

DH

DAMON HOLCOMBE

Director Of Operations

CONTACT INFORMATION



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EDUCATION

- **MBA, Carlson School of Management, University of Minnesota, 2010**
- **B.S., Mechanical Engineering, Marquette University, 2005**
- **Lean Six Sigma Black Belt, ASQ**

KEY SKILLS

- P&L leadership at \$400M+ scale
- M&A integration and carve-outs
- Network design and footprint strategy
- S&OP and inventory strategy
- ERP transformation (SAP, Oracle, NetSuite)
- Board and PE reporting
- Lean and continuous improvement
- EHS and regulatory compliance
- Talent development and succession planning
- Pricing and margin management

ABOUT ME

VP of Operations with 18 years across consumer goods, industrial distribution, and PE-backed roll-ups. Built and scaled operations through two acquisitions and one carve-out. Comfortable in the boardroom and on the warehouse floor, with a track record of turning operating margin into a competitive advantage.

PROFESSIONAL EXPERIENCE

VICE PRESIDENT OF OPERATIONS | NORTHWALL INDUSTRIAL PARTNERS, MINNEAPOLIS, MN | 2019 TO PRESENT 2019 - PRESENT

- Lead operations for a \$412M PE-backed industrial distributor with 7 branches, 2 DCs, and 640 employees; report to the CEO and brief the board quarterly.
- Drove operating margin from 8.1% to 13.6% over four years through pricing discipline, network design, and a hard look at low-margin SKUs.
- Led integration of a \$58M tuck-in acquisition, consolidating two ERPs in 11 months with no slip in customer fill rate.
- Built a five-year capacity plan that supported a \$90M senior debt refinancing.
- Hired and developed a six-person ops leadership team; three were internal promotions from director level.

SENIOR DIRECTOR OF OPERATIONS | PINEGATE CONSUMER BRANDS, ST. PAUL, MN | 2015 TO 2019 2015 - 2019

- Owned manufacturing, supply chain, and customer service for a \$260M household goods division.
- Led a network optimization study that closed one underperforming plant and shifted volume to two existing sites, saving roughly \$7.4M annually.
- Brought OTIF performance from 82% to 95% with a key-account scorecard and weekly carrier reviews.
- Chaired the S&OP committee; cut working capital tied up in inventory by about 19%.
- Sponsored ERP upgrade across 5 plants delivered on a 22-month timeline.

DIRECTOR OF OPERATIONS | PINEGATE CONSUMER BRANDS, ST. PAUL, MN | 2012 TO 2015 2012 - 2015

- Ran day-to-day operations at the Eagan, MN flagship plant with 310 employees and a \$48M operating budget.
- Took plant OEE from 64% to 78% through a focused TPM program and a redesigned changeover process.

- Reduced recordable injury rate to below industry benchmark for two consecutive years.
- Mentored four front-line managers, two of whom moved into plant manager roles within the network.

**OPERATIONS MANAGER | CROMWELL-REESE MANUFACTURING,
ROCHESTER, MN | 2008 TO 2012**

2008 - 2012

- Managed three production lines and 120 hourly associates across two shifts.
- Implemented standard work and visual management; scrap rate dropped from 6.2% to 2.1%.
- Co-led the rollout of a labor management system used by all four plants in the company.
- Held P&L responsibility for a \$19M product line.