

# Paul M. Lauro, C.P.C.M, CPSM

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## Strategic Sourcing/ Supply Chain / Logistics / Operations

Delivers exceptional results and cost-effective solutions by building best in class procurement organizations implementing continuous improvements, and leading global cross-functional teams. Keen negotiation and vendor management skills. Influential and persuasive with ability to build trust and rapport across all levels of an organization. Natural leader who motivates teams to peak performance. Responds to challenges with confidence, determination, and focus through demonstrated expertise in:

- FAR / DFARs
  - Proposal Review and Analysis
  - Cost Containment
  - Mission Focused / Customer Impact
  - Problem Solver
  - Results Oriented
  - Project Planning and Organizing
  - Strategic Orientation
  - Team Leadership
  - Systems Thinking
  - Facilitating Change
  - Innovative Solutions
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### Veterans Administration

2017 - Present

**Great Lakes Acquisition Center; (Network Contracting Office 12), Milwaukee, WI** Feb 2017 – Present  
*Director of Contracting / Strategic Sourcing; Oversight of contracting / procurement operations and supply chain management execution (160+ geographically dispersed personnel) providing direct health care service support for 8 Medical Centers, 38 Outpatient Clinics, 8 Nursing Homes, 6 Domiciliaries, and 14 Readjustment Counseling Centers (over 2400 beds). Enabling multiple highly specialized programs including polytrauma, blind rehab, spinal cord injury, multiple organ transplant sites and agreements to train thousands of physicians / allied health care personnel supporting nearly 38,000 admissions and 4 million outpatient visits annually to a population of over 700,000 Veterans who reside within a 4 state region (Illinois, NW Indiana, Michigan's Upper Peninsula, and Wisconsin). Management oversight of an enterprise wide credit card program executing 400,000+ transactions annually.*

### Department of Defense (DoD)

1989–2017

**National Guard Bureau (Army/Air), Arlington, VA** 2014 - 2017  
**General Manager; Procurement, Strategic Sourcing** *Oversight of contracting / procurement operations for headquarters National Guard Bureau having impact across the entire enterprise (Army and Air Guard) with unlimited monetary obligation authority. Manage 60+ personnel and interface with over 30 operational representatives; oversaw source selection process, 5.1+B contract administration (total contract value).*

- Developed strategy to refine metrics and implemented a systems approach to customer relationship management reducing requirements planning cycle by 50% and increasing efficient source selection transaction volume by 25%.
- Awarded \$40M contract for personnel management and successfully defeated five successive protests

**USMC – National Capital Region (NCR), Quantico, VA** 2012 - 2014

**Director of Contracting / Strategic Sourcing;** *Led professional staff of 60 in largest USMC installation acquisition office planning, directing, and executing \$350 million annual operational source selection (1,700+ annual transactions), administering \$3.7+ billion existing procurement (total contract value) across multiple regional locations, and oversaw multimillion-dollar credit card program (300 cardholders, 200+ approving authorities, and 11,000+ annual micro-purchase transactions).*

- Implemented/executed source selection procedures; 3,000+ contract awards without successful protest
- Reduced customer process variability 25%, execution cost 18%, and scheduled delivery time 10% by planning strategic integration of complimentary functions and processes.
- Overcame poor morale after major staff turnover by improving policies and training to increase employee certification 35%, reduce requirements backlog 65%, and increase customer obligations \$35 million.
- Developed operational visibility for optimizing customer mission planning and associated spend execution that produced more evenly distributed workload, higher quality procurement, and 20% increase in execution.

**USAF Office of Scientific Research, Arlington, VA**

2011 - 2012

**Division Chief; Strategic Sourcing Management;** *Directed team of 18 across two divisions planning, directing, organizing, and executing R&D and program requirements to support award grants for scientific research.*

- Recovered \$19 million in previously obligated funds by leading team in closeout of workload backlog

- Saved \$1.5+ million annually in government travel and external conference expenses by developing and structuring contract to host 160 conferences events annually.
- Reduced grant processing time by 15% through organizational realignment of grant specialists that executed more actions than any other team (344 total).
- Enabled \$50 million in annual basic research by executing initiative to enable selection of post-doctoral research projects in support of USAF Office of Scientific Research.

