

Joshua Vaughan

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Work Experience:

Industrial Door Technician

R2P Doors
May 2023 – July 2024

Perform subcomponent and final product fabrication and assembly of ballistic door systems

Surface preparation, Selection and application of appropriate finishes and sealants according to blueprints, delivery and shipping of final wood products and assemblies

Uses a variety of specialized woodworking shop tools including table saws, radial arm saws, scroll saws, jigsaws, drill presses, band saws, thickness planers, jointers, table mounted and freehand routers (including plunge routers), a variety of belt and finishing sanders, wood lathes, and a variety of chisels and other hand tools.

Performs metal fabrication as needed with steel and aluminum; uses angle and die grinders, metal cutting bandsaws, end mill machines and multiprocess welding machines

Ensures all fabricated subassemblies and final products meet tolerance specifications given in engineering blueprints.

Performs Quality Control checks and measurements to ensure fully compliant end product

Performs maintenance and upkeep on full inventory of tools and equipment, including troubleshooting, system diagnosis, lubrication, wiring repair, mechanical repair, and reporting of issues which are irreparable locally for referral to manufacturers' maintenance teams

Designs and manufactures specialty tools and equipment necessary to unique aspects of production, including prototyping and proof of concept, DC circuit design, welding, custom fitting,

Manages consumables inventory; maintains shop procedure to minimize waste on reusable and expendable items

Company certified and trained in operation of overhead and jib crane systems, proper loading, weight calculation, overload prevention, and all safety precautions involved therein

Company certified and trained in operation of Class I-V Forklift/Forktruck systems, proper loading and load weight calculation, overload prevention, and all safety precautions involved therein

Owner/Designer/Builder

TheLumberDaddy, LLC
August 2017 – Present

Specializes in custom creation of products for customer requests and execution of designs from concept to completion and delivery; interprets customer needs and descriptions to provide accurate materials cost, labor time and purchase price estimates to customer

Evaluates designs for optimized usage of wood joinery and/or the usage of hardware for assembly providing for the maximum longevity and durability based on mutually supporting components and construction

In-depth experience with woodworking equipment, including the usage of table saws, miter, and chop saws, scroll saws, jigsaws, drill presses, band saws, thickness planers, jointers, table mounted and freehand routers (including plunge routers), a variety of belt and finishing sanders, wood lathes, and a variety of chisels and other hand tools. Familiar with the usage of radial arm saws, jump saws, and a variety of rollers and presses

Regularly evaluates the necessities of the finishing process including the method by which products are prepped, finished, and sealed; selects, prepares, and utilizes a variety of finishes during the process including oil and water-based stains, waxes, oils, polyurethanes, polycrylics, and varnishes

Company First Sergeant

United States Army
11/2019 - 06/2020

Selected to serve in a First Sergeant position (E-8) at Company Command level above current rank of Sergeant First Class (E-7)

Advised Company Commander (rank of Captain, O-3) on training needs, objectives, and evaluations; analyzed training requirement and asset management Conducted interface and coordination with higher level management and operations to synchronize training efforts, management of required projects and the utilization of resources across multiple departments; organized for joint utilization of training efforts and workspace Coordinated across 4 teams to ensure unified training efforts.

Consolidated reporting procedures and reported personnel status and accountability; managed group readiness and implemented measures to ensure maximum human capital efficiency

Consolidated multiple reports from across 4 teams daily for transmittal to higher management regarding personnel status, training status and needs, promotion potential, incident management, gaps in operations and solutions for rectifying deficiencies. Reported these and multiple other issues on a consistent, open channel basis to the Company Commander (Captain, O-3) and to higher command (Lieutenant Colonel, O-5) levels

Supervised, made recommendations and approved/denied the development and implementation of training conducted one to three levels below the Company level.

