

Paul Castro

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Objective

I am seeking a position focusing on operational efficiency, leadership and process improvements in order to add value to an organization.

Work Experience

PDC Assembly Manager/Material Handling Supervisor

07/2018 - 11/2018 ESS Metron, Denver, CO

- Supervised all mechanical and electrical personnel for strict compliance to plans and specifications as well as to ensure all project deadlines were met.
- Monitored all safety issues and presented solutions to various issues that arose.
- Ensured all fabrication materials were provided to assembly teams to facilitate timely production of SwitchGear and PDC projects.
- Assisted in implementation of 5S principles in the switchgear, assembly and fabrication depts.
- Monitored labor hours and budget guidelines to ensure margins were met.
- Provided input to engineering personnel on how to improve assembly processes.
- Maintained effective and open dialogue with project team regarding changes in work and job conditions.
- Monitored parts fabrication process to ensure compliance with set procedures.
- Improved production output and efficiency by organizing all materials and then setting appropriate standards of efficiency
- Monitored timely close-out and "punchlist" completion of all projects.
- Updated master project schedules to show progress and upcoming issues.

Production/Operations/Project Manager

10/2006 – 06/2018 JOAQUIN Manufacturing Corp. Denver, CO

- Responsible for the supervision and leadership of all construction, operational, and logistical employees in the plant.
- Monitor construction means and methods to ensure compliance of approved plans and specifications.
- Mentor, train and discipline shop employees. Clearly communicate job expectations.
- Provide oversight and management of procured materials and assigned logistical manpower requirements.
- Determine required manpower levels; verify labor hours and payroll accuracy.
- Responsible for addressing employee performance issues and resolving problems
- Participate in project start-up meetings, project planning and provide project status updates.
- Develop, maintain, and communicate project schedules.
- Monitor projects for potential problems and resolving problems as needed.
- Responsible for timely "close out" and punch-list completion.
- Oversee the plant's safety program to include accurate/timely injury reporting, root cause investigations and process improvements to minimize or reduce incidents
- Monitor safety compliance - conduct periodic safety meetings and resolve safety violations.
- Responsible for identifying and managing continuous improvement objectives

Accomplishments:

- Reduced 15% of overhead costs for each project by changing to galvanized material vs. cold rolled steel.
- Reduced turnover rate to less than 12% (annualized) vs. 53% (annualized)
- Raised individual project "margins" to roughly 15% from previous highs of 7-8%. - Raised safety awareness so that safety incidents were reduced by 70%.

- Through management practices and philosophy, reduced standard lead time of project completion to 10 weeks (down from 14-16 weeks.)

Warehouse Manager/Special Projects Manager (3PL)

11/2003 – 10/2006 AMWARE Logistics Services, Henderson, CO

- Recruited, trained, and managed a team of 65 personnel.
- Trained and supervised CSR's, shift leaders, and office managers for multiple shifts.
- Performed inventory control including cyclic counts, inventory adjustments, and physical reconciliations.
- Provided coaching and counseling to employees on job procedures to improve efficiency and production (lean manufacturing processes) as needed.
- Developed and outlined plant's annual operating budget.
- Implemented lean manufacturing and continuous improvement processes.
- Implemented "5S" principles throughout the plant.

Accomplishments:

- Returned plant to a profit margin after several years of losing money.
- Reduced employee turnover to less than 18%.
- Successfully implemented all the logistics to run a second shift.
- Reduced daily cyclic inventory counts to 30 minutes (from 2 hours.)
- Reduced expendable costs by 30%.
- Using metrics, instituted standard job procedures to reduce builder repair times and increase productivity by over 50%.

Property Book Officer

5/1990 - 10/2003 U.S. Army (Various Locations)

- Organized and directed the work of approximately 40 supply and maintenance personnel engaged in receiving, issuing and delivering parts, supplies and equipment
- Managed and monitored procurement reporting systems in accordance with set procedures to meet military needs and requirements
- As necessary, recruited and maintained suppliers/vendors that provided high quality products, equipment parts, and services at the best price and quality
- Prepared and reviewed contracts, bids, proposals, and vendor agreements for items to specifications
- Conducted and maintained cyclic inventories of equipment, repair parts and property with over 99% accuracy.

Education

Alameda University

Bachelor of Science, Business Administration

Additional Skills

- Fluent in Spanish
- OSHA 30 Certified (construction industry)
- MS Office (Word, Excel, PowerPoint, Outlook)
- MS Project 2000

REFERENCES AVAILABLE UPON REQUEST