

Keith A. Pauley

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Highly technical project manager with a key focus on collaborative growth and business management, clear communication of technical subject matter, detailed planning, execution and risk management of large complex programs, pro-active customer and stakeholder engagement, and investment in staff mentoring and career development.

Professional Experience

Principal Program Manager, L3Harris, Mission Avionics [8/23-9/26]

- Leadership and management of a Tier-1 >\$1B DoD defense acquisition to develop and manufacture avionics systems on the F-35 Joint Strike Fighter Program.
- Supported formal risk management, Estimate at Completion (EAC) performance, labor allocation, sales and profit performance, contract/invoicing processes, budget management, stakeholder/customer engagement.
- Team includes over 350 technicians and engineers, major production facilities and over 12 major subcontractors/suppliers.
- F-35 Program had experienced difficulties in delivery and had required major programmatic redesign and interface with the customer. Able to achieve full-rate production within 6 months, under budget.
- Leadership and management of a new aerospace Tier-2 >\$100M DoD defense acquisition to develop and manufacture avionics systems on a new air platform (not F-35), including high assurance devices and data encryption.

Principal Program Manager, Maritime Systems, L3Harris [3/20-8/23]

- Leadership and management of a Tier-1 \$400 million Navy defense acquisition to develop and integrate electrical propulsion, network and controls systems on the new Constellation Class guided missile frigate; supported formal risk management, EAC performance, labor allocation, sale and profit performance and contract/invoicing processes.
- Grew the overall contract value by over 20% through a series of proposals to both the shipyard prime and the US Navy for scope growth.
- Team includes over 50 engineers, 6 major Integrated Product Teams and 18 major international suppliers, including management of all export control processes.
- Utilized DevSecOps to produce cybersecure controls software within a CMMI 2.0 Level 3 process environment.
- Lead team that developed both Division and Sector level strategic plans to assure 9% CAGR for the maritime business.

Owner, Vandalia Growers USA [11/18-3/20]

- Site development and engineering design of a \$50 million venture-capital funded tomato greenhouse complex in Buffalo, WV, including implementation of sophisticated environmental control systems and software (one of the first in the United States).

Program Manager, Pragmatics [5/17-11/18]

- Technical orchestration for a software development and maintenance team of over 100 professionals for the Office of the Comptroller of the Currency, Department of Treasury, Washington, DC in support of National Bank Examiners.
- Used both Agile Scrum and Waterfall development methodologies with a variety of tool suites, including AngularJS, Bootstrap, Jira, Confluence, and AWS Cloud9. Used ITIL DevSecOps methodologies.
- Enhanced collaboration with other federal agencies, including Presidential Cabinet-level presentations.

Owner and Managing Member, Western Edge Consulting [5/16-11/18]

- Consulted on multiple space and defense business development proposal teams for top-five defense contractors and mid-tier government solution providers valued in total at over \$12B.

Chief Science Officer and Partner, Triana Energy Group [8/13-5/16]

- Technology leader for a mid-market oil and natural gas exploration and production company in the Marcellus Shale Basin in Appalachia (>\$2B in annual revenue, third-largest in basin).
- In charge of new technology demonstrations, including Cloud-based Remote Drilling (CRD), Measurement-While-Drilling (MWD) and real-time geo-physical data management.

Chief Technology Officer, China National Chemical Company (ChemChina) [8/12-5/13]

- Fortune 500 company and largest chemical producer in China.
- Managed 22 research institutes with over 7000 professional staff focused on chemical and environmental R&D with P&L responsibility for a \$1.2B USD portfolio of products.
- Conducted annual strategic planning for the entire corporation (\$17B in 2013).
- Increased revenues by 19% and profits by 43% in less than one year.
- Lead the strategic acquisition of Syngenta (\$40B) and Pirelli Tyres (\$7B).
- Lead the executive team that organized the IPO of ChemChina on the Shanghai Stock Exchange.

President and CEO, Mid-Atlantic Technology Research and Innovation Center (MATRIC) [4/04-8/12]

- Founded the company to provide technology development and engineering in Software, Space, Chemical and Environmental Technologies.
- Grew the company to nearly 150 scientists and engineers, including 2 members of the National Academy of Engineering, in 8 years and produced over 45 patents, doubling revenues every year.
- Subcontracted to L3 Titan on IV&V MAC-T and GeoSciences on NASA IV&V Tools Lab contracts.
- Subcontracted to URS on Department of Energy National Energy Technology Laboratory prime operations contract.
- Subcontracted to Midwest Research on Department of Energy National Renewable Energy Laboratory prime operations contract.

Program Manager, L-3 Titan Corporation [2/02-4/04]

- Managed software IV&V and mission assurance for the International Space Station for NASA IV&V Facility in Fairmont, WV.
- 40-person software assurance team provided independent oversight and support for critical software on the International Space Station.
- Managed the development of test plans, assessment of software faults, and documentation of corrective actions.
- Safely launched 17 Space Shuttle missions.

Deputy Program Manager, United Space Alliance [5/98-2/02]

- Managed the Cockpit Avionics Upgrade Program for the Space Shuttle Program, including technical requirements, design and architecture, supplier selection and management, HQ/Congressional liaison, and P&L/EV accountability.
- PMO for \$370 million project with 225 direct personnel and 3 major subcontractors.
- Developed 2 new flight computers and over 500,000 lines of Criticality 1 real-time software.
- Managed a division of the Space Shuttle Software Development organization using Capability Maturity Model Integration CMMI Level 5 processes.

Senior Project Manager, Ares Aerospace Corporation [7/97-5/98]

- Direct support of United Space Alliance CEO in technology application and systems engineering on the Space Shuttle at NASA's Johnson Space Center.
- Organized the \$500 million per year Space Shuttle Upgrades Program.

Nuclear Engineer, Pacific Northwest National Laboratory [6/88-7/97]

- Created space nuclear power and propulsion space system designs for exploration missions to Mars and for lunar colony concepts, including SP-100, Fission Power Systems, and radioisotope thermal generators.
- Department of Energy power system design representative on Space Station Freedom.
- Supported classified power generation requirements for the Strategic Defense Initiative.

Formal Education

- Master of Science, Nuclear Engineering, Oregon State University, Oregon, United States of America
- Bachelor of Science, Nuclear Engineering, Oregon State University, Oregon, United States of America

Specific Technical Achievements

- Project Management Professional (PMP) certification
- ITIL Foundation certification
- Certified Scrum Master (CSM) using Jira and Confluence
- FAA single-engine student pilot (in-training)
- Artificial Intelligence (AI) for PM Implementation certification
- Space Shuttle Cockpit Avionics System design and development recognition from NASA

Additional Positions

- Elected director for 18 community, economic development and privately-held corporations, including the Boy Scouts of America, International School of Beijing, TechConnectWV and CreateWV

Awards, Recognitions and Associations

- Oregon State College of Engineering, Outstanding Alumni Career Achievement Award
- Project Management Professional certification
- SECRET clearance (previously held Top Secret with alphas)
- Special Recognition, Space Shuttle-Russian MIR Program
- National Chapter of the Year, American Nuclear Society, President
- Eagle Scout, Boy Scouts of America

Skills and Key Competencies

- Use of Agentic AI for process optimization
- Strong team building
- Superior customer engagement and management
- Specialist in program start-up and performance recovery