Mentored 4 other Senior Managers (Sergeant First Class, E-7) in the training, instruction, care, counseling/mentoring, and the administration of their subordinates; provided advice, counsel and direction to 16 subordinate leaders (E-5 thru E-7)

Assisted in the development of capability briefings concerning Company Team (85 personnel) abilities and tactics; enabled multiple organizations to more fully integrate by instructing parallel leadership on cooperative efforts and complimentary abilities

Analyzed risk factors, evaluated and implemented risk mitigation factors to ensure safety in training environments; responsible for the coordination and support of 85 personnel to include food, fuel, ammunition, and other support elements

Led process modelling sessions to streamline the decision-making process across the organization; leveraged and promoted the use of digital systems integration to maximize information sharing and collaboration

Developed and conducted regularly scheduled (monthly) leadership development program to mentor junior and mid-level supervisors in the conduct of training and mentorship; instructed 12 subordinates (E-4 thru E-6) on the conduct of their duties and their execution of training

Conducted analysis of workforce modernization, programs for planning, resource allocation, acquisition planning, training and policy, performance monitoring, and reporting; increased the organization's training efficiency by 10%

Managed the readiness of a company of over 85 soldiers by ensuring medical, personnel, administrative, and other issues were completed and did not hinder training Supervised the appointment of and made recommendations concerning the fulfilment of necessary additional responsibilities of over 24 additional duty positions required for the fulfilment of deployment requirements.

Selected personnel to fill roles for accountability and maintenance of over \$5M worth of government equipment, weapons, and systems.

Selected and trained personnel on the creation of administrative management systems including filing systems, spreadsheet and database creation, administrative regulation, and the streamlining of office management

Supervised the work of office, administrative, or customer service employees to ensure adherence to quality standards, deadlines, and proper procedures, correcting errors or problems Ensured the welfare of over 85 personnel in personal, financial, emotional, and physical needs regarding readiness and ability to perform job duties

Evaluated and made recommendations of disciplinary actions when required involving personnel and their infractions and offenses against good military discipline to help set a positive work atmosphere and maintain morale while ensuring a positive workplace atmosphere

Company Safety Officer

United States Army

01/2019--11/2019

Conducted Composite Risk Analysis of training missions; briefed Company Commander on risks inherent to training and made recommendations to reduce risk of damage to equipment and loss of personnel through injury and death while maintaining effectiveness of training

Prepared reports and conducted investigations concerning accidental occurrences to inform higher headquarters concerning events leading to preventable accidents; developed courses of action to prevent recurrence of events through an ever-evolving risk analysis and avoidance process

Briefed safety measures to training supervisors to ensure knowledge of safety risk avoidance measures across all levels of leadership

Sexual Harassment and Assault Response Victim Advocate

United States Army

05/2019 - 06/2020

Supervised Army Sexual Harassment and Assault program for 85 individuals Designed, instructed and followed up on education programs concerning sexual impropriety and violence in and out of the workplace

Fostered environment of trust

Provided confidential advocate service and confidential reporting

Direct Fire Infantryman-Platoon Sergeant

United States Army

11/2018 - 11/2019

Evaluated standards of performance against published doctrine and regulation; interpreted training manuals to ensure proper asset allocation and resource management; maximized training opportunity

Analyzed training gaps, developed programs to ensure skill deficiencies were corrected; oversaw administrative issues for 18 personnel; managed skill utilization and planned for certification and qualification training to increase efficiency

Worked with members of United States Border Patrol and Customs and Border Protection during interagency operations from June 2019 until November 2019; conducted support operations and supervised 15 servicemembers in their support roles from reconnaissance to daily personal support of migrant individuals seeking asylum in the United States; oversaw military responsibility at two different in-processing and surveillance facilities

Established a system to synchronize the forecasting and tracking of the organization's training throughout each training cycle; certified the efficiency of training plans and confirmed the proper allocation of training resources

Analyzed, developed, and improved complex workflows, processes, and management practices; provided recommendations to support planned programmatic decisions made by senior executive leadership

Oversaw the maintenance, serviceability, and 100% accountability of over \$3M worth of company equipment across 4 separate sections with zero loss or damage

Instituted a Continuing Education Program for the department; resulted in 4 personnel being promoted to Assistant Supervisors and 2 being promoted to Supervisor

Conducted annual evaluations of junior leaders and provided consistent, regular feedback concerning performance, improvement and promotion potential; provided educational opportunities and counseled concerning optimal methods of career standing and long term improvement

Student

United States Army

10/2016 - 10/2018

07/2012 - 09/2013

Conducted training in advanced land navigation, tenets of Special Operations including host nation diplomacy, diplomatic partnerships, advanced team building skills and leadership, objective planning and execution, advanced decision-making process, and criteria development

