

# PAUL YOUMAN

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## OBJECTIVE

A supervisor position in training, staffing and development that provides daily challenges, the opportunity to work with individuals and groups in a team dynamic, and the opportunity for professional development.

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## KNOWLEDGE SKILLS AND ABILITIES

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- Active Top secret Government clearance
- Excellent oral and written communication skills
- Practical and theoretical knowledge of adult learning methods
- Strong proponent active listening, critical thinking and cognitive problem solving methods
- Dedicated to the mission and customer satisfaction
- 10 years of Military leadership experience
- 5 years of training and development experience
- Raytheon 6 Sigma specialist
- Basic proficiency in French language
- Skilled in Microsoft windows and office applications
- Competently able to multi-task and meet difficult deadlines
- Can easily work in an independent or team environment

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## - PROFESSIONAL EXPERIENCE

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**Principal Training and development specialist/Instructor**  
**Raytheon Technical Services Company, 10/2011-Present**  
**Sierra Vista, AZ USA**

- Trained leaders in management and policy of Human Intelligence (HUMINT) operations and in the supervision and development of junior personnel.
- Developed curricula for three advanced training courses, to include lesson plans, practical exercises, evaluations and tests.
- Mentored officers in the process of making decisions with limited information and uncertain outcomes.
- Coached trainees during development exercises, guiding individuals and teams through facilitated discussion and committee problem-solving methods.
- Studied current field methodologies and adapted training to improve effectiveness and relevance by incorporating best practices and lessons learned.
- Responsible for compiling after action reviews and seeing that changes were made in a timely manner.
- Developed and implemented instructor training procedures
- Conducted instructor performance evaluations and provided verbal and written feedback
- Volunteered as facility/site safety officer for two work locations
- Consistently received superior performance evaluations as well as recognition from students, peers and leadership.

- Received multiple honors for innovative leadership and instructional methods
- Exceeded company standards on yearly evaluations.

**Senior training and development specialist/instructor/supervisor****Solomon Technologies, 10/2009 – 10/2011****Sierra Vista, AZ USA**

- Senior member of a mobile training team which provided expert military training to soldiers and officer of the U.S. armed forces.
- Supervised five fulltime employee team members.
- Designed and implemented employee the evaluation program to help augment employee recognition and identify shortcomings for retraining.
- Took lead on the development of a large scale training program for the U.S. Army at Ft. Polk, Leesville, La. The program is designed to train and develop thousands of service members a month attending training at Ft Polk.
- Mentored trainees on the military decision making process and operations cycle.
- Utilized the Socratic method to coach employees on problem solving and customer service.
- Peer and customer reviews of our product consistently received a five out of five rating.
- Responsible for compiling after action reviews and seeing that changes were made in a timely manner.
- Served as the facility Sexual harassment/Assault Response and Prevention (SHARP) coordinator.

**Training developer/Instructor/supervisor****ISIS Incorporated, 06/2008 – 10/2009****Sierra Vista, AZ USA**

- Trained intelligence collectors and analysts to work collaboratively to maximize production and quality.
- Acted as a peer mentor, working with other instructors to develop improved training methods that became best practices among the cadre.
- Developed individualized training plans for students based on assessments of ability and learning style, allowing them to overcome perceived weaknesses and excel.
- Conducted training and exercises in one-on-one coaching sessions, consistently resulting in significant improvements in performance.
- Gave formal classroom instruction, incorporating lecture and conference methods.
- Served as the facility Sexual harassment/Assault Response and Prevention (SHARP) coordinator.
- Mentored new employees; conducted verbal and written critiques of performance.

**Human Intelligence Collector****Future Technologies Incorporated, 5/2007 - 5/2008****Fallujah, Iraq**

- Lead collector for U.S. special operations forces operating in Fallujah, Iraq.
- Lawfully and ethically gathered information of intelligence value from detained persons.
- Generated numerous daily reports to include: after action reports, intelligence information reports and daily status reports.
- Liaised with multi agency task forces to fulfill mission objectives and develop a better product for the customer.
- Trained and supervised 20 subordinate collectors, ensuring accountability and timely mission accomplishment.
- Received multiple commendations and certificates of appreciation from the customer.

**Human Intelligence Collector****U.S. Army, 6/1999 - 5/ 2007****Various locations**

- Member and leader of a team of intelligence professionals
- Conducted debriefing missions in Bogota, Colombia. Worked hand in hand with Colombian military and government agents.
- Served as the assistant foreign area officer at the U.S. embassy in Paris France. Conducted daily briefings with high level U.S. and French officials.
- Deployed in support of the war on terror to both Afghanistan and Iraq.
- Managed Intelligence operations for a military unit the size of a company with 300 plus employees.
- Conducted U.N. stability operations at Eagle Base, Bosnia. Conducted interviews of local employed persons for the purposes of hiring and force protection.

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**EDUCATION & TRAINING**

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- US Army Intelligence Center; Ft. Huachuca, AZ: Basic and Advanced courses in Intelligence Collection, Analysis, Supervision and Management.
- US Army Intelligence Center; Ft. Huachuca, AZ; Courses in training methods: Basic Instructor Training Course, Advanced Instructional Methods, Small Group Instructor Training Course, Case Method Teaching Workshop.
- Reid Technique of Interviewing and Interrogation
- Laboratory for Scientific Interrogation (LSI)
- Scientific Content Analysis (SCAN)
- Neuro-Linguistic Programming
- Joint Senior Interrogators course
- Combat Life Savers Course, Ft Bragg