

Hank Sandridge

(555) 555-5555 | hanksandridge@gmail.com | LinkedIn

Site Manager

Solution-driven, profitability-conscious professional, with a solid understanding of production and manufacturing principles. Strategic growth driver and change catalyst whose desire for tangible accomplishments is counterbalanced by an equal drive for quality and continuous improvement.

Significant Strengths

- Regulatory Compliance
- Relationship Management
- Conflict Management
- Manufacturing Plant Operations
- Training & Development Direction
- Operations Management
- Business Analysis
- Project Management
- Process Improvement

Leadership Success Highlights

- **Continuous Improvement** – Simplified and reorganized production footprint by analyzing plant capacity and implementing 5S and lean manufacturing concepts, which increased pieces produced by 45.6% and decreased labor by 30% while also improving production flow and volume.
- **Throughput Capacity** – Rebuilt finishing room, tripling throughput capacity with capital investment of < \$6000.
- **CNC Manufacturing** – Conceptualized and created CNC manufacturing capacity, which improved product consistency along with greater output.
- **Lean Manufacturing** – Cut Work-in-Progress (WIP) by 98.1% by eliminating the backlog and changed production processes to optimize production workflow and reorganized production using IAW LEAN principals.
- **Leadership Development** – Trained inexperienced production manager to full performance in three months.
- **Staff Development** – Drove and facilitated the organic program for developing junior leaders by coaching participants within the program to grow their innate skills and potential into future leadership roles.
- **Product Development** – Drove development of new products, including liaison with senior management, oversight, production forecasting, technical documentation, and launch, achieved bestselling status.

Hank is a Leader and Manager of rare talent. His ability to apply logic, commander's intent and the needs of the organization to an issue, then develop and implement a coherent strategy, is stronger than anyone the undersigned has had the pleasure of working with before. ~ Chief Executive Officer, Endurance Systems

Professional Experience

ENDURANCE SYSTEMS, Southash, VA 2015–Present

Director of Operations (2016–Present) | **General Manager** (2015–2016)

Promoted to Director of Operations to evaluate and realign production and fulfillment workflow to accommodate significant boost in orders. Charged with management of material acquisition, raw materials management, inventory management, manufacturing, finished product handling, and order fulfillment. Managed up to 33 Department Managers, Section Supervisors, and employees; directly controlling annual budget of \$1.397M.

- Conceptualized and implemented design and optimization with a progressive assembly line.
- Reduced cost of goods sold (COGS) by 20+% as a result of improved production efficiencies and cost cutting of raw materials and parts.
- Slashed scrap rate by 65.7% through improved processes that reduced waste.
- Negotiated better part pricing with vendors after analyzing inventory levels and vendor proposals to find an optimal point to implement volume purchasing without adversely affecting budgetary constraints.
- Reduced raw stock by 68% and finished goods 45.6%, which contributed to improved P&L.

Hired as General Manager for Endurance Systems after strategically building a relationship with the owners and directed to manage concealment product line, representing 80% of the company products.

- Strategized and designed marketing display for Score Show 2016, leading to significant growth in number of dealers and contributed to a 450+% increase in dealer sales.

Professional Experience

CLIENT: Tiger Oil – Saudi Arabia 2014–2015

Project Security Manager – Contracted with Dovre Group

Directed security in Malabo for the office of an oil company as well as the Country Manager's residence.

- Hired security staff for the Country Manager's residence, designed and implemented training program.
- Drafted the Emergency Preparedness Guidance for Malabo and assist the Country Manager with EPG issues.

CLIENT: Rainforest Energy - Tanzania 2013–2013

Security Director – Contracted with Sierra, Washington, D.C.

Directed security for 300+ personnel in four locations in Cameroon, Africa for leading oil and gas company.

- Supervised execution of static guard functions by locally hired guard force and established security briefing.
- Monitored security provided by Cameroonian Army Rapid Intervention Battalion and liaised with officers to evaluate security and procedures for headquarters, drill site, logistics yard, and housing.

CLIENT: United Arab Emirates Presidential Guard 2011–2012

Deputy Program Manager – Contracted with Voltage Training & Evaluation

Collaborated with Program Director in launch of United Arab Emirates Presidential Guard (i.e. Special Operations) Pilot Officer Cadet Program.

- Designed, authored, and conducted military training syllabus in leadership and operational planning.
- Streamlined and executed programs to track, monitor, and improve cadet physical fitness and flight training.

