

JONATHAN P. THEYE

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Six Sigma Black Belt

DoD Top-Secret Clearance (TS/SCI) & DOE Q Clearance

EDUCATION

B.S., Computer Science & Information Systems Engineering
United States Military Academy (West Point)



M.S., IT Security Management
Colorado Technical University



M.B.A., Project Management
Colorado Technical University

Master's Certificate, National Security Affairs
Texas A&M University



CLSSBB, CLSSGB, & CLSS, Six Sigma Certification Program
Purdue University



EXECUTIVE SUMMARY

Experienced executive leader skilled in all aspects of strategy & operations, program/project management, security/safeguards, AI use/strategy, change management, leadership and organizational development, process improvement/cost optimization, emergency management, logistics, budget management, and quality. Global experience includes civilian/commercial executive leadership, military leadership (DoD), and management for a contractor within the Department of Energy (DOE) complex. Current clearances (DoD Top Secret & DOE Q). I thrive in lean, fast-paced environments, leveraging data-driven analysis and empowering staff to take ownership, ensuring they consistently deliver excellence driving competitiveness and innovation using deep customer understanding. I believe in role-modeling leadership behavior that is consistent, clear, honest, and genuine.

EXPERIENCE

July 2024 to Current: Executive Advisor, Triad LLC (Contractor Managing Los Alamos National Laboratory):

Selected to mentor managers on strategy and operations, lead process engineering / continuous improvement initiatives to enhance efficiency, modernize IT infrastructure, develop system integration plans, implement Artificial Intelligence solutions, and develop Key Performance Indicators (KPIs) to measure the success of strategic initiatives and operational improvements.

- Developed plans to leverage Artificial Intelligence (AI) and other tools to streamline processes and enhance decision-making.
- Developed/taught AI training to build internal organizational capabilities.
- Selected to mentor / oversee continuous improvement projects involving other contractor managed NNSA sites around the country as part of the Nuclear Security Information Exchange (NSIE).

- Worked with managers for fifteen subordinate organizations helping them Establish Key Performance Indicators (KPIs) to measure the success of strategic initiatives and operational improvements. For established KPIs, worked with managers to improve data management and IT systems to further evolve the metrics program.
- Served as a liaison for external organizations focused on improving collaboration and communication, aligning with partner teams for smooth operations, and supporting mutual opportunities for improvements to operational excellence.
- Mentored subordinate managers on developing and implementing strategic plans aligned with business goals.

June 2019 to July 2024: Division Director, Triad LLC (Contractor Managing Los Alamos

National Laboratory): Responsibilities include managing various programs, both real time execution and future strategic planning, in support of the national security mission of Los Alamos National Laboratory (LANL). LANL is responsible for almost 900 individual facilities (including 13 nuclear facilities) and includes some of the most unique high-security facilities in the U.S. (Designated as National Critical Infrastructure). Facilities include high-performance-computing, large data centers, smaller servers, Special Compartmentalized Information Facilities, laboratory space/capabilities including multiple listed on the United States National Critical Infrastructure list, office space, and the Nation's only category 1 nuclear production facility. Organizational responsibilities include risk/security planning and analysis (data analysis, technical planning, modelling, and simulations), deployed security (organizational security support), security operational assurance (data analytics, performance assurance, process improvement, contract management, and external audits), and nuclear material control and accountability (statisticians, software engineers, scientists, and other professionals).

- Leveraged lean and quality methodologies using data analytics to reduce nuclear material accounting (critical component of protecting special nuclear material) process times by over 90%.
- Led continuous improvement initiatives in the nuclear material security/accountability program at Los Alamos National Laboratory taking the program from borderline non-compliant to excellent within 2.5 years (reducing institutional risk from high to low) while saving hundreds of millions of dollars for the organization through decreased production downtime (up to 90% for some processes).
- Helped develop, then deliver, a robust training program for new managers in the company with a goal of improving not only technical skills/knowledge but also fostering leadership qualities among the new managers.
- Efficiently and securely managed three different server systems supporting three distinct functions (plume modelling / hazards assessment, nuclear material accountability, and security basis modelling and simulations).
- Managed an organization leveraging modern workflow management systems to optimize efficiency and reduce the probability of human error through streamlined software solutions with built-in engineering controls.
- Responsible for managing the Information System Security Officers (cyber security) within the organization and acting as the Information System Owner for multiple systems.

