

**Kyle M Evans**

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**Engineer V**

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[kevans@cobec.com](mailto:kevans@cobec.com)**Background**

Mr. Evans has over 40 years of government service. 31 years of FAA Technical Operations experience, 22 years as a manager, and 9 years in the U.S. Navy. Highly engaged in the overall maintenance, operation, and implementation of the National Airspace System (NAS) and the administrative and support processes that ensure the safe and efficient movement of aircraft. Mr. Evans's strengths include strategic and analytical thinking, collaborative teamwork, building and maintaining relationships, extensive technical knowledge of the National Airspace System, and development of future leaders.

**Work History and Professional Accomplishments**

<b>Principal Consultant</b>	Cobec Consulting, Inc Washington, DC	8/2022- Present 14 Mos
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- Providing direct support to AJW-18 NAS Policy & Quality Control Group Manager and Team Managers and direct support to AJW-0 SUPCOM (Supervisors Committee)
- Providing SME support to AJW-22 Power Services in collaboration with AJV-S1 ATO Strategy Group
- Providing SME support to AJW-2440 Design, Engineering and Innovation
- Facilitating organizational meetings and engaged in multiple data gathering efforts to resolve technical issues

Leading an effort to identify and standardize series and grades of federal workforce. Create justifications and strategies in building the AJW-18 team.

<b>Operations Lead – ATO Employee Development Group</b>	FAA, ATO, Technical Operations Atlanta, GA	3/2021- 8/2022 FV-2186-K 14 Mos
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- Support the development of Operational Managers Leadership Development Program- Technical Operations (OMLDP-TO) and Leaders Teaching Leaders (LTL) Program. Serve as Operations Lead and Subject Matter Expert (SME), informing program design, development, deployment, evaluation and continuous improvement.
- Support timely and quality delivery of OMLDP-TO and LTL deliveries, to include learner support, learner communication and coordination, schedule coordination, resource management and related activities.
- Support program stand-up activities including curriculum revision/ development, applying best practices to workshop facilitation and program support and supporting application of learning for program participants.
- Prepare and deliver periodic program briefings, updates and communications to keep ATO senior level leadership informed of program progress and to align program strategies to meet current and emerging business needs.

<b>District Facility Manager, DC Metro South Group - Detail</b>	FAA, ATO, Technical Operations Dulles, VA	11/2020 – 3/2021 FV-2186-K 4 Mos
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- Managed and lead the DC Metro South Group which included the 2 Dulles, Fayetteville, Norfolk, Raleigh and Wilmington System Support Centers (SSC), a total of 6 SSC Managers and approximately 60 employees. Oversaw the daily operation and maintenance of NAS facilities.

<b>Manager, Technical Services Operations Group</b>	FAA, ATO, Technical Operations Atlanta, GA	11/2013 – 11/2020 FV-2186-K 7 Yrs
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- I maintained a high level of awareness of the service areas operational status, engaged in implementation of major projects and providing daily updates and follow up. I meet daily with AJW-2 to understand the implications of ongoing projects and understand the impacts to the operation.
- As the TSOG Manager I get involved in nearly all the service area major projects, improvements, and restorations. My NAS Implementation Manager (NIM) contingent is solely responsible for identifying and prioritizing sustain funds on behalf of the districts. These prioritization schemes are extended to national priorities which are then funded based on the overall needs of the NAS. I reach across service area boundaries to offer and seek out help when needed. I talk frequently with my peers, often sharing best practices and lessons learned. In FY-19 I have been highly engaged in multiple hurricane/storm responses, ensuring that we provide the proper safety and technical workforce to be the “First Responders.”
- As a Middle Manager in ESA Tech Ops, I constantly strive to lead my organization in a manner that recognizes the workforce as the experts and that values their input in decision making. I have been engaged in multiple Collaboration Efforts with NATCA, and I work closely with my PASS Rep by maintaining open communication lines. I often reach out to my peer group and provide coaching and mentoring from a service area perspective.
- As the TSOG Manager I am intimately involved with the execution of Safety Programs for the entire service area. Work closely with AJW-23 on establishing guidelines, developing SOPs and identifying priorities. In ESA we have completely redefined the work order for our NISC contractors. We review all WIT inspection items as well as UCRs. In FY-19, I participated with the EOSH National Team in the review of Budget Prioritization and Execution. I have been highly engaged in the QA/QC efforts and I am always attempting to influence positive change with ORM and IRMC activities
- As a primary member of the National Spend Plan Review Board (SPRB) and the ESA Resource Management Team (RMT), I am highly engaged in the equitable and efficient use of limited resources both in the ESA as well as the other field directorates. I have developed a greater understanding of the operations of the NAS and how budgets affect the operation as a whole. I frequently converse with other ATO stakeholders to ensure the safe, efficient operations. I represent the service area on the Configuration Control Board and the JAI Review Board. Worked closely with Engineering Services on identifying appropriate funding sources for projects throughout the NAS.

