

Raymond Roe

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Over 11 years Operations, Compliance and Human Resource experience with the industry leading company in critical steel processing and preparation, focusing on operations, P&L management, and strategic planning to support the organizations strategic direction. Results-oriented, decisive leader with ability to thrive in dynamic and fluid environments while remaining pragmatic and focused.

Major Accomplishments

- 1 Designed and implemented processes and technical specifications to track productivity, quality of work and safety issues resulting in better performance management.
- 2 Development of standard operating procedure manuals for company processes surrounding equipment maintenance, filter systems to ensure the company met and maintained all licensing and compliance agreements with the state.
- 3 Development of tracking system for safety equipment creating a decrease in the P&L expense to acquire new or replacement equipment.
- 4 Earned the prestigious company's Marine of the Month Award - Okinawa, Japan
- 5 Earned Meritorious Promotion - U.S. Marine Corps

Professional Experience

Flat Rock Metal Rock, MI

Flat

March 1997 – November 2008

Over 11 years of experience starting as a non-exempt production loader and advancing to a Production Technical Supervisor with responsibility for all plant production including supervision of 40 associates, liaison to General Plant Manager and Sr. Supervisors to provide knowledge and expertise in day to day plant operations.

Leadership & Development: Lead and developed regularly 20-40 plant employees providing strategic direction for operations and ensuring compliance with all company programs, policies and processes. Developed and implemented facility training programs to ensure quality of production and engagement from employees.

Risk Assessment: Directed extensive risk assessment of plant processes, QA, systems and analytical results surrounding plant production.

Quality Assurance Expert: Lead cross functional teams to oversee calibration and care of test equipment for plant production and implementation of audit processes regarding safety issues/requirements, Hi-Lo operators and reports.

Licensing & Compliance: Lead cross functional teams to ensure waste water county standards and ISO/QS standards for equipment were met. Lead for plant to state and city administrations to ensure plant compliance and appropriate chain of custody remained in tact.

Strategic Internal & External Relationships: Cultivated relationships with City, State administrators, supplier, customers, and internal marketing and inventory control teams to ensure the company maintained it's commitment to raising industry standards in the area of critical surface material processing.

Insights: Advisor to senior leadership within the organization on analytics to support future plant initiatives and strategies.

Education

- 1 1993 - Roosevelt High School, Wyandotte, MI.
- 2 Principles of Supervision I & II, Flat Rock Metal
- 3 Waste Water Treatment Course, Flat Rock Metal

Military Experience

- 1 1993 Graduate of the U.S. Marine Corp Basic Training in Parris Island, SC.
- 2 Served 4 years of Active Duty in the U.S. Marine Corp.
- 3 Received an honorable discharge in June 1997.

Community Involvement

- 1 Volunteer coach for youth soccer for Lincoln Park Youth City League.
- 2 Volunteer coach for youth football at Camp Lejeune.

References available upon request