

PAUL RILEY

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SUMMARY

Engaging and inclusive management executive and change leader. Possess strategic vision and judgment, complemented by leadership and team building skills to guide and inspire organizations and provide sound decision making. Lead organizations in making continuous improvements to performance to increase efficiency and quality. Foster a culture of trust based on character and competence.

AREAS OF EXPERTISE

- Program Management
- Strategic Direction and Planning
- Talent Management
- Negotiations and Business Development
- Change Leadership
- Accountable/Ethical Decision Making
- Staff Development and Training
- Organizational Leadership

PERFORMANCE HIGHLIGHTS

Program Management

- Led and managed a \$260M program of education, training, and equipment to the Republic of Georgia; rated top Defense Cooperation Chief in Europe (#1 of 39) by the commanding general of all U.S. military forces in Europe.
- Directed the United States' largest military capacity building program in Europe (\$60M; 140 military trainers and contractors), preparing 3,000 personnel from the Republic of Georgia to deploy to Afghanistan to augment the U.S. Marines for the first time.
- Managed Europe-wide efforts to rapidly gain allied political-military permissions to enable a successful U.S. military operation. Secured 100% of desired permissions, supporting three different courses of action from seven different countries in the span of four days, resulting in a successful operation and no friendly casualties.
- Managed the U.S. Army's senior level management course for nearly 7,000 U.S. and international officers at five campuses and through distance learning.
- Led 139 electronics technicians and support staff in maintaining customers' 162 systems. Directed an electronics supply activity of 350 different types of repair parts worth \$11.7 million. Responsive support kept all systems fully mission capable.
- Managed a program of 29 educational and training events in Central Asia, based on national level goals and consultations with partner nation officials that enhanced transparency, democratic control of the armed forces, and human rights in those countries.

Change Leadership

- Crafted new vision and enduring purpose for the company; implemented the first-ever seven-year business strategy with a detailed task-based approach to attain the organizational objectives, focus resources, and increase speed and agility.
- Successfully changed operating procedures to overcome budgetary and workforce shortfalls and provide a record-setting annual level of international student services to the Marshall Center's security studies course participants (seven different courses of study, conducted in 13 separate sessions in three languages, to over 1000 students attending from 99 different countries).
- Introduced new procedures for obtaining permissions to launch U.S. military operations from European bases, increasing speed, flexibility, and effectiveness of U.S. operations, globally.

- Managed the enterprise's external maintenance mission that supported 130 customers over a 3,000 square mile area. Reduced the number of 90-day old jobs from 13% to 5% of total backlog. Maintained a 93% average equipment readiness rate.
- Transformed a struggling human resources department that managed 950 associates; exceeded enterprise standards, processing over 1600 administrative actions with improved accuracy and timeliness, and eliciting positive feedback from customers and executives.
- Managed a successful organizational transformation; facilitated and negotiated a rewrite of the Government's Integrated Civil-Military Campaign Plan for Afghanistan, resulting in improved alignment of goals and resources.

Strategic Direction, Planning, and Negotiation

- Coordinated U.S. civil-military support of the Afghan Peace and Reintegration Program, resulting in 1800 Taliban insurgents quitting the fight in a single year.
- Led senior U.S. and partner nation political and military leaders in a strategic risk analysis exercise that resulted in a significant change in partner nation defense policy and a landmark decision to purchase \$3.2 billion in U.S.-made systems.
- Negotiated ground-breaking compliance procedures and host nation permissions with the governments of Italy and Germany that allowed U.S. personnel to return from humanitarian assistance missions in the Ebola-infected areas of West Africa to bases in Europe.
- Assumed control of stalled negotiations, established rapport with counterparts, and led the successful negotiation of more than 20 legally binding compliance agreements between the U.S. and Poland, delineating the rights and responsibilities of both parties in time for construction of a U.S. missile defense site in Poland.

PROFESSIONAL EXPERIENCE

United States Army Officer

Colonel

Chief Executive Officer

Joint Center for International Security Force Assistance

**07/2017 to Present
Fort Leavenworth, KS**

Managing Director

Europe Division, U.S. European Command

**07/2014 to 07/2017
Stuttgart, Germany**

Chief Operating Officer and Instructor

Academic Operations, U.S. Army Command and General Staff College

**07/2011 to 06/2013
Fort Leavenworth, KS**

Advisor and Liaison Officer

HQ, International Security Assistance Force and U.S. Embassy

**08/2010 to 07/2011
Kabul, Afghanistan**

Executive Director

Office of Defense Cooperation, U.S. Embassy

**06/2008 to 06/2010
Tbilisi, Georgia**

Senior Manager and Program Manager

George C. Marshall European Center for Security Studies

**06/2005 to 06/2008
Garmisch, Germany**

EDUCATION

Master of Arts: National Security and Strategic Studies

United States Naval War College

Newport, RI

Master of Arts: Russian and East European Studies

University of Kansas

Lawrence, KS

Bachelor of Arts: Journalism

University of Oregon

Eugene, OR