

NICHOLAS KADUNCE
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I Build Systems That Drive Results

TRANSFORMING OPERATIONS | DATA-DRIVEN EXCELLENCE | BUILDING HIGH-PERFORMING TEAMS

Proven engineering and operations leader who builds high-performing teams and delivers measurable results. Skilled at unpacking complex challenges, shaping strategy, mitigating risk, and achieving business objectives. Committed to continuous improvement that aligns day-to-day execution with long-term, scalable growth.

CORE COMPETENCIES

- **Leadership & Team Development:** High-Performance Team Building | Change Leadership | Emotional Intelligence | Talent Development & Coaching | Engagement & Retention | Cross-Functional Leadership
- **Operational Excellence:** Risk Management & Mitigation | Safety & Quality Systems Implementation | Supplier & Inventory Management | Quality Management System (QMS)
- **Continuous Improvement:** Lean & Six Sigma | Manufacturing Optimization | Process Optimization & Automation | Root Cause Analysis | Visual & Digital Transformation
- **Strategic Planning & Metrics:** KPI Development & Implementation | Production Scalability | Strategic Planning & Execution | Data-Driven Decision Making | Project & Program Management | Financial & Operational Alignment

PROFESSIONAL EXPERIENCE

JENNMAR., Reedsville, WV

2025 – Present

Plant Manager – Underground Mining & Tunneling Infrastructure Solutions

Lead end-to-end plant operations for a high-volume manufacturing site, accountable for safety, quality, production, and financial performance. Drive strategic improvements that strengthen KPI accountability, digitize operations, and embed a culture of performance and continuous improvement. Partner cross-functionally to ensure scalability, capital discipline, and customer alignment.

- Deployed a **Daily Operations Dashboard** with hour-by-hour tracking, downtime Pareto analysis, and statistically derived targets, increasing output **36.7%**.
- Launched a daily, automated **Operations Performance Summary** to align stakeholders on prior-day results across production, maintenance, and quality.
- Built a **Financial Forecaster** using 3-month rolling averages to generate daily projections, streamlining consolidation and strengthening financial oversight, with a roadmap for seasonal weighting and advanced analytics.
- Implemented FIIX CMMS, shifting maintenance from reactive to planned through disciplined work orders, spares control, and data-driven scheduling.
- Developed a **Maintenance Analytics Dashboard** summarizing work order volume and labor hours by asset and maintenance type to improve reliability focus and technician efficiency.
- Implemented defect logging with automated SPC and Pareto analysis to enable earlier trend detection and focused scrap reduction.
- Established a tagged, barriered quarantine zone to ensure full traceability of hold/rework material and prevent mix-ups.
- Automated incentive-pay calculations and refined Supervisor Standard Work, saving hours weekly and raising accountability.

EOS ENERGY ENTERPRISES, INC., Turtle Creek, PA

2023 – 2025

Operations Manager – Battery Energy Storage Systems (BESS) & Module Operations (*Operations Leader | Manufacturing Manager*)

Transformed manufacturing operations through data-driven systems, high-performing teams, and continuous improvement to achieve measurable results in efficiency, quality, and production scalability.

MODULE OPERATIONS (700 BUILDING)

- Built the company's first production dashboards with OEE metrics, automated gap analysis, and KPI control charts, enabling real-time visibility and strategic decision-making.
- Transitioned the subassembly manufacturing process from batch to one-piece flow, increasing production rates by **41%** and reducing defects by a further **22%**.
- Created an automated employee performance tracking system with a VBA-based scorecard, driving accountability and reducing

bottlenecks.

- Reduced equipment downtime by **36%** within 2 months through data-driven pareto analysis and mitigation plans.
- Created a robust attendance tracking system that automated daily and weekly reporting using VBA, enhancing workforce accountability.
- Established a visual management system (Kanban boards, Andon lights) to monitor real-time production progress, enabling quick responses to quality and equipment issues.
- Led and trained a new third-shift team of 40 inexperienced personnel, transforming them into the highest-performing shift within **one month**.

BATTERY ENERGY STORAGE SYSTEMS (BESS) OPERATIONS (200 BUILDING)

- **Certification:** Certified ScrumMaster® (CSM)
- Increased daily BESS production rates from **0.5 to 2.2** units per day by introducing Yamazumi workload balancing, Takt time alignment, and team-based workflows.
- Developed and implemented a production monitoring system to track cycling targets, unit progress, and % completion, allowing for accurate forecasting and operational efficiency.
- Reduced rework by **66%** and improved BESS production rates to **340%** through data collection, Pareto analysis, and targeted process improvements.
- Implemented tool management systems and Kanban carts, minimizing downtime caused by missing tools and materials while boosting productivity.
- Established safety stocks and 5S practices, including shadow boards and visual controls, standardizing workflows and improving operator morale.
- Integrated an Andon system with automated data collection and control harts, enhancing real-time monitoring of quality, downtime, and production metrics.
- Designed efficient hand-on training programs for a newly created third-shift team, achieving rapid skill development and aligning the team with production goals.

