

# RANDY MAHR

ASSOCIATE, DAYTON AEROSPACE, INC.

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## PROFILE

Defense acquisition executive with over 30 years of engineering and management experience. Successfully led multiple, complex organizations of over 10,000 people, owning direct oversight of up to \$10B annually—while achieving planned deliveries. Fully developed executive skills with demonstrated record of effectively and efficiently resolving challenging strategic, technical, and organizational problems. Ability to foster effective military, industry, and foreign partner relationships and collaboration efforts. Rear Admiral, US Navy (USN) (Retired).

## PRINCIPAL AREAS OF EXPERTISE

### Project Management

Proven turnaround-achieving executive for large next generation technology defense acquisition programs. Selected to recover troubled programs and delivered. As USN E-2D Program Manager, required zero additional direct development budget for five years. Directed first technological overhaul of aircraft carrier launch and recovery systems in 50 years, achieving complex transition to electromagnetic technology in concurrent development while delivering on time. Received the 2008 Aviation Week Laureate for Defense/Government for management of E-2D program.

### Strategic Planning

Overhauled F-35 planning from a research and development (R&D)-centric culture with troubled early development to successful production and service introduction. Led team to develop major modification and overhaul strategy which defined budget for next ten years.

### Financial Management

Demonstrated business acumen and extensive experience in managing both multi-billion-dollar acquisition programs and large organizational budgets. Managed all business aspects of the Naval Air Warfare Center-Aircraft Division (NAWCAD), a major government R&D command with three east coast locations and an annual budget of over \$3B. Effort included setting business cost models, rates, overhead allocations, and capital improvements; directing strategic investments; and contracting approval of projects ranging from \$100K to \$100M+.

### Problem Solving

Demonstrated problem-solving skills leading several complex defense programs involving leading edge technologies. Given 72-hour notice to take over technically and financially challenged aircraft carrier catapult launch system. Drove partnership with industry team and government agencies to effectively work together and address cost and performance shortfalls. Resolved issues across multiple technologies while gaining the trust and confidence of senior government, political, and industry leaders.

### Leading Change

As Commander of a major research, development, test, and evaluation (RDT&E) organization, chartered and championed multi-generational team to conceive future state of aerospace and defense technology, then directed key investments in technologies including additive manufacturing, learning organizations, and networked live/virtual/constructive test and training. Success resulted in making this a national level initiative. Recognized as Federal Lab Consortium Mid-Atlantic Region Lab Director of the Year, 2011.



## DAYTON AEROSPACE

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## EDUCATION

### MS, Aerospace Engineering

Naval Postgraduate School (NPS)

### BS, Systems Engineering

US Naval Academy

### Defense Systems Management College (DSMC)

### Executive Education Courses

University of Virginia, Darden  
School of Business

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## KEY POSITIONS

### Deputy Program Executive Officer & Deputy Program Director

F-35 Lightning II Joint Program  
Office

### Commander

Naval Air Warfare Center Aircraft  
Division (NAWCAD)

### Assistant Commander for Research and Engineering

Naval Air Systems Command  
(AIR-4.0)

### Program Manager

Aircraft Launch and Recovery  
Equipment (PMA-251)

### Program Manager

E-2/C-2 Aircraft and Airborne  
Tactical Data System (PMA-231)

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## CERTIFICATIONS

### DAWIA Level III

Program Management

Systems Planning, Research,  
Development & Engineering  
(SPRDE)

Test & Evaluation (T&E)

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## WORK HISTORY

### **Associate | Dayton Aerospace, Inc.**

**2017-present, Dayton, OH**

Provide senior-level strategic planning, business capture, change management, process improvement, and program execution support to government and industry customers across all phases of the weapon system life cycle.

### **Deputy Program Executive Officer (PEO) and Deputy Program Director | F-35 Lightning II Joint Program Office**

**2012-2016, Arlington, VA**

Developed and implemented acquisition strategy and managed daily operations for the Joint Strike Fighter (F-35) for three US military branches, eight international partner nations, and three foreign military sales (FMS) countries. Executed an annual budget exceeding \$15B while leading a workforce of over 2,600 located throughout the US.

