

# John Spurrier

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**PERSONAL STATEMENT:** My education and early business experiences have honed me to be a results-oriented professional; driving vast improvement in corporate process/procedure. Excellence, quality, and repeatability can be obtained in any company with the proper organizational structure formulated to meet corporate goals and objectives that are consistent with Corporate Mission, Vision, and Core Value Statements. With acute attention to detail and sense for proper process and order, I thoroughly enjoy the challenge of the turn-around and subsequent drive for continued growth, expansion, and profitability.

## CHARACTER / SKILLS

Integrity    Leadership    Excellence    Continual Improvement    Shared Success  
Operations Management    Cross-functional Team Leadership    Business Development    P&L Management

## EXECUTIVE FOCUS

Senior Leader    Change Management    Profit Maximization    Strategic Planning/Forecasting    Communication Skills

## FROM FOCUS TO RESULTS

**SENIOR LEADER:** I have led vast improvement and corporate expansion in multiple industries including small arms/defense, government/military, petroleum/energy, and technology/telecommunications. Irrespective of industry, an effective leader must comprehensively know his/her team. Authority can be delegated with a sense of trust in both directions. But responsibility is absolute and cannot be delegated. I am responsible for all that happens under my role.

- Built a cohesive team that remapped engineering, logistics and operational processes. This systematic approach to People, Product and Processes has moved a business from undisciplined passion to planned/proven profitability that includes a 25-fold production capability increase and revenue stream generation, a 40% cost reduction, with only a 25% increase in headcount.
- Analyzed status, assembled key group leaders and delegated the resulting prioritized work, attaining corporate ISO 9000 certification in eight months, leaving us with trained subject matter experts, globalized methodologies, and a continual business improvement process that is self-sustaining.

**CHANGE MANAGEMENT:** In turn-around or high-growth activity, a leader must ascertain what motivates/demotivates all junior leaders. This knowledge and proper application to skill sets will drive change in a manner that is enthusiastically accepted. Bold decisions will be a part of 30-60-90 day plans, and quarterly/annual plans thereafter. New skills will be required in some positions and levels. Hence training programs will probably need to be developed, and the training must ensure standards are achieved.

- Executed a complicated/sensitive cultural overhaul, driving clarity of objectives to an organization of highly frustrated workers. Reshaped the leadership team, implemented proven process/flow, instilled motivation and drive at all levels, to affect a holistic turn to profitability. Developed a game-changing international market presence by highlighting unique engineering product designs that set us apart technologically.
- Corporate structure: If restructuring is called for and necessary, it must happen quickly and completely.

**PROFIT MAXIMIZATION:** Financial planning and lean operations with high EBITDA returns are a must. Internal cultures must be rapidly modified if necessary to meet these goals. Budget development must be a team effort involving a limited number of key leaders, so that blind spots do not harm the growth. The full market must be understood and utilized, economic trends in the broader/larger sense discussed/predicted as they would most likely affect the company.

- With very limited production resources on hand, I very quickly found and brought on an extremely capable, high-quality outsourced production partner. Precision repeatability was obtained and stress was greatly reduced, while utilizing internal resources as a test and repair facility. This decision allowed us to build up our engineering capability, which led to a significant increase in new product development.
- DMAIC: Fully committed to the process/discipline of the five phases – **Define, Measure, Analyze, Improve and Control.**

## STRATEGIC PLANNING/FORECASTING:

- Came into a new company and cut headcount by 50%, increased “channel to market” pathways 5-fold. I methodically built internal/OEM production and grew headcount modestly to attain 40-fold growth in production and profitability.
- Forecast to allow for proper funding and risk assumption paired with buy-in from ownership and Board of Directors.
- Directed all contracts and compliance functions

**COMMUNICATION SKILLS:** Eisenhower stated that “*Leadership is the character and ability to get people to do what you need them to do, because they want to do it.*” I buy into that. But for that to work, communication must be complete, and integrity is non-negotiable. If you do not know the target, you cannot map a course to get there. And all must know the target.

## EDUCATION

**BS, Engineering/Economics** – United States Military Academy – West Point, NY

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## PROFESSIONAL EXPERIENCE

THE DEWBERRY COMPANIES, INC, Fairfax, VA

2021-Current

### **Operational Consultant – Disaster Mitigation and Individual Assistance**

- Fulfilling various key leadership roles; Task Order Management and Quality Management for Hurricane Helene and Milton in Florida.
- Fulfilling Quality Management leadership for severe storm disaster and flooding in Iowa.

### **Operational Consultant – Supply Chain & Facilities Planning – FEMA Projects**

- Mitigated 2021 cyber-attack on Colonial Pipeline, re-opening 5.5K pipeline miles, 2.7M barrels of refined petroleum flow daily again
- Repaired severe damage; Port of Tampa infrastructure & Kinder Morgan pipeline (Hurricane Ian); restoring gas, diesel, jet fuel to Florida.
- Briefed FEMA Administrator & National Security Council at White House in June 2022 to identify/analyze all risks (hurricanes, wildfires, cyber-attacks, geo-political threats from Russian of Ukraine).
- Worked with federal agents in the placement thousands of housing units in Louisiana (Hurricane Ida) and Florida (Hurricane Ian).