CLIENT: U.S. State Department – U.S. Embassy Baghdad, Holo 2009–2011

Detail Leader | Unit Support Coordinator – Contracted with Deadline Security

Promoted to Shift Leader and then Detail Leader on contract with Deadline Security. Served as Shift Leader for an Advance Team. Provided close personal protection to United States Department of State personnel.

Achievements Provided Diplomatic Security and High Threat Protection for the U.S. Embassy in Baghdad during the reconstruction of Iraq, planned and executed advance operations for Personal Security Detail (PSD) teams.

CLIENT: U.S. State Department – U.S. Embassy 2006–2009

Personal Protection Specialist – Contracted with GoldCoast

Provided close personal protection to United States Ambassador and State Department personnel during the execution of their duties in the reconstruction.

- Executed average of four missions weekly inside and outside International Zone with no unexpected incidents.
- Instructed and led two intra-team courses for Close Quarters Battle (CQB) with pistol to include low light techniques with positive feedback.

CLIENT: U.S. Government – FEMA 2005–2006

Area Supervisor, Personal Protection – Contracted with GoldCoast

Provided security for FEMA personnel and assets in Louisiana and Texas during recovery from hurricanes Katrina and Rita, leading teams of up to 20 geographically-disbursed staff, 100% successful in execution of missions.

CLIENT: U.S. Government – Projects & Contracting Office, Maceio, Brazil 2004–2005

Personal Protection Specialist – Contracted with Centric Defence Services

Provided security for the State Department's Project and Contracting Office (PCO) client personnel in Maceio.

- Improved team's marksmanship skills through drills and incorporating new types of targets during training.
- Transported US and foreign VIP Clients and augmented teams. Promoted to team charged with security of PCO Director and served as Agent-in-Charge. Completed 100% of missions.

Achievements Evacuated and ensured ongoing safety of principal during fatal rocket attack on the U.S. Embassy.

Professional Experience

CLIENT: Holo Power Alliance 2004–2004

Security Manager – Contracted with Custer Battles

Oversaw personal security of the Holo Power Alliance (IPA) in the Project Management Office (PMO). Gave regular briefings on enemy activities and coordinated travel outside of the International Zone. Provided close protection as needed and augmented PSD teams provided by PMO.

- Coordinated with military units in area of operation for key projects and collaborated with other security managers of contractor companies under the guidance of IPA.

ROCK FINANCIAL SERVICES INC., Beachwood, OH 2003–2004

Financial Advisor

Provided counsel and advice to clients in ways to optimize asset management and investing options while assisting clients in strategic methods of accumulating and protecting their assets in the securities and insurance industries.

- Matched investment choices with desired long-term or short-term outcomes, such as retirement or higher education funding and offered clients effective goal-achieving strategies to maximize their investment goals.
- Delivered presentation during training phase and played key role with team placing first in competition with comment from grader, "I was blown away. I have never seen anything like that."

Military Experience

UNITED STATES ARMY Honorable Discharge | 8 years

Company Commander – 4th Battalion, 23rd Infantry Regiment, Ft. Lewis, WA | 2 years

Commander (Officer-in-Charge) Specialized Mountain Warfare Training Camp, Huckleberry Creek, WA 2 years

Rifle Platoon Leader – 2nd Battalion, 75th Ranger Regiment, Ft. Lewis, WA | 1 year

Rifle & Scout Platoon Leader – 2nd Battalion, 187th Infantry Regiment, Ft. Kobbe, Republic of Panama | 2 years

Airborne and Ranger Qualified | 1 year

Highlights of Military Accomplishments

- Earned Commandant's List Honors for Infantry Officer Basic Course, Ft. Benning, GA
- As Company Commander, planned and executed 90-day training program with 50 soldiers fresh from basic training and forged a proficient, mission-capable team.
- Trained and led an instructor cadre for a mountain training camp for units from the US Army, British Army, US Marine Corps, and US Navy.
- Briefed a four-star general for a training mission in Somalia and received laudatory comments.
- Trained and led a rifle platoon with in the US Army's elite Ranger Regiment who executed missions in West Germany, Somalia, Egypt, and the United States.

Education

Bachelor of Science – Engineering Mechanics | UNITED STATES MILITARY ACADEMY, West Point, NY

- Advanced pistol, carbine (M4 and AK47), Heavy Carbine (7.62x51), low light and CQB classes from Pat Rogers, Paul Howe, Magpul Dynamics, Larry Vickers, and Ken Hackathorn, 2004–2013
- Assistant Instructor to Larry Vickers and Ken Hackathorn, 2010–2013
- Instructor, Basic Pistol, Basic Carbine and Applied Carbine classes, 2011–2014