Focused on building partnerships through foreign language interpreters, conducting classroom instruction on military and leadership subject matters

Studied advanced medical techniques relative to combat situations including Cardiopulmonary Resuscitation, Advanced Cardiac Life Support, Advanced Trauma Life Support, Pediatric Education for Prehospital Professionals, Advanced Tactical Paramedic, Prolonged Field Care of trauma patients, trauma surgical skills and care of multiple patients in a mass casualty event

Conducted training in advanced land navigation, tenets of Special Operations including host nation diplomacy, diplomatic partnerships, advanced team building skills and leadership, objective planning and execution, advanced decision-making process, and criteria development

Focused on building partnerships through foreign language interpreters, conducting classroom instruction on military and leadership subject matters

Senior Drill Sergeant

United States Army

08/2015 - 09/2016

Planned and organized multiple training events during nine-week training cycles supporting 240 students per cycle ranging from physical events to intellectual and academic classes; presented a challenging atmosphere to drive and motivate students from all demographics and backgrounds

Developed simplified system for tracking student progress, graduation/dropout rates, disciplinary rates, necessary recurrent training, weaknesses in the training model, and administrative procedures
Instructed courses in History, Current Affairs, Finance, Safety procedures, professionalism

Evaluated 240 students per cycle according to standards published in United States Army doctrine; ensured no student was allowed to graduate the program without showing satisfactory knowledge and the ability to demonstrate required skillsets

Presented educational materials in multiple formats and demonstrated the ability to deliver material in multiple different ways to ensure that all students comprehended subject matter.

Utilized alternate methods of instruction and related the material in multiple different ways to reach students with multiple learning styles; used hand-on demonstrations, lectures, and anecdotes to relay information in understandable avenues

Instructed courses in History, Current Affairs, Finance, Safety procedures, professionalism; Reviewed department training plans, supervised training, and provided feedback to 3 instructors; analyzed training directives, allocated critical resources, and delivered a 100% completion rate

Crafted strategic talent management solutions to improve assessment, retention, development, and overall training capability; leveraged team building, digital systems, and policies to increase throughput by 50%

Maintained accountability, maintenance, and readiness of equipment, vehicles, weapons, and training devices worth more than over \$550K worth of company equipment with Zero loss or damage

Equal Opportunity Representative

United States Army
09/2015 - 09/2016

Supervised Equal Opportunity Program for 240 individuals.

Provided confidential advocate services

Designed, instructed, and followed up on education program concerning workplace diversity

Spearheaded the organization's Equal Employment Opportunity Program; created a program with relevancy and an organization which educated and retained quality personnel at all levels

Provided counsel to managers on the best practices associated with leading employees from diverse backgrounds and perspectives, and aligned inclusion initiatives with the organizational mission, goals, and strategies

Monitored the complaints process of discrimination to ensure technical sufficiency, clarify any deficiencies, and recommend actions to be taken to resolve the issue for an organization comprised of more than 200 personnel

Company Armorer

United States Army

11/2014 - 09/2016

Responsible for maintenance, accountability, and upkeep of \$400,000 worth of weapons and specialty equipment.

Maintained records of issue and inventory control logs, performed repairs, ensured serviceability, and supervised periodic maintenance of inventory.

Instructed 1900 individuals on proper usage, safety procedures, maintenance, and records according to regulation.

Direct Fire Infantryman-Squad Leader

United States Army

09/2013 - 07/2014

06/2011 - 06/2012

Recognized as the Top performing Squad Leader of 16 other Squad Leaders; Squad recognized as the top performing and most efficient Squad in a company of 16 Squads during critical mission performance evaluations

Supervised small teams of 11 personnel in administration, training, management and skills utilization

Received mission briefings; extracted commander's intent and analyzed for multiple courses of action in the decision-making process; weighed potential outcomes of all courses of action and assisted in decision making process; assisted in determining asset utilization to result in most favorable outcome while ensuring no personnel, asset, or financial loss

Conducted gap analysis of small teams to identify training deficiencies; developed training products and programs to address deficiencies utilizing multiple platforms including PowerPoint instruction, hands-on training, lecture material, and self-study material to increase knowledge and efficiency for members of small teams consisting of 11 individuals

