

GORDON D. THOMAS, P.E.

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SUMMARY

Driven, results oriented, technical executive leader with deep experience managing teams across multiple engineering/ manufacturing disciplines, geographies, and end-use markets. Proven record of significant and sustainable business impact through leading teams in Product Development, Engineering & Quality Assurance.

AREAS OF STRENGTH

- Strategy formulation/execution with leadership team
- Attracting, developing, aligning top talent
- Leading electro mechanical design teams
- Quality assurance & warranty improvement
- IP strategy & patent submittal processes
- Leading external global design teams
- Driving cost reduction without sacrifice to quality
- Project Management & product regulatory approval
- Stage Gate, Agile/Scrum NPD processes
- Supplier quality & LCC sourcing of production parts

PROFESSIONAL EXPERIENCE

HENNY PENNY (Employee Owned), Eaton, OH

2016 – 2019

Manufacturer of industrial food equipment for the global QSR market

Director, Product Development & Innovation (1/2018 – 7/2019)

Promoted and led staff of 3 Group Managers/ Directors and 40 engineering personnel (Mechanical, Electrical, Firmware, & Project Management) for all global product lines within company. Annual expense & capital budget of \$9 million.

- Realigned internal/ external core expertise to increase output while reducing department spend by 20%.
- Updated and released new NPD process to utilize both Stage Gate and Agile/SCRUM processes.
- Successfully launched a \$12 MM nationwide IoT project for a prominent QSR customer with 2000 stores & 8000 fryers monitoring 30+ event driven activities through their Cloud storage for data driven decision making.
- Actively managing 7 significant new product development projects for customers such as McDonald's, KFC and Chick-fil-A to include automation, touch screen displays and IoT.
- Won NRA Kitchen Innovation Award for new pressure/open fryer platform.

Director, Engineering/Quality (2016 – 2017)

Led staff of 5 Group Managers/ Directors and 45 operations personnel (Mechanical, Quality, Reliability, & Regulatory) for all global operations within company. Annual expense & capital budget of \$6 million.

- Reduced Warranty expenditures below projections and improved Reliability Index for bottom performers.
- Implemented cost reduction projects saving the company \$1 MM per year annualized.
- Upgraded departmental leadership and organizational structure to improve performance.

HYDRO SYSTEMS COMPANY (a division of Dover Corporation), Cincinnati, OH

2006 – 2016

World's largest independent manufacturer of chemical dispensing and dilution control systems

Vice President, Global Engineering/ R&D (2015 - 2016)

Led staff of 7 Group Managers/ Directors and 45 engineering personnel (Mechanical, Controls, & Tech Services) for all global operations (UK, China, Brazil, India) within the company. Annual expense & capital budget of \$6 million.

- Implemented global engineering structure to improve support for both new product and sustaining activities, and established advanced development team, aligning best talent with highest priority projects across all geographies.
- Created and defined technology roadmap for all product lines.
- Assigned to the Dover Innovation Council as technical lead to review monthly applications for operating companies to spend on new innovation projects.

Vice President, Engineering/ Quality (2008 – 2015)

Led staff of 5 Group Managers and 35 engineering and quality assurance personnel supporting all global business units.

- As part of the leadership team, led engineering group through rapid increase in company sales and profits (2X sales and 3X EBITDA) in collaboration with Sales/Marketing, Manufacturing and other support groups.
- Managed technical integration of two acquisitions and California facility consolidation with sales totaling \$25M.
- Led a series of innovative, high margin new product introductions which helped boost gross margins from high-30% range to > 45% during tenure in assignment.
- Executed on average of \$.50 - .75M in annual material cost savings.
- Improved overall quality (supplier, internal) to reduce external warranty returns to less than 0.5% per sales.

Vice President, Engineering (2006–2008)

Led staff of 13 engineers and technicians supporting North American business unit.

- Led introduction of new products which accounted for average of \$5M incremental sales growth thru period.
- Upgraded talent and improved NPI process to improve cross functional collaboration, reduce development cycles.
- Organized engineering support for Asian-sourced components which produced \$800K in material cost savings.

INTEGRATED TECHNOLOGIES ENGINEERING, Cincinnati, OH

2002 – 2006

Design/development firm, conducting business with Fortune 100 companies

Director, Product Development Services (2004-2006)

Led a staff of 25 engineers across multiple disciplines, producing > \$4M in annual consulting revenues.

- Managed developments for F100 companies Rubbermaid, Clorox, Scotts, Procter & Gamble, Electrolux, others.
- Achieved 90% + customer retention for repeat projects.

Program Manager (2002-2004)

Led group of 10 engineers with direct P&L responsibility, producing > \$2M in consulting revenues.

- Developed mower engines, vacuum systems, medical equipment, computer chassis, & mail sorting equipment.
- Achieved 90% + on-time/on-budget record for assigned projects while meeting all customer requirements.

CLOPAY BUILDING PRODUCTS, Cincinnati, OH

1994 – 2002

U.S. residential and commercial door manufacturer

Director, Engineering (2000 – 2002)

Responsible for Product Development, Tech Services, Advanced Manufacturing, Industrial Engineering groups.

- Led staff of 14 with annual budget > \$2M, responsible for capital budget, lean manufacturing initiatives.
- Developed programs to save over \$1.5M annual costs with \$550K capital investment.

Manager, Engineering and New Product Development (1996-2000)

Led new product development/plant engineering activities for commercial products (rolling steel, fire, and sectional doors, & motor operators) for \$90M Commercial Business Unit.

- Set-up offices and test lab facilities, hired and trained engineering staff for new Commercial Development Group.

Manager, Engineering/Quality – Atlas Door (Acquired by Clopay), Orlando, FL (1994-1996)

Led engineering and quality activities for MS & AZ manufacturing plants and supported corporate HQ.

EDUCATION

Master of Business Administration - University of Central Florida, Orlando, FL; Top 10% of graduating class
Bachelor of Science, Mechanical Engineering - University of Florida, Gainesville, FL