<b>Collaboration Coach</b>	FAA, ATO, Technical Operations Atlanta, GA	8/2012 – 11/2013 FV-2101-J 15 Mos
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- I have provided skill building for leadership in a collaborative environment. I utilized my expert knowledge of the Extended DISC Behavior Analysis Tool and provided training and familiarization to multiple offices.

- I have consulted to mid-and-front-line leader pairs to assist them in developing and executing plans for leading their organizations collaboratively. I have assisted leaders in formulating plans, framing issues, drafting and executing action plans, and designing solutions
- I have facilitated the Tech Ops Leadership Team with the development of a “Vision Implementation Plan” on behalf of the Tech Ops Director. I assisted the leaders with agenda-setting, meeting design, preparation, debriefs, facilitation of meetings and small group discussions.
- For 15 months, I had been working as a “self -managed” member of the Collaborative Coach Cadre. We receive very little guidance, but we are moving forward with the FAA-PASS collaborative effort. I often find myself “urging on” or “reminding” senior level leadership of the importance of collaboration and of the goals that they had set for themselves. It can be a struggle to maintain momentum when you consider that the collaborative process is not a part of core business, but rather a method of performing day-to-day activities.

<b>Manager, Program Operations Group</b>	FAA, ATO, Technical Operations Atlanta, GA	11/2010 – 8/2012 FV-340-K 1 Yrs, 10 Mos
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- Technical Operations Senior Advisor for the Eastern Service Area, Technical Operations Director - January 2012 – Mar 2012 (2 Mos) completed this assignment concurrent with detail as POG Manager (did both jobs)
- As the Program Operations Group (POG) Manager, my group provided support to the 13 Technical Operations Districts within the Eastern Service Area. I directly supervised eight front line managers, in eight different geographic locations, with approximately 95 employees. This group provided support in the area of budget, staffing, logistics and employee development. I had to maintain knowledge in all of these areas, and strategically directing work in support of service area goals. I have developed collaborative relationships with Service Center, Regional Office and Headquarters personnel.
- I am a member of the Simplified Process Improvement Team (SPI), that has been implementing Process Support Documents (PSD) in order to create and document efficiencies and consistencies between the POG and Service Center. These PSD's are established and followed by all 3 service areas.
- I am also a charter member of the ATO/ELSA Partnership Council that is working issues concerning ARC, POG and Service Center. This group has recently published a "Facility Decommissioning Process" document that will clearly define the process, and will assign a POC within the Service Center, that will lead and monitor the process. This council is comprised of managers from Planning & Requirements, Engineering Services, Business Services, Technical Operations and Regions and Centers Operations (ARC).
- As the POG Manager, I am a participant on both the Resource and Staffing Committees. The Staffing Committee is a significant activity that requires an extreme amount of attention. We are attempting to strategically manage the staffing allocations for the entire service area, in an environment where positions are limited and the needs are excessive. We are currently developing a strategy to assign specific numbers for each district/group that is fair and equitable, and supports the needs of the entire service area.
- My final task as the POG Manager was to orchestrate the integration of the group back into the districts, coincident with the establishment of the new district alignment. We began the process approximately one year in advance of the actual transition. All along, I ensured that each of the eight support centers were preparing for the transition. Each of the managers were required to provide briefings to their peers in order to share their functional expertise. I, along with the other two POG Managers and Service Center personnel, developed an intricate plan that allowed for a seamless transition.

