**Stephen T. Gebhart**

181 Laurel Lane, Ponte Vedra Beach, FL 32082

904-273-9856(H) 904-339-8882(C) - [gebhart9856@comcast.net](mailto:gebhart9856@comcast.net)

**Career Highlights**

* Strong Manufacturing manager/leader in Engineering, Quality, and Customer Relationships
* Thorough understanding of diverse manufacturing processes, tooling capabilities, and engineering disciplines – Manufacturing, Industrial, Design and Quality – (Ref “Skillset Overview” attached)
* Manufacturing Engineering Manager: 21 years, up to 36 employees in Aerospace and Automotive industries
* Managed Dura Jacksonville plant to closure, including Plant Manager role for approximately 400 employees for 4 months, transferring product to Mexico plant, and training the receiving site’s personnel
* Program managed large new product launches for Ford, General Motors, Toyota, Boeing, and Bell
* Demonstrated Internal and External (client, supplier) trouble-shooting/problem resolution expertise throughout career

**Management/Leadership**

* Motivate and lead diverse teams (direct/matrixed personnel) on complex, high energy, high/low volume manufacturing efforts, process changes and problem resolution
* Centralized 23 engineers (Design, CNC, Manufacturing Engineers, Planners) into a unified engineering team with 3 supervisors to support all plant functional areas
* Quality Manager (concurrent with Engineering Manager duties) of 22 quality engineers
* Strategic Planning Team Leader for 7 facilities: vision, standardization of common engineering practices
* Managed the cost estimating process for new business – 21 years of cost estimation experience
* Led multiple cost reduction programs:
  + 8 year incremental save program: $600,000 - $1Million + cost savings each year - Dura
  + $1 million annual tooling scrap and rework reduction – Pratt & Whitney

**Program/Project Management**

* Managed cross functional teams with matrixed team members, responsible for new product launches
* Utilize PMP and Kaman core process training to program manage through customer life cycle: product concept, implementation, ongoing customer support
* Develop and maintain department Program Management Procedures
* Managed contractor / direct teams consisting of Designers and Engineers, Quality, Planners
  + Boeing A10 fighter wing replacement program utilizing 3D MBD (Model Based Design)
  + Bell AH­1Z helicopter cabin 2010­2016, utilizing 3D/2D Hybrid design
  + Numerous Automotive Mechanical and Glass assemblies
* Implemented a 30% floor space reduction for new business capacity as part of Corporate Plant Consolidation
* Simplify and enhance Work Instructions to include graphics for universal understanding
* Developed and implemented Disaster Preparedness Plan for DURA

**Quality/Process Improvement/Troubleshooting/Problem Resolution**

* Consult as an Internal Core Team Member traveling within Pratt & Whitney and Dura to resolve chronic manufacturing and quality issues
* Lead Kaizen teams for manufacturing and administrative procedure streamlining
* Chair Education Committee for Quality Culture System implementation
* Championed Kaizen, Lean, OEE, FTT, 6 Sigma tools, resulting in continuous improvement
* Train employees in the use of Advanced Quality Planning tools (PFMEA, Control Plans, PPAPs etc.,)
* Develop tool, product, and process standards

**Customer/Supplier Interaction**

* Consult as an External Core Team Member traveling to resolve customer and supplier issues with site visits, technical analysis, and corrective action and improve efficiency and eliminate waste
* Manage and conduct supplier audits
* Manage/implement/audit compliance to ISO 9002/QS9000/TS16949/AS9100/AS910, ISO 14001
* Implement and train AIAG (Automotive Industry Action Group) methodology to meet customer requirements

**Patents and Copyrights**

* Received Copyright for fastener tooling pocket reference guide
* Patent received for innovative design to resolve customer warranty issue

**Employment History**

**Kaman Integrated Structures and Metallics**, Jacksonville FL

Major Aerospace supplier to Sikorsky, Boeing, Bell

***Manufacturing Engineering Manager*** 2007 - 2016

**DURA Automotive / EXCEL Industries**, Jacksonville FL

Automotive mechanical systems supplier to Ford, Toyota, Saturn, General Motors, BMW, Mercedes, and Chrysler

