

ERIC HUGHES

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SENIOR MANAGER/SUPERVISOR

*Administrative Officer | Director/Program Manager | Human Resources
Chief of Staff/Chief Operating Officer*

QUALIFICATIONS SUMMARY

- ▶ Highly effective defense senior leader with extensive experience, including management of diverse, complex multi-level organizations, multimillion-dollar programs, and foreign military sales team advocating US military hardware to Asian nations.
- ▶ Exceptionally organized manager who orchestrated cradle-to-grave activities for federal facilities, including military housing, environmental compliance, construction, and financial management.
- ▶ Proactive team builder who excels in strategic planning, problem solving, turnaround management, and innovative process improvement.
- ▶ Strong communicator with first-hand operational experience as an Army instructor pilot commanding contingency flight operations

PROFESSIONAL EXPERIENCE

Director of Staff, (equivalent to VP Operations), FORT SAM HOUSTON ARMY BASE – Fort Sam Houston, TX, 2002 to present

- ▶ Advise general officer/senior executive in leading 2,500 people supporting 33,000 customers worldwide.
- ▶ Direct activities of command staff by developing/implementing policies and procedures to support commander and Direct Reporting Unit mission to Vice Chief of Staff at Army corporate headquarters.
- ▶ Provide direct support to Army Corporate Headquarters, including ceremonial and protocol events; flawlessly planned and executed ceremonies with 200+ attendees to support Army Chief of Staff.
- ▶ Oversee threat working group, consolidating, analyzing threat/intelligence information to commander.
- ▶ Achieved “excellent” Army inspection team rating.

Vice Commander, (equivalent to Division VP), OKINAWA ARMY BASE – Okinawa, Japan, 2001

- ▶ Managed activities of five diverse groups, \$6B in assets, and 6,500 workers.
- ▶ Oversaw 1,018 industrial buildings, 1,555 housing structures, and 9,200 family members.
- ▶ On 9/11, directed processes to secure largest Army overseas operational unit and protect assets, including 74 aircraft and 21,000 people.
- ▶ Orchestrated base response and reconstitution of infrastructure after damage by two major typhoons.

Support Group Commander, (City Manager function), FORT HOOD ARMY BASE – Fort Hood, TX, 2000 to 2001

- ▶ Directed actions of five direct-reporting senior managers – Operations, Administration, Personnel, Facilities, Education, Security and Community Affairs – as well as 1,100 people and \$24M budget supporting 3,500 workers.
- ▶ Functioned as on-scene commander for F-16 crash 40 miles from base; maintained site integrity.
- ▶ Supervised design and award of 62 construction projects valued at \$60M.
- ▶ Led team to increase recycling rates of up to 49 percent monthly; achieved 100 percent compliance during eight vigorous inspections; enabled Civil Engineers to win Environmental Award.
- ▶ Led base to achieve No. 1 ranking out of 12 bases for Base Appearance/Commander-in-Chiefs (CEO equivalent) excellence award, No. 1 Environmental Award out of 10 installations, and No. 1 of nine Administrative and Personnel units in command.
- ▶ Earned personal rating by commander as No. 1 out of four VP-equivalents.

Country Program Director (Senior Program Manager, US Army Corporate Headquarters) for Japan, Bangladesh, China, India, OFFICE OF SECRETARY DEFENSE – Washington, DC, 1997 to 2000

- ▶ Advised Under Secretary of Defense for Policy and the Director, Middle East Asia, North Africa, on identification/formulation/execution of DoD Security Assistance policy/programs in Pacific region.
- ▶ Collaborated with key US Government industry and foreign representatives to provide defense articles and services valued in excess of \$20 billion to allied countries.
- ▶ Crafted decision memos at request of Prime Minister of Bangladesh and US President; laid foundation that influenced Congress to approve unprecedented buy-back of \$400M aircraft program from Thailand.
- ▶ Ranked in the top 3 percent of 2,500 officers and gained early promotion.

Installation Commander (Executive Director), VILSECK ARMY BASE – Vilseck, Germany, 1995 to 1996

- ▶ Oversaw \$15.6M budget and \$122M in assets, including base infrastructure.
- ▶ Led six senior managers and 411 people, including 200 German workers; supported 2,600+ people in upkeep of two locations/five co-located operating sites valued at \$170M and spanning 1,200+ miles.
- ▶ Improved security police operations, resulting in 100 percent decrease in unauthorized base entry.
- ▶ Turned around services unit identified by management as under-performing; reorganized business processes and effected cultural change among staff, resulting in the first positive cash flow in years.
- ▶ Earned Ambassador Award from US Ambassador to Germany for base with best community service, ranked No. 1 of nine bases; ranked No. 1 of nine bases for Best Transportation Activity in Germany.
- ▶ Led short-notice equipment movement from four Norwegian bases to staging point 1,000 miles away in Germany and destined for Bosnia; arrived four days ahead of schedule.

Operations Officer and Chief of Safety, BRUSSELS ARMY BASE – Brussels, Belgium, 1992 to 1995

- ▶ Created safety program for 20 senior managers and 9,000 personnel for 40 aircraft, as well as 250 transient aircraft monthly; led team of 75 crewmembers and flew 30 missions.
- ▶ Commanded contingency operations and established safety programs at three austere flying locales supporting UN operations; supervised 200+ personnel at each site and earned Outstanding Unit Safety Award.
- ▶ Directed safety program resulting in 35 percent decline in total mishaps, as well as best mishap prevention rate in Europe; earned Safety Council Award of Honor, the top military/civilian ground safety award.
- ▶ Ranked in top 1 percent of 300 officers; won Army Maintenance Effectiveness Award.

Chief, Worldwide Airborne Command Post, (Army Corporate HQ, Senior Program Manager), PENTAGON – Washington, DC, 1989 to 1991

- ▶ Directed mission systems improvements for 39 EC-135 aircraft and managed major upgrade programs.
- ▶ Ranked as No. 1 Major in division.
- ▶ Saved \$110M by implementing major streamlining reforms.
- ▶ Cut \$100M+ in costs by retiring antiquated aircraft systems without mission degrade.
- ▶ Secured \$8M during funding freeze to save critical programs; secured 33 percent funding increase.
- ▶ Single-handedly managed \$200M/year program to modify \$1B system; enhanced capability 23 percent.

EDUCATION

- ▶ Master of Science in National Security Strategy, National War College, National Defense University, Washington DC; ranked in top 10 percent in leadership school
- ▶ Completed Marine Corp Command and Staff College; ranked in top 15 percent of leadership program
- ▶ Master of Arts in Industrial Management, University of Texas, Austin, TX
- ▶ Bachelor of Science in General Studies, US Military Academy, West Point, NY

LICENSURE AND CERTIFICATIONS

- ▶ Completed Air Transport Pilot written examination, West Point, NY, 2002
- ▶ Commercial Pilots License, Fort Sam Houston TX, 2001