<b>Manager, Operations Engineering Support Group</b>	FAA, ATO, Technical Operations Atlanta, GA	5/2010 – 11/2010 FV-2186-K 6 Mos
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- 180 day detail as the Manager, Operations Engineering Support Group (OESG). This newly established group reports directly to the Technical Services Manager. I was responsible for the "stand up" of this organization, which included a communications effort along with establishing roles and responsibilities. This was a unique challenge for multiple reasons; the group is dispersed throughout the entire ESA; the Ops Engineering Teams had been aligned with Engineering Services, which is much more focused on implementation vs facility support/performance improvement; the NASTEP teams were moved from TSOG over to OESG. To be successful, I had to develop a hierarchical relationship with the Technical Support Operations Group (TSOG). I was required to collaborate with the Quality Control Group and Planning and Requirements in the ESA Service Center to determine roles and responsibilities. I also had to negotiate relationships with Engineering Services, particularly in the area of operations, by identifying overlaps and gaps in the roles between the 2 organizations. I have maintained a dialog with my counterparts, sharing issues and concerns, and discussing policy and procedures. I was highly involved with the execution of the VOR MON, determining service area priorities concerning restoration and/or decommissioning of facilities. The OESG engineers performed analysis of VOR operating parameters and influenced identification of MON based on future capabilities of the operating environment. i.e., obstructions, residential encroachment, wind farms, etc..

<b>National Chairman, Technical Operations SUPCOM</b>	FAA, ATO, Technical Operations Washington D.C.	10/2008 – 5/2010 FV-2101-J 1 Yrs, 7 Mos
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- As the National Chairperson for Tech Ops SUPCOM, I interface and coordinate national initiatives affecting Technical Operations Front Line Managers with headquarters and Service Area leadership. Specifically, I meet frequently with the Vice President of Technical Operations and the three Technical Operations Directors in order to communicate issues and activities. I also have the responsibility of managing a budget of approximately \$750K, in order to accomplish SUPCOM's many goals. Specifically: Leading the "Front Line Managers Workshop" Team in the delivery of 6 classes per year and updating the curriculum; "Meet & Greet" Tech Ops New Hires at the FAA Academy; managing the Technical Operations Succession Planning Program (TOSPP) by providing guidance and managing the \$310K budget for use by the participants; Annual SUPCOM Meetings for the 3 service areas, quarterly and annual meetings for the National SUPCOM team, and making myself available for workgroups as necessary.
- Led the development and provided continuous updates to the "Introduction to ATO" new-hire orientation briefing. The presentation offered an opportunity for the new-hire's increased organizational understanding and welcomed them into the Technical Operations family. In addition, I also coordinate the "Meet and Greets" by providing FLMs and Senior Managers/Executives an opportunity to attend the new hire briefings and share their FAA experiences and knowledge with the new employees.
- As the National SUPCOM Lead, I worked on a cross-ATO team in the development of "ATO Excellence in Collaboration" Award, which was approved and implemented by the Operations Council in 2010. The Senior VP of Operations will present this as national recognition, to the Service Delivery Point that has demonstrated a collaborative effort across the four operational units of the ATO.

