

MIKE BRUEN

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PROVEN LEADER WHO CAN DRIVE REVENUE GROWTH, MOTIVATE TECHNICAL TEAMS AND LEAD STRATEGIC MARKET SECTOR EXPANSION

Proven track record of leading, growing and scaling a technical services organization. Demonstrated ability to transform a business into diversified market sectors and service offerings. Extensive experience in launching new business ventures within organizations and driving strategic growth through operational excellence. Skilled in M&A, board-level leadership, and guiding companies to industry-leading positions.

CORE COMPETENCIES

Team Building | Strategic Planning & Execution | Recruiting and Evaluating Leadership teams | Mergers & Acquisitions (M&A) | Land Development and Infrastructure Expertise | Driving P&L | Developing and Motivating teams around Key Performance metrics | Technical Civil Engineering Expertise | Dispute Resolution and Negotiation | Strategic Market Expansion & Business Development | Client Management and Contract Negotiations

PROFESSIONAL EXPERIENCE

Balgarren Advisors | Arlington, VA
President

January 2025 -Present

Currently engaged in a consulting agreement with Bowman Consulting. Looking for opportunities to leverage my experience to assist other businesses to grow and improve in a part-time or advisory role. Passionate about dynamic growth, building effective leadership teams, market sector diversification, strategic planning, and process improvements.

Bowman Consulting | Reston, VA
President
Chief Operating Officer
Regional Manager
Project Manager

June 2024 - Jan 2025
July 2007 - June 2025
Nov 1997 - July 2007
Nov 1996 - Nov 1997

During almost 30-year career with Bowman played key leadership roles as the firm grew from 15 employees in Northern Virginia at the time of joining in 1996 to approximately 2,500 employees in over 100 offices across the US. Ultimate responsibility for driving revenue growth and managing P&L since becoming Chief Operating Officer in 2007. Navigated the firm through the recession of 2008 and subsequent planned aggressive growth coming out of the recession. Drove annual revenue growth from \$21.5 million in 2009 to over a \$400 million pace in 2024. During that time led efforts moving from a market concentration of 80% Residential in 2009 to diversification into the Transportation, Energy, Utility, Renewables, and Public Sector markets. Also diversified our service offerings adding land acquisition, aerial surveying, MEP, landscape architecture, and environmental services. Built a solid leadership team and a culture of entrepreneurial spirit, results over process, and responsible freedom. Played a key role in all of the firm's 30 acquisitions and integrations since becoming a public company in 2021.

Key Accomplishments:

- Developed Key Performance Indicators to simplify the goals of our business. Crafted dashboards to display progress towards KPI targets for managers and staff. Refined and adjusted targets as needed and communicated progress and goals to drive improvement.
- Led the annual One-Year Business Planning process that served as the financial guide for the year and set organic growth expectations. Directed Division Managers weekly revenue projections and identified weaknesses in workload and pressed work-sharing to maximize utilization.
- Played a central role in our Mergers and Acquisitions strategy. Communicated the firms' vision to acquisition targets, enticed targets to join our team, and articulated their opportunities in the new organization. Evaluated targets in the due diligence phase including backlog strength, leadership capabilities, and synergistic opportunities.
- Managed the integration of newly acquired firms into the organization. New acquisition leaders were generally direct reports until an appropriate place in the core business was determined. Facilitated and finessed the transition of acquired leaders into new roles.
- Oversaw all revenue producing functions consisting of over 2,000 employees along with corporate support functions of the organization including marketing, human resources, information technology, and information security.

PROFESSIONAL EXPERIENCE – CONTINUED

- Recruited multiple key leaders into the organization and crafted long term incentive compensation plans to focus leaders on desired outcomes. As an example, recruited a leader to launch a land and easement acquisition service practice in the Transportation market. Land Acquisition Services expanded into the Utility space with annual revenues over \$20 million and became what is Bowman's most profitable service.
 - Developed and modified annual employee incentive compensation plans to align with desired performance goals.
 - Implemented and refined a Net Promoter Score (NPS) survey of clients and an Employee Net Promoter Score (ENPS) for staff which drove client satisfaction and employee engagement.
 - Key contributor and to development and authorship of our 3-year Strategic Plan for growth and profitability.
 - Worked closely with Chief People Officer to implement unique training and career advancement programs.
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EARLIER PROFESSIONAL EXPERIENCE**DIRECTOR OF ENGINEERING** | Dove and Associates, Fairfax, VA, 1992-1996

Full P&L responsibility for a small highly profitable engineering department of this family-owned business. Actively managed all business development efforts, project management, and project delivery.

PROJECT MANAGER | National Association of Home Builders Research Center, Upper Marlboro, MD, 1992-1994

Led several research and investigative projects to promote technological advancements for the home building industry. Authored and published technical papers to document studies including "Cost Effective Home Building Design", "Assessment of Damage to Single Family Homes caused by Hurricanes Andrew and Iniki", "Assessment of Damage to Residential Buildings caused by the Northridge Earthquake".

DESIGN ENGINEER/PROJECT MANAGER | Long Brown and Associates, Fairfax, VA, 1988-1992

Entry level civil engineer. Joined firm as design engineer. Became project manager of some of the firms' largest land development projects including Tysons Corner Center and Westfields Corporate Center. Survived real estate recession in early 1990's and firm reduction in force from 150 to 20 employees until voluntary departure.

BOARD LEADERSHIP**BOWMAN CONSULTING BOARD MEMBER – PUBLIC COMPANY****2021 – 2024**

Was one of two insider Directors of the six-person Board of Directors. Participated in all Committee meetings and strategy meetings of the Board including Audit, Nominating and Governance, and Compensation Committees.

BOWMAN CONSULTING BOARD MEMBER – PRIVATE COMPANY**1998 – 2021**

Along with the Founder, was a continuous member of the Board of Directors as the firm grew dynamically since its inception in 1995 to positioning for an Initial Public Offering in 2021 which raised over \$50 million to support a combined organic and acquisitive growth strategy.

SALVATION ARMY ADVISORY BOARD MEMBER**2014 – 2021**

Active participant and contributor to this non-profit Advisory Board.

EDUCATION, CERTIFICATIONS & PHILANTHROPIC

- **Bachelor of Science, Civil Engineering**, University of Notre Dame, South Bend, IN, 1988
- **Registered Professional Engineer – PE Active**, Virginia, North Carolina
- **Artificial Intelligence Essentials for Business**, Harvard Business School Certificate 2025
- **Expert Witness and Mediation for Professionals**, Certificate 2025
- **AAU and CYO Girls Basketball Coach**, 2014-2021
- **University of Notre Dame Presidents Circle**, 2021-2025