



Chartered 1708

Office of the Mayor
Gavin Buckley, Mayor
160 Duke of Gloucester Street
Annapolis, MD 21401-2517

October 4, 2019

To: Alderpersons, City of Annapolis

From: Mayor Gavin Buckley

Re: Board of Appeals

I respectfully submit for your approval the appointment of Mr. Robert A. Drews Jr. to the Board of Appeals. Mr. Dews is a resident of Ward 4 and this appointment fills a vacancy on the Commission. Mr. Dews term will expire 10/28/2022

Robert A. Dews Jr.
Annapolis MD 21401
405-503-9809
email

A copy of his resume is attached.

Thank You.

GB/hrr

Reviewed by: <u>Economic Matters Committee</u>	
<u> </u> Favorable	<u> </u> Unfavorable
_____	_____
Committee Chair	Date

Robert A. Dews Jr
Annapolis, MD 21401

Radjr2000@gmail.com

(405) 503-9809

Clearance: Secret

Position Desired/Objective: Executive Level Position in Program Management

SUMMARY

Seasoned program director/human capital executive and leader with 30 plus years of experience in organizational, program and human capital management in government. Proven expertise includes program/project management, manpower, safety, recruiting, quality assurance, training, outreach and development of innovative resourcing solutions. A program manager who is adaptable and flexible, having directed large scale organizational programs and comprehensive human resource (HR) services in a variety of environments. Experienced in strategic planning, manpower analysis, personnel/facility safety, training, talent acquisition, aviation logistics as well as management of senior executives.

- Organizational Leadership
 - Team Development
 - Strategic Resourcing
 - Process Improvement
 - Diversity & Inclusion
 - Critical Thinking
-

PROFESSIONAL ACCOMPLISHMENTS & RESULTS

- | | |
|---|---|
| Organizational Leadership | •Led organization of 151 military and civilian staff in the development of the annual strategy for the Navy's 6100 talent acquisition specialists. Oversaw recruitment of 62,522 personnel with a 99% fill rate, the highest ever attained in highly skilled job specialties. |
| Team Development | •Directed and developed team of 275 talent acquisition professionals in Texas and Oklahoma in recruiting 4,350 highly qualified candidates for naval service. Led the number #1 of 26 districts in high priority occupational ratings. |
| Diversity & Inclusion | •Partnered with industry and organizational experts in the development of a comprehensive diversity marketing strategy for Navy recruiting, achieved 300% increase in technology outreach events. Led the implementation of cross-cultural awareness training, delivered training to 4500 civilian and military personnel using multi-sensory learning experiences. |
| Process Improvement
Strategic Resourcing | •Conducted infrastructure analysis of 99 Navy and Marine Corps organizational headquarters buildings/offices/staffs and developed a plan that resulted in estimated annual savings of \$16 Million and a total savings of \$255 Million. Developed the policy for the Recruiting Resource Optimization Plan, the most significant change in recruiting resource strategy in 40 years. Re-aligned manpower and resources to the most critical recruiting functions and markets throughout the country. |
| Critical Thinking | •Developed the Navy's policy for the implementation of handheld alcohol detection devices, reducing work related alcohol incidents. Led the testing, procurement and distribution of 13,000 devices. Conducted assessment of 70 training activities and implemented the High Risk Training Program at the United States Naval Academy in support of 6500 personnel. |

Robert A. Dews Jr
Annapolis, MD 21401

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PROFESSIONAL EXPERIENCE

Director of Safety • United States Naval Academy

08/2015 – 6/2019 • Annapolis, MD

- Managed the USNA Safety Program, including over 20 distinct safety programs in support of 6,500 employees and 300 facilities. Developed and oversaw safety policy and operational risk management in a high risk training environment.

