

Justin Benore

PMP, Six Sigma Black Belt

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Technical Team Leadership, Lean Six Sigma, Hoshin Kanri, Strategic Initiatives, Project Management, Process Development, Budget Management, Quality Assurance, Reporting and Presentation

Currently working as the Director of Analytical Services at Boulder Scientific, I am looking to leverage my leadership skills to drive continuous improvement within a technical or scientific discipline. I have worked extensively with manufacturers in multiple industries to implement and continuously improve manufacturing and business processes. My experience includes management of cross functional teams and departments of 20+ persons, programs exceeding \$5MM in annual revenue, and projects resulting in over \$16MM of cost savings. I have achieved program success via implementation of Hoshin Kanri policy deployment within two different companies while leveraging Lean and Six Sigma methodologies within production, laboratory, and product development environments. With experience as a Project / Program / Operations Manager with direct P/L responsibility, I have demonstrated strong planning, organizational, and fiscal skills.

Relevant Highlights:

- Director and Manager roles over Technical departments, including Quality Assurance (MGC Pure Chemicals of America) and Analytical Services (Boulder Scientific).
- Leadership of cross-functional teams in Project and Program Management roles within multiple Danaher OpCos (Hach, Pacific Scientific)
- Utilization of intra-corporate collaboration to build upon group synergies and disseminate best practices
- Trained and coached Managers and Directors in Hoshin Kanri, including the development of processes and facilitation of reviews with Senior Team (Viega LLC)
- Lean Six Sigma Black Belt, ASQ Certified Quality Engineer (CQE), and PMI Project Management Professional (PMP) certifications, previously certified as AS9100C / ISO 9000 lead auditor

Additional Skills:

I have worked extensively on global teams including Germany, Switzerland, Japan, India, Korea, and Singapore. Master Black Belt in Shingijutsu 3P kaizen tool, having lead and participated in over 20 kaizen events. I possess a strong technical background in Chemical Processes and Analytical Instrumentation, and have applied this knowledge successfully in multiple industries. My strong customer interface skills were developed as a sole point of contact in account management, where VOC (voice of customer) was utilized to understand market needs to drive technical solutions. Ability to communicate in Spanish and Japanese.

Authorized to work in the US for any employer

Work Experience

Director of Analytical Services

Boulder Scientific Company (BSC) - Mead, CO

August 2022 to Present

- Oversight of Analytical Services department of 20+ to support business with over \$100MM annual revenue, including management of budget and personnel
- Implemented and leveraged +QDIP metrics to drive strategic improvements within Analytical Services group and improve company-wide reporting, resulting in average FPY increase from <95% to over 98%.
- Coordinated 5S activity within laboratory setting with four different shifts across a 24/7 schedule
- Determined required resources (manpower and instrumentation) to support 2-5 year growth plan, including buildout of new analytical laboratory
- Utilized and mentored on A3 process to improve analytical procedures in UV/Vis, sample drying, and ICP-MS

Principal Engineer/Project Manager

Ball Corporation - Westminster, CO

February 2020 to August 2022

- Implementation of equipment, processes, and procedures for the Global Innovation Analytical Laboratory (\$2.2MM AFE in capital and expense)
- Facilitating PMO coordination of plant, quality, planning, commercial, supplier, and other teams for the development and upcoming launch of the Wine Can
- Performing cross-functional stakeholder analysis in scoping new project kickoff for mixed drinks
- Global Innovation representative for BTIC for EH&S meetings and activities

Senior Operation Manager

Aytu BioScience - Englewood, CO

August 2018 to February 2020

- Management of 5+ medical device contract manufacturing organizations for the production of analyzers, sensors, and control solutions for fertility diagnosis
- Implementation of A3 process for problem solving at sensor CMO to reduce product variation by over 150% in 12 month period
- Ownership of sustaining engineering for product line, including technical support and documentation for design changes as required
- Application of advanced electrochemical techniques to characterize and control sensor manufacturing process
- Formulation of manufacturable control solution with simulated biological matrix
- Support for QA and RA functions for FDA presubmission and ISO 13485 and MDSAP audits

Business Process Excellence Champion

Viega LLC - Broomfield, CO

August 2017 to August 2018

- Facilitation of monthly reviews with Senior Team to review status of company's Top Level Improvement Priorities
- Implementation of company-wide Hoshin Kanri (X-Matrix) system for deploying company's strategic objectives, requiring tracking of projects within all departments in the organization
- Driving culture of continuous improvement by leveraging lean and six-sigma tools

