduating in 16 months.

EDUCATION & PROFESSIONAL DEVELOPMENT

Global Executive MBA – Rotman School of Management, University of Toronto	Mar 2020 · Dean's List · Bregman Scholar, Alumni Status
Mergers & Acquisitions – Columbia Business School	2023
Program for Leadership Development (PLD) – Harvard Business School	Jun 2013 · Alumni Status
Graduate Certificate in Project Management – University of Alberta	May 2011
Mechanical Engineering Technology – Diploma, Northern Alberta Institute of Technology (NAIT)	June 2005 · Honors · Alumni Status
100+ courses in Leadership, Business Management, EHS, and Business Development	Ongoing

CERTIFICATIONS & PROFESSIONAL AFFILIATIONS

- Project Management Professional (PMP) – Project Management Institute (PMI)
- Certified Engineering Technologist (C.E.T.) – ASET (Association of Science and Engineering Technology Professionals of Alberta)
- Six Sigma Green Belt Certification
- Harvard Business School – Alumni Status · Rotman Business School – Alumni Status · NAIT – Alumni Status
- Member, CEAA (Canadian Energy Executives Association)
- Previously: Member YPAC, YPE
- Previously: Company Officer / Director: AECOM Production Services Ltd., Flint Corp., Flint Wear Technologies, Flint Energy Services

COMMUNITY & VOLUNTEER INVOLVEMENT

- 500+ annual volunteer hours
- Community hockey coach (two teams), Community baseball coach
- Board Director & VP of Operations – North Springbank Water Co-op (Volunteer) · Non-Profit
- Previously: Committee Chair – Management Trainee Program · URS Corp · AECOM O&G · Clearstream / Flint Corp.