Feb 2018 to June 2019: Regional Manager, Amazon Web Services: Responsible for the AWS business/infrastructure (including P&L ownership) in MENA (Middle East and North Africa).

Responsible for delivering world-class technical and business solutions for AWS. Responsible for government/commercial engagement at all levels (including the king, crown prince, minister level, US ambassador, and senior executives with commercial entities). Responsible for ensuring the success of the region including strategic planning, operations, logistics, security, and team development.

- Represented AWS at executive level meetings with external government and commercial stakeholders and leveraged those relationships to remove barriers for the business.

- Managed the launch of the first AWS region in MENA (Middle East and North Africa) keeping the project within scope, on time, and within budget with zero security/availability incidents across the region.
- Supported local operational and business teams by handling challenging and high visibility escalations that required delicate communication and high-level executive engagement.
- Managed risk to the business and led overall approach to ensuring regulatory compliance with regional national and local requirements.
- Successfully engaged executive level government officials in multiple MENA countries to help steer national strategy/investment in telecommunications and IT infrastructure with the goal of realizing mutual benefit for both regional countries and AWS (reducing cost by over 50%).

Feb 2015 to Feb 2018: Regional Manager, Amazon: Responsible for four facilities across Texas with over 800 employees (including 40 managers) and over 4,000 third party contractors. Responsible for strategic planning, operations, supply chain, fulfillment & logistics, security, safety, risk management, team building, budget management, and change management operating in mission-critical, 24x7x365 production environments.

- Managed one of the largest and most complex regions in the global network while leveraging data analytics to help establish best practices for the entire network and setting records for KPI performance including the lowest delivery cost in the world.
- Successfully managed high-level engagements with local government and business leaders with a goal of promoting strong collaborative working relationships to the benefit of all parties.
- Selected to design and run a training program for new managers that trained hundreds of new managers for the company.
- Established and managed a transitioning military leader program designed to prepare transitioning military leaders for careers with Amazon.

June 2013 to Feb 2015: Operations Manager, Amazon: Responsible for managing operations, mentoring managers (6 subordinate managers and 14 first line supervisors) and leading a team of 1000 employees in a 1.2 million square foot state-of-the-art facility with 5,000 employees.

- Worked with the leadership team to implement an employee attrition reduction project that resulted in a 50% reduction in attrition for the department and an estimated \$1.8 million in savings annually.
- Selected as a regional SME overseeing capacity management issues for 15 facilities including developing future projections using historical data, mentoring managers from each site, and monitoring KPI's for the region.
- Managed a project installing 280,000 new bins in a distribution center leading a team of up to 180 associates per day including 80 outside contractors – completed the project on time and within budget.

Aug 2012 to June 2013: Program Manager - Continuous Improvement & Training, Amazon:

Responsible for mentoring managers on how to lead continuous improvement initiatives. Responsible for managing the onboarding and training of thousands of employees. Managed teams as large as six subordinate leaders and 300 employees.

- Mentored/trained over 40 managers on conducting process improvement projects resulting in over \$5 million in savings in a year.
- Led numerous lean process improvement projects including one that resulted in changes to the entire North American network with estimated annual savings of \$1.5 million per building (\$50 million for the network) and another project that resulted in an estimated savings of \$1 million per year.
- Managed a project on-boarding/training 5,000 new employees in four months.
- Managed a project relocating over 1.3 million items of inventory in 6 weeks completing the project within time and budget.

Oct 2010 to Aug 2012: Continuous Improvement Manager & Operations Manager, Amazon:

Responsible for leading continuous improvement projects and managing operations. Managed teams as large as 600 employees with 3 subordinate managers and 14 first line supervisors.

- Led a process improvement project that was recognized by the CEO as one of the best in the global network with estimated savings of approximately \$500,000 per year, per building (\$10 million total annually at the time).
- Part of the leadership team that launched the first massive scale Amazon distribution center used as a model for future facilities.
- Represented the region for company-wide operational excellence and continuous improvement initiatives helping shape modern Amazon distribution centers.

Sep 2008 to Oct 2010: Operations Director and Project/Program Manager (Infantry Officer), U.S.

Army: Responsible for managing projects and planning/managing operations in United States military units in the United States and deployed overseas in combat (one year in combat). Planned/managed large-scale projects/operations with a focus on both kinetic combat operations and force protection/security.

