**Carlos Palacios**: Performance Review 2017

Performed technical planning within the BACN System Integration team to meet 3.2 and 3.2.1 Migration.

* Recommended to acting lead to have an agenda for each meeting called
* Suggested to acting lead a “Lessons Learn” session after each Integration event to better improve our understanding in areas of team improvement
* Suggested a “Lunch and Learn” session to acting lead to start gathering and documenting technical knowledge in a relaxed team environment
* Created a “New Team Member” helpful Links guide that has been used by recent team members that came with previous Northrop experience.

**Leadership Characteristics:**

**Final Operational Test & Evaluation Lead: Identified technical issues and provided leadership**

* Developed system readiness checklist: Resulted in critical findings before starting test due to deficiency in sub-contractor installation procedures. Allowed me to pursue corrective action necessary to obtained successful results
* Key contributor in developing a troubleshooting plan for the the ERMP system in preparation for IOT&E/FOTE
* Acted as Team Lead due to displaying the right attitude and mindset to be successful and put in the personal sacrifice with the commitment that was asked by Director of Army programs leading up to FOT&E event. Resulted in the Army stating that the system is ready for employment concepts and operationally suitable

**Tactical Radio Experience within Line of Sight and SATCOM in bypass or encryption**

ARC-201, ARC-210, ARC-231

**Dual Embedded GPS/INS, 3X-ARC-231 Radio, Original Engine Manufacturer-180**

* Responsible for successfully completing and identifying critical failures during SIL test on the baseline configuration. Spearhead test approach to first fly the baseline configuration before moving into feature based flight test. First system release for improved Gray Eagle development

**EMI/EMC Experience**

Provided direction on test approach, flight test execution and personnel coordination at Dugway proving ground and customer flight line support when integration a new payload or sub component to the system.

**High Definition MTS-A**

* Gave the direction to first test Software Test Authorization without the customer payload to reduce risk. Customer approved of this approach. STA was a success; when customer delivered the MTSA-HD test was successful. Results provided funding for a Legacy HD capable system

**Areas of Specialization: Active Secret Clearance**

**System Test and qualification Engineer**

* **Extensive RF experience over line of sight and SATCOM due to UAS platform requirements**
* Test director for system Integration laboratory, flight line test operations for W.A, Block 0, Gray Eagle, Portable Maintenance Aide, Ground Control Station, Universal GCS and Mobile GCS

**Operations management**:

* Supervising Development test activities for Block 0, Warrior Alpha, Gray Eagle, Improved Gray Eagle, Improved Portable maintenance aid. Developed solutions for each non conformances
* Innovating new test processes: Authored informal test plan/report template and Test Readiness Review templates for all programs
* Interacting internal and external vendors and suppliers: Persuading and negotiating solutions between engineering, program management and flight operations disciplines to keep a project moving safely forward towards the goal

**Education**

* Bachelor of Science in Aeronautics- Embry-Riddle Aeronautical University (2006)
* Minor Aviation Safety- Embry Riddle Aeronautical University (2005)
* Airplane Performance Certificate- University of Kansas (2008)
* Masters of Science in Project Management – Embry-Riddle Aeronautical University (2013-Inwork)
* U.S NAVY Honorable Discharge – Aviation Maintenance Mechanic (2004)

**System Integration Engineer: April 2017 to Present Related Skills**

**Performance of Goals and Tasks for 2017** Aerospace

Flight Test

System Design

Program Management

Defense

Avionics

Defense

UAV

Maintenance

Cost Account Manager

**List of Strengths**

Project planning and development

System test planning

System test execution

Best practice implementation

Resource allocation

Project plan communication

Organizational skills

Strategic planning

Passion to complete goals

Proven leadership

Technical talent and retention

Confidentiality

**Core Competencies**

Requirements gathering

Implementation of projects

Validation of software

Product testing

Supervisory leadership

Technical documentation

Stakeholder communication

Quick reaction capable

Project cost estimation

Establishing positive working relationships