

BRANDON HAIRSTON

(614)441-6077 • COLUMBUS, OHIO
BRANDON.HAIRSTON@HOTMAIL.COM

PROFESSIONAL SUMMARY

As an Operations and Transportation Manager he has provided vision, leadership, and day-to-day guidance for the production and distribution facilities serving a multitude of markets and businesses. He has a proven ability to lead and develop teams, drive change and create a culture of operational excellence. By creating a customer focus in all aspects of business, he has developed long-term site vision and instilled industry leading/high performance work practices.

EDUCATION

Ashland University	Ashland, OH
Masters of Business Administration – Project Management and Supply Chain Management	Aug 2017
Bachelors of Science Business Administration - Marketing and Hospitality Management	May 2004
Six Sigma Green Belt - Efeso Consulting	July 2013

PROFESSIONAL EXPERIENCE

American Family Insurance

2017 – 2018

Sales Specialist

Colorado Springs, CO

- Obtained certification by the State of Colorado in Auto, Home, and Life Insurance.
- Achieved top 10% application sales in Colorado within first six months on the job.
- Built relationships with new customers to increase multiple policies and sales.

Associated Materials Incorporated

2015 – 2016

Plant Shipping Manager

Cuyahoga Falls, OH

- Key member of Plant Management team for custom made large scale window operations
- Managed all aspects of packaging and shipments of custom made to order window plant
- Drove positive changes with two supervisors, two coordinators and 50+ employees in the department
- Led department to 98% On Time Delivery to all customers and transfers to sister plants, Ave. 20,000+ windows/wk
- Gave up one supervisor to allow for the creation of Plant Expeditor position to help with all rush/remake orders
- Completed HR duties, daily payroll, interviewing, discipline, hiring, termination and all documents included

Saint-Gobain Crystals

2012 – 2015

Area Manager for Operations

Hiram, OH

- Began in 2012 with 6 employees reporting to me, in 2014 it increased to 60+ and 5 supervisors
- Managed all aspects of production and supply chain for a Scintillation Detector manufacturing facility
- Handled payroll, interviewing, employee coaching, labor allocation, and held daily safety meetings
- Completed 2015 Operations Budget while Manufacturing Manager was out on maternity leave
- Accepted additional duties and performed impeccably while Manufacturing Manager was out on maternity leave
- Physical Inventory Coordinator accountable for all training, preparation, and facilitating all inventory week events
- Created and achieved lowest variance in recent years of \$5000 variance on \$10 million of inventory
- Member of ISO 14001 Implementation Team tasked with achieving certification in less than one year
- Led multiple departments in completion of ISO 14001 corrective actions derived from legal review
- Attended Six Sigma Green Belt Training which concentrated on Customer Focus and Service
- Raw Materials Management Project found inaccurate inventory of \$190K of critical raw material supply
- Member of QAD Implementation Team charge with transitioning PRMS to new MRP System in 2015
- Wrote all QAD Work Instructions for shipping, receiving, production, stockroom, labor and shop flooring procedures
- Safety Champion for Warehouse Unloading/Loading and Pedestrian Safety
- Chairperson of newly formed Employee Events Committee consisting of nine employee members 2013-2015

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Saint-Gobain Crystals cont.

Assistant Radiation Safety Officer - Additional Duties

Hiram, OH

- Managed additional 90+ employee radiation dosimeter badge program
- Coordinate all new radiation employee training and badge distribution
- Completed and documented all quarterly radiation leak testing for all check sources, safes and buildings
- Organized outside contractor to conduct plant wide radiation source wipe testing
- Collected all radiation shipment information and report to all states and government agencies

IFCO Systems

2010 – 2012

Assistant General Manager

Minneapolis, MN

- Relocated to Minneapolis as part of new management regime to rebuild failing plant
- Responsible for managing the operations of a pallet repair/building facility and provided inside sales support for GM
- Advanced plant from overall ranking of 28th to 1st out of 32 IFCO plants in one year
- Increase Minneapolis Plant revenue from \$5 million to \$8 million in six months
- Altered daily production schedules and empowered key employees which increased production from 2400 – 5000 pallets per day
- Created new employee mentality that led to more efficient operations in all aspects of the pallet business
- Elevated Safety/Compliance Audit score from 78% to 98.6% in 5 months
- Coordinated all plant safety meetings and documentation in accordance with IFCO and OSHA regulations
- Provided leadership that safety is a “Lifestyle not an Event,” employees now believe Safety Always not Safety First
- Organized inside and outside sales meetings which generated sales and purchases to help increase plant revenue

Assistant General Manager

Columbus, OH

- Responsible for managing the operations of a pallet recycling facility
- Manage day to day on goings of 40 employees of multiple backgrounds and education levels
- Responsible for daily delivery and pickup dispatching about 45 scheduled stops per day
- Organized all Driver DOT Log tracking for 6 CDL drivers
- Conducted daily input of production reports, driver tracking sheets, payroll and all compliance information
- Minimize costs for plant, by developing more efficient ways to load and unload trailers
- Coordinated all plant safety meetings and documentation in accordance with IFCO and OSHA regulations
- Conducted Cold Sales Calls to generate leads for new business as well as previously held business

Smurfit Stone Enterprises

2004 – 2010

Account Representative

Nashville, TN

- Responsible for generating new recycling suppliers in Nashville, West Tennessee and Mississippi
- Maintaining excellent customer service to pre-existing supplier base
- Joined Clarksville Chamber of Commerce to create community awareness about recycling
- Created recycling programs for local counties, waste haulers and cites in my territory
- Added additional customers on current local pick routes to maximize cost efficiency
- Minimize costs for plant, by developing creative ways to purchase recyclable material

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Smurfit Stone Enterprises cont.

Plant Superintendent

Tampa, FL

- Responsible for safe day to day operations for a recycling facility that processes 112K tons per year
- Coordinate all Smurfit Stone safety and environmental policies process and programs
- Manage plant expenses for all safety supplies, operational supplies and baling materials for the plant
- Prepare and submit all corporate reports for safety, production, environmental, and OSHA as requested
- Formed new safe ways to store record high loose and baled inventory with market conditions of 2008-2009
- Accountable for recruiting, interviewing, hiring and training new staff to fulfill ever-changing plant structure
- Track and complete weekly payroll reports for both internal employees and third party temporary employees
- Manage unfamiliar operational processes in Tampa: Commingle Material, Sort System, SSB bales, and Export
- Develop and implement an operation plan to manage inventory and meet record minimums
- Active team member of management team, responsible for decreasing previous poor internal audit score of 15 to current score of 3, excellent in a six month period
- Brought plant from worst export shipping operation to the best in the entire east region in two week period
- Kept day to day operations running safely with limited company resources, due to 2008-2009 economic conditions, resulting in company filing Chapter 11 Bankruptcy

Operations Assistant Manager

Columbus, OH

- Responsible for the management of 30 employees on two shifts in the day to day plant operations
- Purchased all safety and operational supplies for the plant, keeping track of all MSDS information
- Prepared materials for monthly safety meetings according to scheduled topics
- Organized daily production schedule for baling, shipping, and maintenance
- Managed road truck drivers for daily pickups and shipments of material
- Traveled to Evansville, IN and Nashville, TN to help manage plant operations in the absence of plant managers
- Unblemished safety record for 2005

SKILLS

- Lean Manufacturing
- Project Management
- Project Development
- Supply Chain Management
- Transportation Management
- Quality Assurance and Control
- Process Improvement
- Six Sigma Green Belt
- Logistics Management
- Employee Relations
- Coaching and Team Building
- Inventory Control
- ISO 9001 Management
- Cost Reduction Strategies