Experienced working with members of the intelligence community, special operations, and allied military organizations. Experience supporting and operating in mission-critical, 24x7x365 environments including in high security and highly regulated U.S. Government and/or defense contractor environments.

- Managed a project relocating over 800 soldiers, 225 vehicles/containers, and 14,000 items of equipment (valued at over \$175 million) from Diwaniyah, Iraq to Basra, Iraq while serving as a liaison effectively coordinating with British and Iraqi elements as well as senior leadership within the U.S. military while coordinating the transfer of security and operational responsibilities in the region.
- Served as the manager responsible for all current operations (kinetic operations and force security) in a unit of over 800 soldiers during 12 months of combat operations and over 8,000 combat patrols conducted by the unit.
- Managed safety, security, and emergency response operations for over 3,000 military and civilian personnel from multiple countries on a forward operating base in Diwaniyah.

Apr 2007 to Sep 2008: Director of Logistics & Transportation (Infantry Officer), U.S. Army:

Responsible for managing logistics, transportation, and supply for an organization of approximately 800 staff with a budget in the hundreds of millions of dollars. Responsible for both project/program management and for managing operations.

- Managed a program refurbishing and/or replacing of over 7,000 pieces of equipment upon return from Iraq along with the overall management of 12,000 pieces of equipment (full supply chain lifecycle) valued at over \$150 million dollars. This included responsibility for the program from initiation through delivery, interfacing with technical experts, including all schedules and budgeting.
- Selected as a project manager in Iraq managing distribution and transportation for equipment valued at over \$125 million dollars – project completed on budget & schedule.
- Managed the organizational credit card program with nine credit cards (\$1.2 million annual budget).

Nov 2006 to Apr 2007: Director of Human Resources (Infantry Officer), U.S. Army: Responsible for managing human resources for an organization of approximately 800 staff. Responsibilities include managing succession planning/promotions, paperwork, awards, disciplinary action, and all other staffing related tasks. Responsible for both project/program management and for managing operations. Also served as the adjutant for the battalion commander, ensuring that he was always prepared for success.

- Managed the human resource program during a very challenging period as the organization returned from overseas combat and staff were released from a movement freeze that had prohibited them from transferring organizations and/or pursuing needed professional development programs.

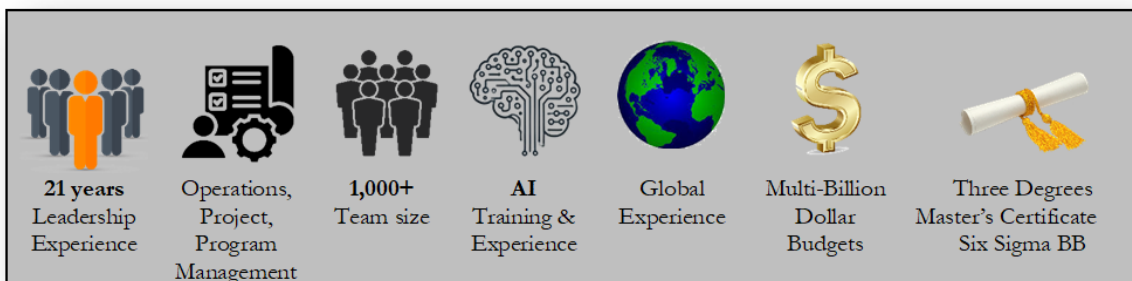
- Successfully ensured that all staff awards from a year of combat operations were processed, documented, and presented appropriately.
- Managed planning and logistics for various high-level formal functions to include a battalion ball (well over a thousand attendees) and “hail and farewell” events.

May 2004 to Nov 2006: Operations Manager (Infantry Officer), U.S. Army: Responsible for managing projects, managing operations, and managing training both in the United States and in combat overseas (deployed in combat for one year). Experienced working with members of the intelligence community, special operations, and allied military organizations.

- Managed a project setting up, and running, a security operations training course for an organization of over 3,000 U.S. soldiers and attached international military units.
- Managed a project planning, establishing, and running a joint security station with U.S. forces (including U.S. ground forces, U.S. fixed wing, and rotary wing support), Iraqi Army, and Iraqi Police.
- Selected to lead the United States 4th Infantry Division main effort in an operation/project to establish a joint operating base in Tarmiyah, Iraq that helped establish new doctrine for U.S. operations in Iraq while bringing security and stability to an extremely volatile region.
- Successfully served as Emergency Operations Director for an Emergency Operations Center in a fast-paced kinetic environment with responsibility for a large area (hundreds of square miles) containing hundreds of thousands of people. Responsible for coordinating military forces from multiple countries and branches (ground forces, fixed and rotary wing aviation, unmanned aerial vehicles, explosive ordinance disposal, and special operations), police, fire department, and civilian government leadership.