Conducted feasibility studies of training management and execution on the Platoon level (35 personnel) in order to control expectation management, resource management, and to estimate logistical needs and optimize training events lasting anywhere from 1-30 days in duration; assisted in the resourcing of training events and ensuring supplies were requested to be received in time for preparation and also for future sustainment according to training needs

Successfully maintained the serviceability and accountability of over \$3,000,000 in government equipment with no loss of functionality; quickly adapted new technology into the Standard Operating

Procedures of higher headquarters; Developed new personnel training program and products to orient personnel during onboarding process; wrote new technical orientation material to expedite the most priority tasks to new personnel

Mentored 5 junior leaders in training, counseling, mentorship and team member development

Coached and mentored 3 Platoon Leaders (Lieutenant rank) in Army doctrine and execution, resource management, and training plan development.

Led numerous small group classes and instruction periods to train junior personnel on proper equipment usage, maintenance, and utilization

Developed new personnel training program and products to orient personnel during onboarding process; wrote new technical orientation material to expedite the most priority tasks to new personnel

Analyzed strengths and weaknesses of personnel under my supervision to cater personal and professional training programs designed at leader development; developed subordinates to progress to higher levels of management to multiply the ability to act on initiative

Supervised the administrative and logistical needs, welfare, and the daily tasking of a cross-functional and diverse team of 11 personnel; oversaw all security operations, risk mitigation, and training for an organization of more than 35 personnel

Provided advice, guidance, and consultation to executive staff, and fellow security team members on the implementation workforce modernization initiatives, security design updates, and changes to security plans

Oversaw the maintenance, serviceability, and 100% accountability of over \$3M worth of organizational equipment with zero loss or damage

Education:

Welding Certification Program March 2023

Midlands Technical College, Cayce, SC

-GMAW Certified (All Modes)—1F, 2F, 3F, 4F, 1G, 2G, 3G, 4G

-FCAW Certified (Dual-Shielded)—1F, 2F, 3F, 4F, 1G, 2G, 3G, 4G

-SMAW Certified—1F, 2F, 3F, 4F, 1G, 2G, 3G, 4G

Bachelor of Arts—History

Thomas Edison State University Trenton, NJ

Graduated June 2021

Job Related Training and Certifications:

Lean Six Sigma – Yellow Belt March 2023

Department of Defense Sexual Assault Advocate Certification Program (D-SAACP)— May 2019

Commander and First Sergeant Pre-Command Course (United States Army)-- December 2019

- Preparation for Executive level Command of an organization of 85 personnel including legal matters, human resource issue and organization, training administration and preparation, proper handling of budget inventory procedures, execution of safety and security measures (including of ITAR regulated resources such as small arms weapons, medium to heavy caliber machine guns and explosives, missiles, vehicles and anti-aircraft/anti-vehicle assets), and finance issues

Security Forces Assistance Foreign Weapons Course-CENTCOM (United States Army)--September 2018

- Utilization and Training procedures concerning multiple NATO and Non-NATO small arms weapon systems
- Training of Foreign National forces on weapon system uses and proper range safety and utilization procedures

Special Operations Combat Medic Course (United States Army)--September 2017

- Advanced Tactical Paramedic Qualification
- National Registry of Paramedic Certification (Expired 2020)
- Emergency Room Operations, including drug administration, reporting, patient monitoring and long-term field care of traumatic injuries in austere environments with limited resources
- Trauma Surgical skills related to prolonging survival of trauma patients on a massive scale
- Sports Medicine/Injury Prevention, Cardiac Emergency Care, Pediatric Care

Maneuver Senior Leader's Course (United States Army)--August 2016

- Tactical Operations in all environments, management of personnel and resources
- Diplomacy across multiple agencies and focused on working cross-culturally to develop a mutually beneficial understanding of goals and welfare of all parties involved

Air Assault Operations (United States Army)--January 2016

- Proper capacity and loading of cargo for transport by helicopter or other air assets
- Cargo Load inspection procedures

Equal Opportunity/Equal Employment Opportunity (United States Army)--2015

United States Army Drill Sergeant Academy (United States Army) --June 2014

Army Basic Instructor Course (United States Army)--June 2014

Composite Risk Management Course (United States Army)--June 2014

Advanced Leaders Course (United States Army)--October 2013

Basic Airborne Operations Course (United States Army)--July 2012