<b>Manager, Atlanta Program Support Center</b>	FAA, ATO, Technical Operations Atlanta, GA	4/2007 – 10/2008 FV-340-J 1 Yrs, 7 Mos
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- I volunteered to assume this role when the previous manager transitioned to another position. This was coincident with the beginning of the functional realignment of the Program Operations Group (POG). Initially, I was responsible with managing in all the normal program areas, (payroll, personnel actions, budget, training, logistics, etc.) and I was designated as the "Employee Development Manager, ESA South." I work in a partnership with the Employee Development - North Manager, creating a functional group of Program Support Specialists that is concentrated on providing customer service, quickly and efficiently. The Employee Development Group sole focus is on managing the Training and Certification Program, Verification of Non-Fed Technicians and participating in the Collegiate Training Initiative (CTI). Additionally, I have the responsibility of reviewing Locally Arranged and Conducted Training (LACT) requests, and prioritizing those needs in accordance with available resources

<b>Manager, Atlanta Radar/Automation System Support Center</b>	FAA, ATO, Technical Operations Atlanta, GA	8/1998 – 4/2007 FV-2101-J 8 Yrs, 6 Mos
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- I was the senior of four SSC Supervisors at the Atlanta ATCT Facility Office. This office maintained the facilities at William B. Hartsfield International Airport, the "world's busiest," and all of the facilities in the Atlanta metropolitan area. I was specifically responsible for the Atlanta Airport radar facilities, the Dobbins ARB radar facility and the Marietta Long Range Radar facility.
- As the senior supervisor, I consistently provide guidance/support to my peers and my manager. I have successfully managed the Radar/ARTS areas through periods of short-staffing, high attrition and the complex transition/commissioning of the Atlanta Large Tracon, the new air traffic control tower and the fifth runway. I have frequent interaction with SMO, Air Traffic, Regional, ANI, contractor and program office personnel. I also routinely interface with the Air Force Reserve at Dobbins ARB concerning the operations of the Air Reserve owned FAA maintained equipment.
- Air Traffic has recognized me as being highly conscientious, responsive and cooperative. I have sustained an outstanding relationship with bargaining unit representatives and have been able to resolve nearly all disputes at the SSC level. I have worked closely with Engineering Services on multiple significant implementation efforts, including the establishment of the Atlanta Large Tracon, the replacement of the Air Traffic Control Tower at Hartsfield-Jackson Airport, and the establishment of an ASR-9 facility in Buford, GA.
- I coordinated with the local ARTS IIIA Operational Support Facility (OSF), to transform the recently decommissioned ARTS IIIA equipment to an operational lab for use by AOS support personnel. The ARTS OSF Lab allows software testing prior to deployment, the re-creation of scenarios and the testing of hardware that could not otherwise be accomplished without an impact to operational facilities.
- I participated in the development of the STARS Training Plan. I traveled to the FAA Headquarters and assisted AFZ-100 in developing a plan to train AF Specialists on STARS equipment. This plan had to meet the highly critical and political STARS waterfall schedule. The outcome of this planning session was to be a final presentation to the FAA Administrator. The plan was blessed by the then FAA Administrator and lead to the successful implementation of STARS systems nationwide.

<b>Airways Transportation System Specialist</b>	FAA, ATO, Technical Operations Atlanta, GA	8/1990 – 8/1998 FV-2101-H 8 Yrs, 0 Mos
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- I was assigned as an FV-2101-12 System Specialist for the Marietta Long Range Radar facility and the Dobbins ARB Radar facility. My primary workload consisted of the ARSR ½, ATCBI- 4, CD-2A, ASR-8 and BUEC. I was responsible for callback and maintenance of these facilities.
- I was highly responsive to callback and restoration of assigned equipment. I acted as a main point of contact for these facilities due to a lack of an on-site supervisor. I coordinated F&E and contractor activities at these facilities. I interfaced daily with ARTCC, MCC, SMO, SSC and Air Force personnel. I maintained constant contact with my peers and supervisors in regards to activities at these facilities.
- I accomplished a significant amount of the administrative duties for these facilities, i.e.: logistics, test equipment calibration, MMS, inventories, safety inspections, etc. I fulfilled the duties as the CBI Administrator for the remote unit, coordinating CBI activities and the maintenance of the CBI platform. I provided OJT and other guidance on numerous facilities, to many newly hired and newly assigned personnel..
- During this period, I performed the duties as the PASS Representative for the unit and eventually assumed the duties as the Assistant SMO PASS Representative. I also took on the additional responsibilities as the Chapter Chairperson for PASS Local 201. My time as a bargaining unit representative has exposed me to many additional responsibilities and has laid the groundwork for future leadership opportunities. As a PASS Leader, I was partnered with the Assistant SMO Manager, and participated with the SMO Leadership Team. I was also a charter member of the SMO OSHECOM.