June 2000 to May 2004: Information Systems Officer, U.S. Army at West Point: Responsible for overseeing networking, hardware, and software for an organization of approximately a thousand people. Responsibilities included initial diagnostics and repair, policy implementation/enforcement, website management, and general system management.

June 1999 to September 1999: Database Architect, Los Alamos National Laboratory: Supported the Military System Analysis Group (TSA-5), as a student, designing and managing databases for the Stability Modeling Project XAUE/0010.



ADDITIONAL INFORMATION

- Department of Energy Q clearance & Department of Defense Top-Secret clearance (TS/SCI)
- DeepLearning.AI: **Artificial Intelligence For Everyone**
- IBM: **Artificial Intelligence Essentials V2**
- IBM: **GenAI for Executives & Business Leaders**
- IBM: **Generative AI: Introduction and Applications**
- IBM: **Generative AI: Prompt Engineering Basics**
- Stanford Online: **The AI Awakening: Implications for the Economy and Society**
- SkillUp EdTech: **Generative AI: Unleash Your Project Management Potential**
- NVIDIA Academy **Artificial Intelligence Infrastructure and Operations Fundamentals**
- **Texas A&M Executive Leadership Development Program**
- Certified **Physical Security Professional (PSP)**, ASIS International

Amazon Web Services (AWS):	○ Certified Business Professional	○ Cloud Practitioner Essentials
	○ Certified Technical Professional	
Certified through Purdue University:	○ Six Sigma Black Belt	○ Six Sigma Green Belt
	○ Lean Six Sigma	
United States Army:	○ Ranger School	○ Mechanized Leaders Course
	○ Airborne School	○ Maneuver Captains Career Course
	○ Air Assault School	○ Infantry Officer Basic Course
Texas A&M Nuclear Security Science & Policy Initiatives courses:	○ Introduction to Statistics ○ Introduction to Nuclear Safeguards and Security ○ Containment and Surveillance ○ Nuclear Material Accountancy	
U.S. Department of Energy National Training Center courses:	○ Introduction to Nuclear Material Control & Accountability ○ Basics of Nuclear Material Accountability ○ Inventory Difference Accounting	
International Atomic Energy Agency (IAEA) Nuclear Security courses:	○ Transport Security ○ Accounting & Control in Nuclear Security ○ Physical Protection of Nuclear Material and Nuclear Facilities	
FEMA Emergency Management Institute courses:	○ Introduction- Incident Command System (ICS-100) ○ Introduction- National Incident Management System (ICS-00700) ○ Basic Incident Command System for Initial Response (IS-200) ○ National Response Framework, An Introduction (IS-00800) ○ Basic Emergency Operations Center Functions (IS-02200)	

- **Combat Infantry Badge**, four **Army Commendation Medals**, **Iraq Campaign Medal** (two campaign stars), **National Defense Service Medal**, the **Global War on Terrorism Service Medal**, **Korean Defense Service Medal**, the **Army Service Ribbon**, and the **Overseas Service Ribbon**
- Awarded the **Secretary of Energy Achievement Award** for work transforming Transuranic Waste Disposition processes at Los Alamos National Laboratory
- Amazon **Global Security Operations Site Security** Certification
- Amazon **Site Security Facilitator** Certification
- Certified **Radiation Worker II**
- Certified **Safety Officer**, United States Army III Corps
- Certified **Casualty Notification Officer**, United States Army CNO program
- Certified **Casualty Assistance Officer**, United States Army CAO program
- Certified in **First Aid/CPR/AED**, American Red Cross
- United States Joint Forces Command **Personnel Recovery** training
- Worked at **Los Alamos National Laboratory** (TSA-5: Military System Analysis Group), as a student, designing and managing databases for the Stability Modeling Project XAUE/0010
- Beginner, Intermediate, and Advanced **Microsoft Access** courses at the University of New Mexico
- LinkedIn Learning: **Leadership Ethics**