| Richard Snyder  11593 SE Painted Hills Ct ● Happy Valley, OR 97086 ● (503) 901-8645 ● [Snyder.R.F@gmail.com](mailto:Snyder.R.F@gmail.com) | | | |
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| * Operations professional with extensive experience in Engineering, Quality Assurance and Manufacturing roles in regulated industries. Committed to helping organizations accomplish strategic objectives by developing operational goals and mentoring teams through the principles of continuous improvement and teamwork. | | | |
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| KEY SKILLS ISO 9001/13485  Regulatory Compliance and Inspections  Lean Manufacturing  Supply Chain Management  Continuous Improvement  Strategic Deployment  Project Management  Risk Management – ISO 14971 Education Bachelor of Science - Mechanical Engineering   * *Oregon State University June 1993*   Master of Business Administration   * *University of Oregon June* 2008  Certifications Certified Manager of Quality & Operational Excellence  *American Society of Quality - Certificate No. 14348 (expired 12/20)* |  |  | CAREER HIGHLIGHTS **Senior Operations Manager** at Avalign Thortex  *Contract Medical Device manufacturer*  Portland, OR ▪ October 2021 - May 2025  Manage 200+ team members involved in the manufacture of medical instruments and implants, utilizing vacuum furnaces, CNC milling and lathes, and the application of porous coatings and surface finishing.   * Employee satisfaction of 82% for Operation employees in 2023 Glint survey, an improvement from 76% in 2022 after my first year * Successfully managed and optimized operations, resulting in 27% improvement in production efficiency * Implemented quality review measures leading to 46% reduction in nonconformances * Successfully coordinated the role out of multiple projects including new products, processes and equipment by engaging cross functional teams   **Plant Manager** at FXI  *Contract “Bed in a Box” manufacturer*  Portland, OR ▪ October 2019 - March 2021  Managed plant operations that generate $65M in annual revenue. Full P&L responsibility. Directly managed seven supervisors overseeing 120+ team members. Managed operational and capital expense budgets exceeding $20M. Coordinated with corporate leadership to develop site specific plans to support corporate objectives.   * Improved year over year monthly profitability by $500k per month * Improved equipment availability from 40% to 85% * Improved quality from 90% to 98% * 27% reduction of inventory >30 days * Improved delivery (On Time In Full) from 91% to 99.8%   **Operations Manager** at FAE RENOVATION & DESIGN  *Restoration of distressed properties*   * Portland, OR ▪ January 2018 – October 2019 * Assessed state of distressed properties * Researched and evaluated business case for project profit/loss * Developed and managed project schedule * Coordinated internal and external resources * Achieved average ROI >20% |

**Sr. Manager, Quality Assurance / Continuous Improvement** at LEUPOLD & STEVENS

*Design, manufacture and distribution of sports optics*

Beaverton, OR ▪ 2016 – January 2018

Responsible for the ongoing management/development of the Quality Management System (QMS), Collaborated cross-functionally to solve complex production and process problems

* Managed department of approximately 60 engineers and technicians, 2 shifts, 7 days/week
* Developed and managed $4M annual budget for activities including; new product environmental and durability testing, metrology, supplier selection and auditing, company and department development/training
* Utilized 8D problem solving tool to identify and correct critical product issue

**Sr. Manager, Manufacturing** at LEUPOLD & STEVENS

Beaverton, OR ▪ 2015- 2016

Supervised 50+ production employees 2 shifts, 7 days/week. Led personnel and directed commitment of resources in order to achieve business KPI of steel and aluminum mount system products.

* Managed $2.5M departmental budget for operation of mount system manufacturing departments
* Used Kata methodology to mentor team leads through improvement projects resulting in:
  + Scrap reduction$1/SKU to $0.35 in first year
  + Tooling savings of $140k (20% reduction)

**Manufacturing Engineering Manager** at LEUPOLD & STEVENS

Beaverton, OR ▪ 2013 –2015

Oversaw schedules and coordination of resources to ensure a cross functional approach was executed to resolve ongoing production problems. Collaborated with other leaders to ensure that corporate Safety, Quality, Delivery and Cost (SQDC) objectives are met along with the quick disposition and resolution of discrepant materials (QDR).

* Managed team of 8 engineers and 13 technicians, supporting 7 days a week operation
* Reduced material and production costs by $700k+ annually through process changes
* Identified capital equipment needs with appropriate business case justification and recommendation. Oversaw the installation and production launch of $2M in capital equipment annually

**Quality Assurance Manager** at ACUMED

Hillsboro, OR ▪ 2008 - 2012

Design, manufacture and distribution of sterile and non-sterile class 1 and 2 orthopedic implants and instruments

Responsible for the ongoing management/development of the Quality Management System (QMS) for an FDA regulated and ISO 13485 certified company. Lead team of up to 10 direct reports and 13 indirect reports; oversaw all internal and external quality related issues.

* Managed the Quality Management System of an ISO 13485 certified and FDA regulated company, including Document Control
* Worked with Operations to reduced rate of internal orders with a nonconformance’s from 10% to 2.5%
* Responsible for Internal Audit system to assure adherence to 21 CFR Part 820 and ISO 13485

**Manufacturing Engineering Manager** at ACUMED

Hillsboro, OR ▪ 2004 - 2008

Responsible for the implementation of Lean Manufacturing principles in operations, accounting, logistics and engineering functions.

* Successfully supported more than 15 product launches; coordinating design for manufacturability, development of manufacturing process, supplier qualification and pilot runs
* Facilitated over 15 Kaizen events in both manufacturing and business processes
* Led team focused on redistribution of returned product, generating over $1 million in savings within the first year
* Led team to improve Risk Management process for product development process to provide greater alignment with ISO 14971