- Project Management of regulatory compliance initiatives for Proposition 65 and TSCA
- Management of Product Development projects within phase-gate system
- Project Management Professional (PMP) certification, scoring “Above Target” in 5/5 knowledge areas

Project Manager

Hach Company - Loveland, CO
2005 to 2017

Project Manager (2005 - 2007, 2014 - 2017), Development Chemist (2002 - 2005)

- Oversight of Oracle Agile configuration management system within IT Department, including alignment of part revisioning across multiple global sites and ERP systems
- Established Project Management process within Product Compliance group in attaining compliance for GHS Resale products (US), International GHS, KC, RCM, and China RoHS II regulations
- Utilized PSP process to identify issues in domestic GHS compliance project to proactively countermeasure for International GHS-related activities
- Management of multiple product development projects, including CM130 (FDA cleared), QC 8500 Series II, BioMérieux Pocket Colorimeter, and colorimetric LGB test for chlorine dioxide
- Prepared 510(k) pre-submission for CM130 project, including predicate device research and preparation of Design and Development Plan.
- Coordination of cross-functional teams in integrating critical-chain project/program management with visual and Agile / Scrum approaches
- Trained as Master Black Belt in Shingijutsu Production Preparation Process (3-P) lean kaizen tool
- Participation in ASTM and coordination with Regulatory Affairs in obtaining EPA approval for developed analytical methods

Quality Assurance Manager, Chemical Engineer

MGC Pure Chemicals of America - Mesa, AZ
2008 to 2014

Coordination of multiple production facilities to drive QA improvements required to meet key semiconductor customer requirements, resulting in achievement of multiple Preferred Quality Supplier awards from major semiconductor manufacturers

- Implementation and management of Hoshin Kanri system for aligning business objectives with Production, Laboratory, Logistics, Finance, and Human Resource department goals
- RABQSA ISO 9001 / AS9100 Certified Lead Auditor, Certified Quality Engineer
- Management of QA Department, directly reporting to Executive Vice President
- Establishing a company-wide process map to gauge and improve company PDCA performance
- Supplier Management, including performance of on-site audits and incorporation of supplier C of A data into SPC program
- Technical representative for quarterly data reviews with key customer
- Developed software (coding, testing, and implementation) for automated SPC analysis and interfacing quality data with SAP
- Analytical method development to monitor incoming, in-process, and outgoing material
- Leader of various task forces and troubleshooting activities, including calcium excursion remediation and multi-site metrology matching study
- Generation of White Papers in customer notification of controlled process changes
- Participation in SEMI Liquid Chemicals taskforce to monitor industry trends and methodologies

Program Manager

Pacific Scientific Energetic Materials Company - Chandler, AZ

2007 to 2008

Management of multiple product lines in ordnance sector of Aerospace and Defense industry

- Direct Profit / Loss responsibility of over \$5M annually
- Successful management of cross-functional teams in matrix organization
- Leadership of technical team in development of novel fire extinguishing device for US Navy
- Driving contracts from proposal stage through contract negotiation, material procurement, production, inspection, and shipment to customer
- Sole point of customer contact in retaining positive relations throughout and between contracts
- Implementation of site-wide RAIL system for organized delegation of responsibilities to cross-functional team members

Research Assistant

Colorado State University Chemistry Department - Fort Collins, CO

2001 to 2002

Assisted with development of novel bioassay method using conjugation of fluorescent quantum dots to proteins

- Regular operation of atomic force microscope to characterize surface binding regions of fluorophores

Education

Bachelor of Science in Chemistry

Colorado State University

Master of Resource Law Studies in Environmental and Water Law

University of Denver

Skills

- Product Development (10+ years)
- Quality Assurance (5 years)
- Quality Management (5 years)
- Project Management (10+ years)
- Hoshin Kanri (3 years)
- Statistical Process Control (5 years)
- ISO (5 years)
- Kaizen (8 years)
- Manufacturing (10+ years)
- Lean Manufacturing (8 years)
- Customer Relationship Management (7 years)
- Microsoft Office (10+ years)
- SQL (2 years)
- Quality Control
- QA

Languages

- Spanish - Intermediate
- Japanese - Beginner

Certifications and Licenses

Certified Quality Engineer

December 2013 to December 2025

American Society for Quality

Certified Scrum Product Owner

April 2017 to April 2019

Scrum Alliance

Certified Scrum Master

August 2015 to August 2017

Scrum Alliance

AS9100C / ISO 9000 Lead Auditor

August 2013 to August 2016

RABQSA

Project Management Professional (PMP)

March 2018 to March 2024

Project Management Institute

Score of AT/AT/AT/AT/AT

Driver's License