***Manufacturing Engineering Manager*** 1999 - 2007

|  |  |
| --- | --- |
| ***Product and Manufacturing Engineering Supervisor*** | 1995 – 1999 |
| ***Product Engineer***  **Pratt & Whitney**, East Hartford CT  Aerospace Jet Engine Manufacturing  ***Senior Manufacturing Research and Development Engineer***  ***Methods Engineer***  ***Tool/Gage Maker, Machinist, Tool and Die Apprentice*** | 1989 - 1995  1974 – 1989 |

**Education**

**Eastern Connecticut State University**, Willimantic, CT

*BS Business Administration; Math/Management Specialization* - GPA 3.63 May 1988

**Pratt and Whitney**

*State Certified Class “A” Gage Maker*

*Machinist / Tool and Die Apprenticeship*

**University of North Florida**

*PMP Boot Camp*

**Computer Skills**

*Microsoft Office:* Hundreds of Project, PowerPoint, Word and Excel documents

*ERP Software:* QAD, ManMan, CAPP, WDS

*3D Software:* Team Center Visualization, Enovia, NX Viewer, Work Explore

**Other**

Kaman Core process training for Quote proposal process

Received four awards for outstanding achievements in managed programs

**Stephen T. Gebhart**

181 Laurel Lane, Ponte Vedra Beach, FL 32082

904-273-9856(H) 904-339-8882(C) - [gebhart9856@comcast.net](mailto:gebhart9856@comcast.net)

**Skillset Overview**

**Engineering Processes**

* Engineering Changes
* Process Failure Mode and Effects Analysis

(PFMEA)

* Capital Planning and Justification
* Quoting/Estimating for new products and engineering changes
* Plant Layout - 3P (Production, Preparation Process)
* Bill Of Materials (BOMs)
* Process Routings
* Work Instructions - Visual preference
* Product Launches and Transfers  Project Timelines
* Packaging - Expendable and Returnable
* Process and Product troubleshooting
* Manage the implementation of change
* Develop program management standards
* Develop tool, product, and process standards
* Drilling, Tapping, Reaming tool/process design
* Machine Guarding
* Ergonomics
* WBS – Work Breakdown Structure
* Risk Registers
* RAIL – Running Action Item List
* Scope documents
* Flow Charts
* Parametric and Analogous estimating
* SWOT Analysis

**Manufacturing Processes**

* Hydroforming and Press brakes
* Mechanical stamping presses/dies
* Hydraulic stamping presses/dies
* Roll Mills
* Rubber Injection Molding
* Stretch bending
* Powder painting
* Orbital riveting
* Screw driving
* Welding
* Utility Conservation

## Lean Concepts

* 6 Sigma champion – Manufacturing and Administrative Processes
* Kaizen Workshops
* Value Engineering / Value Analysis (VE/VA)
* Original Equipment Effectiveness (OEE)
* First Time Through (FTT)
* Dock To Dock
* Cost Saving projects
* Line Balancing
* One piece flow
* Line balancing

## Environmental Processes

* ISO 14001 Senior Management Environmental Representative
* Storm water Pollution Prevention Plans
* Spill Prevention and Containment Plans
* Air Quality Permits (Title V)
* Water Quality Permits
* Disaster Preparedness Plan (Continuity of Business)
* Hurricane planning mitigation plans

**Quality Processes**

* ISO9002, QS9000, TS16949
* AS9100, AS9102
* Gage development and Repair
* Statistical Process Control (SPC)
* Geometric Dimensioning and Tolerancing (GD&T)
* Control Plans
* Advanced Product Quality Planning (APQP)
* Automotive Industry Action Group (AIAG)
* Customer Interface for Quality Issues
* 8 D (Discipline) Development for Quality Issue Resolution
* Supplier audits
* RCCA (Root Cause/Corrective Action)
* Inspection Methods, Manual, Automated
* Calibration