<b>Field Service Engineer</b>	TANO Marine Systems, Inc. New Orleans, LA	1/1990 – 8/1990 0 Yrs, 8 Mos
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- I installed and maintained electronic/electrical systems at customer locations or aboard ships, and provided technical advice to customers. I troubleshoot, repaired, calibrated and tested systems software and hardware. I supervised the testing, the installation and repairs made to TANO systems; I demonstrated software and hardware for inspection agencies. I provided technical assistance to Test Department in the testing of new or reparable assemblies. I provided technical assistance to Quality Assurance Engineers to verify that new systems were acceptable for field service support. I submitted Engineering Change Requests to Engineering Department when any discrepancies were identified in equipment or technical manuals. I completed modifications and updated manuals as required.
- These systems and subsystems included Marine Automation Systems and Marine Trainer/Simulator Systems. I also maintained Monitoring and Remote Control Systems for Ships Propulsion, Ships Steering, Engine Generator Controls, land-based oil pipelines, off shore oil drilling rigs, mass transit systems and mining operations.
- I was on call 24 hours a day, 7 days a week, for instant response to customer needs anywhere in the world. These service trips were unsupervised, individual efforts, with support available by telephone.

<b>Electronics Technician</b>	United States Navy Various assignments	4/1981 – 12/1989 Separated as E-6/ET1 8 Yrs, 7 Mos
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- I was in active-duty naval service for 8.75 years. I was honorably discharged as an Electronics Technician, First Class (E6). I was assigned to various training commands for the first 2 years of my enlistment. My first assignment was to the U.S.S. John F. Kennedy (CV-67), as a radar/satellite navigation equipment repairman for 3 years. I was then assigned to Naval Air Station Patuxent River, MD, as a radar/weather equipment repairman for 3.5 years.
- Throughout my Navy career, I have been assigned leadership positions. At the various training commands, I had the responsibilities of Class Leader, Battalion Yeoman and Platoon Leader. As the Platoon Leader, I was responsible for the daily activities of 60 military personnel.
- Onboard the U.S.S. John F. Kennedy, I was the Ships Inertial Navigation System, Work Center Supervisor. I was responsible for the operation and maintenance of the inertial navigation system and all satellite navigation equipment. This equipment was essential to the mission due to the interfaces provided to the aircraft and other functions aboard ship. Without reliable navigation data, the air wings would not be able to accomplish the military strikes against hostiles.
- My final duty assignment was at NAS Patuxent River, Maryland. I fulfilled the duties as the Leading Petty Officer for the Radar Branch, Ground Electronics Maintenance Division. I was responsible for 20 military and 3 civilian personnel. I was responsible for providing highly reliable Air Traffic Control Equipment/Services, specifically Radar, Automation and Weather Services. I designed a daily equipment certification program, which was based on FAA regulations that provided for high reliability of the radar systems that are an integral link in the FAA and Department of the Navy network.
- I was individually recognized as the “First Runner Up, Navy Air Traffic Control Technician of the Year.” I received a Navy Achievement Medal in response to this recognition.

<b>Education</b>		
High School Diploma	Taylor Center High School Taylor, Mi 48180	
	No formal education beyond High School	
<b>Professional Certifications</b>		
Extended DISC Behavior Analysis Tool	Overland Resource Group	August 2012
Certified Instructor/Facilitator	Langevin Learning Services	August 2017

I, Kyle M. Evans, do attest that the above information is true and complete.

Signature:

A handwritten signature in red ink, appearing to be 'A' or a stylized 'K', is written in the space provided for the signature.