

# DAMARIUS MCNAIR

DURHAM, NC | 910.674.1801 | DS.MCNAIR@OUTLOOK.COM | LINKEDIN.COM/IN/DAMARIUSMCNAIR

## EXECUTIVE PROFILE

Operations leader who runs on data. Over 8 years across fleet management and large-scale retail, the consistent approach has been the same: treat operational problems as data problems first, build the tooling to surface root causes, then execute. That method produced a 23% cut in overtime costs at Enterprise Mobility, a 50% drop in employee turnover at Lowe's, and a 27% improvement in inventory forecast accuracy, among other results.

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## CORE COMPETENCIES

**Operations & Strategy:** Capacity Planning & Scaling, Fleet & Logistics Operations, Lean Six Sigma (Green Belt), SLA Governance & Compliance, Demand Modeling & Forecasting, Cost Optimization

**Analytics & Engineering:** SQL, Python, R, Power BI, Tableau, HRIS & Reporting Automation, API Workflow Integrations, KPI System Architecture, Salesforce · SAP · Advanced Excel, Business Process Improvement (BPI)

**Leadership & Change:** Cross-Functional Leadership (60+), Talent Development & Retention, Executive-Level Reporting, Stakeholder Communication, Change Management, P&L Accountability

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## PROFESSIONAL EXPERIENCE

### Process Operations Manager

*Enterprise Mobility | January 2022 – November 2025*

Owned full operational strategy for a high-growth regional market, overseeing a 4,600-unit fleet. Scaling it to 5,600+, while building a data-first operations model that measurably reduced costs, accelerated workforce efficiency, and enabled rapid market expansion. Acted as the operational-technical bridge across business units, IT, and senior leadership.

- **Fleet Scaling & Market Growth:** Executed market and capacity analyses that drove a 1,000+ unit fleet expansion and directly supported new territory acquisition, increasing top-line revenue capacity across the region.
- **Cost Reduction via Analytics:** Leveraged SQL-driven root-cause analysis to isolate overtime cost drivers, delivering a 23% reduction in overtime expenses and generating significant annualized savings.
- **BI & Dashboard Infrastructure:** Designed and deployed automated KPI dashboards that improved staffing efficiency by 15%, providing leadership with real-time visibility into fleet performance and workforce utilization.
- **HRIS & Workflow Automation:** Partnered with IT to automate HRIS and reporting pipelines, eliminating manual bottlenecks and compressing reporting cycle times across departments.
- **Strategic Decision Support:** Delivered ongoing competitive market and capacity intelligence that informed fleet logistics, staffing allocation, and executive go/no-go expansion decisions.

### Assistant Store Manager, Operations

*Lowe's Home Improvement | January 2020 – January 2022*

Directed operations with 60+ team members during pandemic-era supply chain disruption. Deployed strategies to stabilize a volatile workforce, increase sales performance, and improve inventory forecasting accuracy across four major departments.

- **Talent Retention:** Designed and executed a data-driven retention initiative that cut employee turnover by 50%, reducing hiring costs and preserving institutional knowledge during a historically tight labor market.
- **Revenue Growth:** Built custom performance reporting tools that surfaced merchandise execution gaps, contributing directly to a 21% increase in key category sales.
- **Forecast Accuracy:** Developed seasonal inventory forecasting models that improved accuracy by 27% across four departments, reducing overstock and stockout exposure.
- **Operational Resilience:** Maintained full operational continuity throughout supply chain volatility by adapting procurement workflows and dynamically realigning floor strategy to available inventory.

## Department Manager

Walmart | August 2017 – January 2020

Led high-volume departmental operations with accountability for inventory management, staffing, cost control, and customer experience.

- **Rapid Sales Growth:** Increased department sales by 15% within 6 months through targeted merchandising optimization and tightened inventory controls.
  - **Workflow Re-Engineering:** Redesigned stocking processes and shift sequencing, reducing task completion time by 20% and cutting customer wait times by 10%.
  - **Cost Control:** Standardized inventory systems and implemented staff training protocols that reduced manual entry errors and lowered departmental costs by 12%.
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## EDUCATION

### Master of Business Administration (MBA) — Business Analytics

University of North Carolina at Pembroke

### Bachelor of Science (BS) — Management Information Systems

East Carolina University

## CERTIFICATIONS

Lean Six Sigma Green Belt

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## TECHNICAL SKILLS

**Analytics & BI:** SQL, Python, R, Power BI, Tableau

**Operations Tech:** Salesforce, SAP, Advanced Excel, HRIS Platforms

**Automation & Integration:** API Workflow Integrations, HRIS Automation, Reporting Pipelines

**Frameworks:** Lean Six Sigma, BPI, SLA Governance, Demand Modeling