

# Paul David Rathbun

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## Program Development / Process Improvement / Collaborative Team member

**Experienced Aerospace Maintenance Supervisor and Military Veteran** with over 30 years of aerospace defense industry expertise. Possesses deep knowledge of aviation maintenance practices, regulations, and a strong commitment to quality assurance for efficient operations. Skilled in leading diverse teams, promoting a culture of excellence and safety, and adept at developing and implementing comprehensive maintenance programs, resource allocation, and deadline management. Holds an active DoD Security Clearance.

### CORE COMPETENCIES

Training / Mentoring / Coaching  
Communication  
Critical Thinking

Program / Project Management  
Organization  
Detail Oriented

Communication  
Teambuilding / Leadership  
Microsoft Office

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## UNITED STATES AIR FORCE – PROFESSIONAL EXPERIENCE

### Quality Assurance Supervisor Nov 2016 – Aug 2018 / Sep 2019 – Dec 2019 / Oct 2023 – Present

Leads a team of 7 inspectors across 6 aviation specialties to ensure compliance and provide technical guidance for maintenance actions. Administers an evaluation plan with a focus on root cause analysis to resolve quality and compliance issues impacting mission generation for a Maintenance Group with 200 personnel performing 35,000 annual maintenance actions on eight C-130H aircraft valued at \$240 million. Additionally, serving as a Product Improvement Manager, overseeing deficiency reporting, and controlling access to engineering data within the Joint Engineering Data Management Information and Control System.

- Evaluate proficiency of personnel within maintenance task executions to advise senior management on fleet health and maintenance deficiencies, assist in determining root cause to provide corrective action recommendations.
- Maintenance Resource Management Program Manager and Instructor, annually train and mentor over 40 maintenance personnel, focusing on teamwork, communication, and coordination. My efforts have enhanced mission effectiveness, reduced errors, and elevated safety and operational excellence, significantly contributing to organizational success.
- 109<sup>th</sup> Airlift Wing augmentee supporting Operation Deep Freeze in McMurdo, Antarctica, showing unwavering dedication and expertise providing reliable aircraft to execute over 120 critical missions, successfully transported more than 2,300 personnel, 2.7 million pounds of cargo, and 135,000 gallons of fuel, contributing significantly to research and logistical support in this formidable environment.

### Aerospace Maintenance Supervisor

**Jun 2020 – Oct 2023**

Hand selected by the executive leadership team to manage 11 employees and oversee a custodial account of 164 aerospace ground equipment pieces valued at \$5.2M. Additionally, led three teams consisting of 9 full-time and 21 part-time personnel across three aviation maintenance disciplines: aircraft hydraulics, electrical/environmental, and fuels.

- Hands-on supervisor efficiently scheduling and overseeing more than 500 inspections on 164 pieces of equipment with 100% schedule effectiveness, ensuring operational readiness and maintaining a high commission rate.
- Scheduled and coordinated the transportation of 12 high-value assets worth \$460K to the Air National Guard regional paint facility for equipment painting. Reduced worst corrosion conditioned equipment by 80%, ensuring their operational readiness and longevity.
- Technical Point of Contact (TPOC) for small business innovation research program, ensured contract success by vigilantly monitoring contractor performance, promptly identifying, and reporting issues, and maintaining strict compliance with contract terms. Served as a liaison between AFWERX and a Small Business, fostering innovation and entrepreneurship to address the United States Air Force's operational challenges through technology startup collaborations. Approved \$336K of Contractor Line-Item Number funding.

- Developed a comprehensive task board in Microsoft Teams to support personnel during the transition to a temporary location, ensuring timely execution and providing real-time updates for leadership. This initiative enhanced communication, organization, and visibility throughout the time-critical move process.
- Coordinated the evaluation of internal operations, controls, and documentation for regulatory compliance, leading to recommended changes. Collaborated with teams to develop and implement corrective action plans, effectively resolving compliance issues. Delivered results to leadership, enhancing operational efficiency and compliance.

### **Logistic Plans Technician**

**Jun 2004 – Apr 2007 / Aug 2018 – Jun 2020**

Serving as the principal advisor to leadership for deployment readiness of a military organization by managing personnel, equipment, and coordination with various agencies. Responsibilities include developing and maintaining deployment schedules, advising the commander on readiness status, overseeing training and equipment requirements, managing documentation, and coordinating transportation.

- Gathered, analyzed, and prepared data for monthly readiness reports within Department of Defense systems. Identifying personnel manning levels, medical, and training issues.
- Organization subject matter expert tasked with planning, managing, and delivering 62 personnel with 8.7 short tons to an overseas location.
- Created real-time personnel readiness tracker, visible to deployment team members, which included all training, medical, legal, and professional requirements which exceeded 93 data points per person, to be accomplished prior to departure to overseas location.

### **Aircraft Mechanic**

**Feb 1998 – Nov 2016**

Aircraft Hydraulic System Shop Supervisor. Coordinate and prioritize aircraft maintenance to facilitate the fully mission capable rate and inspection flow on 8 C-130H (Apr 2013-Nov 2016), 8 C-21 (Apr 2007-Apr 2013), 17 A-10A (Dec 2000-Apr 2008). Subject matter expert utilizing technical drawing, wiring diagrams, schematics, technical orders, and component maintenance manuals to aide and advise mechanics supervised to inspect, repair, operate, and troubleshoot hydraulic, pneumatic systems and components on aircraft as well as associated support equipment.

- Perform maintenance inspections and repairs while monitoring and adjust inspection workflow to meet logistical requirements on 17 A-10A aircraft.

## **UNITED STATES NAVY – PROFESSIONAL EXPERIENCE**

### **Aircraft Engine Mechanic**

**Sep 1992 – Aug 1996**

- Inspect, repair, operate, and troubleshoot Allison T56-A425 turboprop engines, Hamilton Standard propellers, and fuel systems on 5 Grumman E-2C aircraft.

## **EDUCATION AND TRAINING**

**Community College of the Air Force**, Aviation Maintenance Technology, Associate of Science - 2017

### **Specialized Military Training**

- Management and Senior Leadership Courses, USAF – 2022, 2020, 2008, 2005, 1998
- Green Belt Trained, USAF - 2019
- Specialty Technical Courses, USAF, 2018, 2017, 2014, 2013, 2011, 2004, 2002, 1999, 1997