Director of Operations • Navy Recruiting Command

02/2014 – 7/2015 • Millington, TN

- Managed \$89.5 Million budget. Supervised 151 employees in strategic plan development and execution of Navy officer and enlisted recruiting programs. Developed policy, priorities and directed annual execution plan

Deputy Director of Diversity and Strategic Outreach • Navy Recruiting Command

08/2013 – 01/2014 • Millington, TN

- Directed 6 dispersed offices performing community outreach, STEM and diversity recruiting
- Planned, managed and executed national outreach efforts in support of Navy recruiting's 6100 recruiters

Branch Head, Total Sailor Fitness, 21st Century Sailor Office • OPNAV

04/2012 – 07/2013 • Millington, TN

- Managed \$17 Million budget and supervised 42 military, government and contractor employees
- Oversaw 27 programs, including Navy drug policy, physical readiness, family counseling and transition assistance. Provided program policy that supported services to 379,000 employees and family members

Officer-in-Charge, Navy Recruiting Training/Orientation Center • Navy Recruiting Command

03/2009 – 03/2012 • Pensacola, FL

- Managed \$2.3 Million budget and supervised 53 employees in the development and delivery of training
- Delivered entry and senior executive level training, ranging from 1 to 6-week courses for 4500 employees

Commanding Officer/Executive Officer • Navy Recruiting District Dallas

10/2005 - 01/2009 • Dallas, TX

- Managed \$2.2 Million budget and supervised 275 military, contractors and civilian employees
- Coordinated marketing and all Navy recruiting efforts for Northwest Texas and entire state of Oklahoma

Senior Program Analyst, Base Realignment and Closure Office • OPNAV

03/2004 – 09/2005 • Arlington, VA

- Served as Functional Group Lead on the Headquarters and Support Infrastructure Analysis Team
- Led team of analysts in the evaluation of 99 Navy and Marine Corps headquarters activities

EDUCATION

Southern New Hampshire University • Manchester, NH • Master of Business Administration

National Defense University • Norfolk, VA • Joint Professional Military Education

Army Command and General Staff College • Fort Leavenworth, KS

Southern University • Baton Rouge, LA • Bachelor of Science, Electronic Engineering Technology

CERTIFICATIONS

Professional in Human Resources, Lean Six Sigma (Green Belt)

CAPT Robert A. Dews Jr (USN) - Retired 1 June 2019

Address: 700 Drake Way, Annapolis, MD 21401

Phone: 405-503-9809

Current Employment: Senior Consultant with New Market Veterans LLC

Positions/Affiliations:

Deputy Chief of Staff, Eastern Province of Kappa Alpha Psi Fraternity, Inc
Board of Directors, Annapolis Alumni Chapter of Kappa Alpha Psi Fraternity, Inc
President, Annapolis Chapter of the National Naval Officers Association
Navy Representative, Military Veterans Affairs Council (MVAC)
Kappa Alpha Psi Fraternity, Inc (Life Member)
National Naval Officers Association (Life Member)
Rotary Club of Annapolis (Member)
Fleet Reserve Association (Member)
American Legion (Member)
First Baptist Church of Glenarden (Member)

Past:

Executive Board Member, Oklahoma Federal Executive Board
Executive Board Member, American Red Cross for Mid-South Tennessee
Executive Board Member, National Naval Officers Association (NNOA)
Eastern Region Vice President, National Naval Officers Association (New England to South Florida)
Chapter President, NNOA Memphis Chapter
Chapter President, NNOA Pensacola Chapter
Board of Directors, Rotary Club of Mid-town Memphis

Recent Achievements:

2018 National Naval Officers' Association Lifetime Achievement Award
2017 Kappa Alpha Psi Fraternity, Eastern Province Donald G. Murphy Memorial Military Achievement Award
2017 Kappa Alpha Psi Fraternity John Milton Lee "First to Fire" Memorial Award for Military Service and Achievement
2017 Dr. Martin Luther King Jr Drum Major Award for service in the Annapolis community and mentorship efforts with USNA Midshipmen.
2014 Leadership Memphis Executive Program

Volunteer Efforts (Annapolis only):

Mentor, Brandon's Coalition for Success Weekly Mentoring Program
Mentor, Kappa Alpha Psi Kappa League Program
Officer Liaison, United States Naval Academy Gospel Choir
Seeds4Success
Linda's Legacy Giving Back
Salvation Army
Timothy House
Robinwood Community Center