### **Commander | Naval Air Warfare Center Aircraft Division (NAWCAD)**

**2010-2012, Patuxent River, MD**

NAWCAD conducts research, development, contracting, acquisition, test and evaluation of naval aircraft and weapon systems, and rapid acquisition of other systems for the USN, DoD and government agencies. Responsible for management of 13,000 personnel and execution of annual working capital fund budget in excess of \$3B. Assigned command of test aircraft and facilities on NAS Patuxent River, JB McGuire-Dix-Lakehurst, and NSA Orlando.

### **Assistant Commander for Research and Engineering | Naval Air Systems Command (NAVAIR)**

**2010-2012, Patuxent River, MD**

NAVAIR Research and Engineering Group develops, acquires, and supports aviation systems and technology for naval aircraft and weapon systems with over 9,000 personnel located at nine primary locations in continental US, and deployed to operating locations overseas. Engineering responsibility included basic research, cost estimation, operational analysis, system development and maturation, production, and in-service support.

### **Affordability/Efficiency Study Group Member | OUSD (AT&L)**

**2010, Arlington, VA**

Performed analysis and developed specific recommendations to improve affordability during the acquisition and life cycle of major weapon systems as inputs into the AT&L Better Buying Power initiative.

### **Program Manager | Aircraft Launch and Recovery Equipment (PMA-251)**

**Program Executive Officer (PEO) | Tactical Aircraft Programs**

**2008-2010, Patuxent River, MD**

Prepared and executed an annual budget in excess of \$800M to provide operational, technical, engineering, and logistics support to USN equipment used for launch and recovery of fixed and rotary wing aircraft aboard ship and ashore. Principal activities included management and execution of 45 acquisition programs, including Electromagnetic Aircraft Launch System (EMALS) and Advanced Arresting Gear for CVN 78 class ships; Expeditionary Airfield support and launch and recovery aboard all air-capable ships in the USN; and support for international systems, including ship and land based arresting gear

### **Program Manager | E-2 (Hawkeye), C-2 (Greyhound) Aircraft Programs (PMA-231)**

**PEO | Tactical Aircraft Programs**

**2005-2008, Patuxent River, MD**

Prepared and executed an annual budget approaching \$2B to provide operational, technical, engineering, and logistics support to USN and foreign military forces for forward deployed and land based airborne early warning command and control (VAW) and carrier based logistics (VRC) squadrons and personnel. Principal activities included sustainment and support of existing aircraft for 103 E-2 and 34 C-2 aircraft for US and six FMS customers, and development of the next generation carrier based early warning aircraft (E-2D) leading to on-time initial operational capability with the USN.

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**Chief of Staff | PEO, Tactical Aircraft Programs****2004-2005, Patuxent River, MD**

Managed 10 staff civilians and military supporting day-to-day operations of the PEO including seven program offices executing a total budget of \$4.5B.

**Vice Commandant | Air Force Institute of Technology (AFIT)****2003-2004, WPAFB, OH**

Senior Naval Officer assigned to AFIT, consisting of the Air Force's Graduate School of Engineering and Management, as two schools of professional continuing education. Responsible for daily management of 600 faculty and staff personnel in support of 750 Army, USN, Marine Corps, Air Force, Coast Guard, DoD, and civilian resident students, planning and executing an annual \$100M budget.

**Deputy Program Director | Joint Program Office****2001-2003, WPAFB, OH**

Senior Naval Officer in joint, multi-agency, classified \$700M SECDEF-directed advanced technology effort to improve aircraft survivability for multi-service aircraft. Responsible for daily program management and oversight of technical performance, schedule, and budget and directing team of 50 personnel from multiple services and agencies.

**Prior to 2001**

- Class Desk Officer (Deputy Program Manager, Systems & Engineering), Naval Air Systems Command (AIR-4.7), Joint Standoff Weapon Program, *Patuxent River, MD*
- Assistant Deputy Program Manager (T&E), PEO (Tactical Aircraft Programs), Conventional Strike Weapons Office (PMA-201), Joint Standoff Weapon Program, *Patuxent River, MD*
- Bombardier/Navigator, Attack Squadron 115, *NAF Atsugi, Japan*
- Weapons and Tactic Instructor, Medium Attack Weapons School (Pacific), *NAS Whidbey Island, WA*
- Bombardier/Navigator, Attack Squadron 95, *NAS Whidbey Island, WA*
- Officer Recruiter, Naval Recruiting District, *Houston, TX*
- Assistant Officer-in-Charge, Sailing Yawl Alert, US Naval Academy, *Annapolis, MD*

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