

BOB TOBIAS

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Proven Professional With Successful Experience In Management And Supervision

SUMMARY OF QUALIFICATIONS

- 20 years' experience in Management and Supervision with expertise in developing teams, meeting and exceeding goals and objectives, product development, and operational supervision and leadership.
- Dedicated, hard working individual with the interpersonal communications skills to work at all levels of the organization
- Exceptional skills in problem solving, decision-making, and identifying solutions to complex operational issues.
- Outstanding experience in developing and managing training programs and supervising the overall training team.
- Works well in teams or individually to achieve goals and objectives. Builds teams dedicated to meeting and exceeding goals and objectives.

KEY MANAGEMENT AND SUPERVISORY SKILLS

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| • Team Development and training. | • Technical background. |
| • Operations management. | • Efficiency specialist. |
| • Product testing and development. | • Successful key decision-maker. |
| • Program and project management and supervision. | • "Out of the box" solutions. |
| • Goal-oriented management style. | • Hands-on management. |

EDUCATION

WILLIAM CAREY COLLEGE, Hattiesburg, MS 2004
Bachelor of Science in Business.

PIKES PEAK COMMUNITY COLLEGE, Colorado Springs, CO 2002
Associate in General Studies.

PROFESSIONAL EXPERIENCE

UNITED STATES ARMY 1984 – 2004

Noncommissioned Officer (NCO). Responsible for training, leadership, management, and supervision of personnel, programs, goals, and objectives.

- Noncommissioned officer assigned to the development, review, training, and management all military aspects of field artillery software at the battery level. Work directly with and interfaced between the military and contractors and was key to testing and de-bugging. Responsible for all aspects of the development life cycle from inception to completed product. Key subject matter expert in the Battery Computer System (BCS) and the Automated Fire Control System (AFCS) that is utilized with the M109A9 howitzer. Certified Paladin instructor with the U.S. Army. Personally responsible for attaining a 94 to 100% safety record in the operation of the Paladin howitzer system.
- Designed, wrote, and successfully implemented the training program for M109A6 units to learn the new software systems. Taught classes and hands-on training to units and individuals on the systems. Students score in the 95th percentile or higher on average when tested after completion of the training program.
- Supervised 20 personnel involved in supervising the operations of maintenance, supply, and training in a headquarters environment.

PROFESSIONAL EXPERIENCE (Continued)**UNITED STATES ARMY**

- Leads by example and motivates subordinates to meet and exceed their personal potential in all that they do. Successful decision-maker and take charge person. Identifies areas for improvement and makes it happen.
- Maintenance and accountability responsibilities in excess of \$1 million. Exceptional skills in inventory control and documentation of all equipment and supplies assigned.
- Responsible for the career development of 5 individuals receiving promotions and higher levels of responsibility.
- Teacher, coach, and mentor for 100's of individuals as they improve skills needed to be successful as combatants. Placed in charge of assuring the accurate training and development of 6 National Guard artillery battalions to combat readiness.
- Assisted in the development of a Digital Systems Test and Training Simulator to assist in teaching individuals in Fire Direction Center operations. The system drastically reduced the amount of time needed to successfully train personnel.

COMPUTER SKILLS

Proficient in the use of Microsoft Word, Excel, Access, PowerPoint, military proprietary software, the Internet and email.

HONORS AND AWARDS

- 4 United States Army Commendation Medals.
- 9 United States Army Achievement Medals.
- Valorous Unit Award.
- Kuwait Liberation Medal, Saudi Arabia.
- Kuwait Liberation Medal, Kuwait.
- 3 United States Army Overseas Service Ribbons.
- United States Army Service Ribbon.
- 2 Noncommissioned Officer Professional Development Ribbons.
- Humanitarian Service Medal.
- 5 United States Army Good Conduct Medals.
- National Defense Service Ribbon.
- 3 SW Asia SM BSS

References Available Upon Request