OSS SUPPRESSORS, LLC, Salt Lake City, UT P&L Management Responsibility \$40M

2015 - 2021

**CEO & Board of Directors** (*Silencers with “Flow-Through” technology, delivering unmatched performance for Military, Law Enforcement and commercial markets; allowing weapon systems to run reliably, delivering exceptional sound suppression, accuracy and durability, in extreme conditions.*)

- Opened channels to market that had previously not been addressed in law enforcement, international, distributors, OEM partners.
- Initiated process flow, developed performance incentives for the entire management team, right-sized the organization for the revenue flow.
- Won a highly visible US military contract that gained us immediate global attention, and an international military contract that moved more suppressors in 18 months than had been sold in the 10 year history of the company.
- Introduced a pistol line of suppressors that garnered much attention. This New Product Introduction became a high-volume product in 2021.
- The group turned a 40-fold growth in production and revenue after my arrival.

STRATEGIC ARMORY CORPS, LLC, Phoenix, AZ P&L Management Responsibility \$31M

2013 - 2015

**President & COO** (*Conglomeration of top weapons companies to fulfill all consumer needs: Armalite, Surgeon Rifles, MacMillan Rifles, Nexus Ammunition, AWC Defense and Space.*)

- Reset entire top tier company level leadership teams, as well as functional leaders; greatly improving professionalism, capabilities, services.
- Brought 22 new products to market in the first full year in this role.
- Completely revamped our channel to market approach, by utilizing distributors, rep groups, big box, and dealer direct.
- First US small arms company into Nigeria in nine years, attaining 60% of business in the international channel to market, robustly improving profitability, with nine active international contracts awarded under my leadership.

KRISS USA, INC, Virginia Beach, VA

P&L Management Responsibility \$17M

2010 - 2013

**President & CEO** (*A small arms rifle company with a high technology recoil system that greatly reduces recoil and muzzle climb.*)

- Hired, trained and directed the entire leadership team; with production and revenue increased 20-fold (2000%).
- Expanded product offering, allowing a 5-fold distribution chain increase, while reducing lead times 80%.

CISCO / SCIENTIFIC – ATLANTA, INC., Atlanta, GA

### **Director of Corporate Process Management Systems**

(2005 – 2007)

- Qualified entire S-A company, totaling just under 10K employees in TL9000 Certification requirements within eight-month timeframe.
- Coordinated efforts to complete our product Life Cycle Model; conceptualization to obsolescence.
- Directed realignment of configuration and change management process, allowing full field traceability.

### **Director of World-Wide Service and Repair, Transmission Division**

(2003 – 2005)

- Led seven repair facilities in the Americas, Europe, China, and six third party repair shops worldwide.
- Reduced backlog in our primary North American repair facility from 5,200 to 570 in the first year
- Reduced Repair Cycle Time from 36 days to 11 in six months, lowered bounce rate from 4.6% to 1.0%.

### **Director of Product Management, Optoelectronic Business Unit**

(1999 – 2003)

- Increased revenues 274% first year, another 42% second year, while maintaining 40% sales GM, worked to a 98% on time delivery rating.
- Cut lead times from 8 weeks to 3, increased inventory turns from 6 to 10, initial return rates quickly went from 8% to industry leading <1%.

### **Product Marketing Manager, Optoelectronic Business, European Region**

(1997 – 1999)

- Finalized \$120M international contract and led ensuing operations and conducted liaison to acquisition in Denmark, adding 40% to revenues.
- Led marketing responsibilities for entire Europe/Middle East/Asia Region; coordinating R&D Engineering, Operations, Customer Service, Program Management, and Technical Service and Sales.

**Marketing Communications Manager** (1995 – 1997)

**Manager of System Design** (1994 – 1995)

MOBIL OIL CORPORATION, Fairfax, VA

1989 - 1993

### **Operations Manager** (1991 – 1993)

- Led the interface with personnel for all company owned stations (700 locations).
- Acquired strategic property for new stations and takeovers, managed permitting/construction of sites.

### **Manager of Company Operations** (1989 – 1991)

- Defined/managed marketing standards for 14 independent and 7 company owned stations – customer relations, price counseling, inventory control, product distribution, promotions, and employee relations.

OFFICER – UNITED STATES ARMY (101<sup>st</sup> AIRBORNE DIVISION), Ft Campbell, KY

1983 - 1989

### **Company Commander** (1986 – 1989)

- Commanded an Air Assault Infantry Rifle Company with worldwide deployment capability.
- Led all activities in training, professional development, discipline, administration, and readiness of 132 personnel; along with readiness, security, maintenance, deployment of all equipment.

**Scout Platoon Leader, Company Executive Officer, Battalion Asst Operations Officer** (1983 – 1985)