Quality Engineer – Battery Energy Storage Systems (BESS) & Module Operations

Drove product quality and operational excellence through strategic initiatives, process automation, and adherence to international standards, enabling successful next-generation product roll-outs and defect reduction.

- **Certification:** ISO 9001 Lead Auditor Licensure
- Designed comprehensive quality systems for next-gen products, including control plans and testing protocols, streamlining processes and enhancing efficiency.
- Engineered a high-efficiency battery testing routine, reducing cycle times by **60%** and improving overall production throughput.
- Developed an advanced Quality Dashboard with macros and dynamic data retrieval, automating key metric visualization and improving fast-paced decision-making.
- Obtained Lead Auditor licensure and spearheaded internal audits, aligning operations with ISO 9001 standards.
- Led defect reduction initiatives, achieving a **30%** decrease in scrap defects allowing for reduced downstream quality excursions.
- Automated critical documentation processes, eliminating risks of data loss and human error.
- Streamlined Quality Technician workloads, increasing productivity and reducing reliance on supervisory oversight.

MESER AMERICAS, Northeast Region, USA

2022 – 2023

Regional Production Engineer – ASU Bulk, Tonnage, & Specialty Industrial Gases

Responsible for driving operational excellence and strategic growth across the Northeast Region's production facilities, focusing on the implementation of OEE metrics, the execution of critical improvement projects, and the management of a substantial budget.

Demonstrated expertise in enhancing Dynamic & Steady-State process production efficiency, increasing system reliability, and optimizing financial performance through a visionary and results-oriented approach.

- **Certification:** Certified Lean Six Sigma Green Belt (CSSGB)
- Led Six Sigma initiatives, boosting Krypton/Xenon production by **15%**, increasing annual revenue by **over \$1 million**.
- Drove 15+ system enhancement projects, cutting annual downtime by **25 days** and improving daily output consistency by **16%**.
- Streamlined production and delivery processes through cross-functional collaboration, reducing average lead times by **30 days**.
- Managed a significant budget with financial oversight, optimizing spending, mitigating risks, and meeting organizational goals.
- Leveraged expertise in controls, instrumentation, and process safety to resolve complex challenges and drive CI.

JOHNSON MATTHEY, Smithfield, PA

2020 – 2022

Production Team Shift Leader II – Clean Air Division

Oversaw a diverse production team, driving operational excellence and safety across shifts. Implemented lean principles, leading to significant improvements in OEE and maintaining a flawless safety record. Developed a culture of continuous improvement and professional growth through strategic team management and leadership.

- Promptly and fairly addressed several personnel performance issues to build a highly dependable team.
- Led a high-performing team of 6 production technicians and a process control engineer, driving continuous improvement initiatives and successfully managing complex projects to enhance operational efficiency.
- Increased OEE by over **5%** in 2022, achieving **zero** lost-time injuries (LTI) and recordable injuries (TRI) across all shifts.
- Integrated lean principles into daily operations, elevating workplace standards and proactively enhancing safety protocols.
- Fostered a culture of growth and excellence, advocating for team members' professional development and leading by example.

Process Control Engineer – Clean Air Division

Led process optimization and quality improvement initiatives on a highly optimized automated production line for diesel catalyst manufacturing.

- Led a team in optimizing production processes, achieving an **8%** cycle time reduction and a **4%** decrease in defects.
- Designed a risk management tool, reducing LTY by **25%** and downtime by 8 minutes per Work Order.
- Enhanced team collaboration and production line efficiency, cutting annual downtime by 35 hours.
- Initiated four key projects focused on driving efficiency, reducing defects, and improving operational reliability.
- Established career foundation by mentoring technicians and fostering a data-driven culture for Continuous Improvement.

CERTIFICATIONS AND LICENSES

MESSEMER AMERICAS, EMBRACE Training Academy
Certified Lean Six Sigma Green Belt (CSSGB)

EXEMPLAR GLOBAL
ISO 9001 Lead Auditor

SCRUM ALLIANCE
Certified ScrumMaster® (CSM)

EDUCATION

WEST VIRGINIA UNIVERSITY, Morgantown, WV
B.S, Chemical Engineering – 2020