**US Army, Deputy Chief of Staff for Operations & Plans (HQDA G-3/5/7), Arlington, VA** 2009–2011  
**Senior Procurement Analyst; Strategic Sourcing Management** *Oversaw, managed, and reviewed all assigned contract actions executed by 30+ contracting representatives to determine regulatory compliance and best value for \$700+ million procurement effort.*

- Avoided \$45 million annual mental health expense over five years by resolving contract negotiation breakdown for training to address 40-year high of Post-Traumatic Stress Syndrome (PTSD) and suicide in US Army.
- Developed training regime delivered via webinar resulting in 75% of participating staff earning National Contract Management Association certification.
- Saved \$11 million annually by implementing automated system to identify unnecessary contracts for termination and streamline efficient use of contractor personnel.

**US Army Center for Contracting Excellence, Pentagon (Arlington, VA)** 2007–2009  
**Procurement Operations Branch Chief; Strategic Sourcing Management;** *Hired, supervised, and led team of 14 specialists overseeing and managing requirements gathering and analysis to expedite successful contract award efforts in support of US Army global mission.*

- Oversaw \$1+ billion in acquisition in compliance with Federal Acquisition Regulations (FAR) and supplemental regulations and managed \$500+ million IT effort supporting more than 10,500 internal customers.
- Saved \$10 million in IT hardware configuration projects by applying lease/buy analysis.
- Saved \$22 million over five years by negotiating labor-hour efforts into performance based requirements to enable analysis that convinced Congress to provide \$16 billion for future training.

**US Army, Program Executive Office, Ammunition, Rock Island Arsenal, IL** 2004–2007  
**Procurement Analyst / Assistant Program Manager, Liaison for USMC Ammunition Requirements;** *Resolved issues of research, development, testing, manufacturing, procurement, logistics, and storage of \$450 million annual USMC munitions budget.*

- Realized 60% decrease in malfunctions by overseeing project to reduce quality variability in mini-gun ammunition primers.

**US Army Combined Arms Support Command (CASCOM), Fort Lee, VA** 2001–2003  
**Assistant Program Manager, Procurement Requirements Analyst; Supply Chain Manager** *Managed requirements definition and initiative to modernize Army's 20,000+ heavy truck fleet.*

- Avoided \$70 million in new effort by managing the development of alternative solution in collaboration with National Ground Intelligence Center and Program Manager for Heavy Tactical Trucks.

**EDUCATION**

**M.B.A., Finance Concentration,** University of Notre Dame, South Bend, IN  
**B.A., Economics / Business Administration,** Rockford University, Rockford, IL

**PROFESSIONAL DEVELOPMENT**

**Lean Six Sigma (Green/Black Belt),** Picatinny Arsenal, Rockaway, NJ  
**National Contract Management Organization (NCMA)**

**CPCM** (Certified Professional Contract Manager), 1 May 2008 – 31 Dec 2023 (Certificate #7120)  
**CFCM** (Certified Federal Contracts Manager) 1 May 2008 – 31 Dec 2023 (Certificate #1988)  
**CCCM** (Certified Commercial Contracts Manager) 1 May 2008 – 31 Dec 2023 (Certificate #66)

NCMA Pentagon Chapter President (2008-2010)  
**Institute for Supply Management (ISM)**

**CPSM** (Certified Professional in Supply Management), 1 May 2008 – 12 Aug 2020 (Certificate #430) *(recognized equivalent to SCMP by the Supply Chain Management Association (SCMA) of Canada)*  
**CPM** (Certified Purchasing Manager) 14 May 2008 – 13 May 2013 (Certificate #48274)  
**Six Sigma Certification,** VSE Corporation  
**Level III (DAWIA),** Contracting and Program Management, Defense Acquisition University