

Robert H. Morro Jr. P.E.

1236 Cornell Avenue, Drexel Hill, Pennsylvania 19026

(H) 610-789-5232, (W) 610-496-8762

morrorh@efane.navfac.navy.mil

Objective: Seeking position of Executive Director for Facilities Management at Villanova University.

Summary: Results-oriented, dynamic, professional engineer with extensive hands-on experience leading diverse organizations delivering cost effective planning, design, construction, facilities operation and maintenance, and environmental services. Strong skills in:

Facilities management	Capital program management
Planning, Design and Construction Management	Team building and partnering
Leadership and organizational management	Project management

Education and Professional Registration:

- M.S. Civil Engineering (Construction Management), University of Maryland
- B.S. Electrical Engineering, University of Pennsylvania
- Registered Professional Engineer

Accomplishments:

Facilities Management: Established new facilities management organization with \$48M volume of business the first year. Motivated 321 individuals at the Philadelphia Naval Shipyard to form a cohesive unit and embark on a new business venture.

- Completed first year of operations \$500K under budget.
- Through aggressive marketing and proven performance, doubled the size of the organization to 600 people, at 4 sites, with \$80M volume of business.
- Saved \$889K in first year of operations at second site, while improving average emergency/service response time from 12.7 days to 5.5 hours.
- Saved \$300K by shutting down central steam boiler plant during summer season
- Implemented Safety Training Observation Program.
- Researched and implemented a large service and construction contract (\$20M/yr) that improved response time by 75% and allowed increased execution with 40% less staffing.

Planning, Design, and Construction Management: Supervised 220 people, including 8 construction management offices, and executed \$110M in design, \$260M in construction per year. Projects included dormitories, laboratories, R&D facilities, housing, utilities, and medical facilities.

- Led transformation from low bid contracting to best value source selection, and from design-bid-build to design-build.
- Re-engineered the operations group, saving \$1.8M in annual salary, while executing 8% more construction, with 100% placement of all effected personnel.
- Instituted biweekly field office training using video teleconferencing to minimize costs, while improving critical skills in scheduling, cost control, safety, quality and project management.
- Hand picked as essential member of team to study and recommend best way to provide facilities management services to five bases in the northeast region.
- Oversaw the implementation of a new information technology system that includes work input and control and enterprise asset management.

Leadership and Organizational Management:

- Federal Manager of the Year, 1997. Nominated by employees, and selected from among 14 nominees, representing 55,000 federal employees, as Philadelphia Federal Executive Board's Gold Medal winner.
- Mentored 26 junior officers with aggressive professional development program.
- Collected and distributed lessons learned from military base closure, and spoke at national convention on utility privatization and outsourcing issues.
- Annually organized and conducted regional public works conferences.
- Consistently acted as employee advocate through downsizing and closures, focusing on re-training and out-placement.
- Led acquisition Quality Management Board to reduce average lead-time from project conception through construction contract award by 34%.
- Facilitated environmental cleanup and closure of 1200-acre industrial complex, using team-building skills to form consensus among diverse interest groups and resolve numerous complex and contentious issues.

Capital Improvement Program Management: Led a 10 person multi-functional team that developed and implemented a campus master plan to consolidate 18 schools from around the country into one location. Program consisted of 40 major construction and renovation projects, valued at over \$200M that included classrooms, dormitories, dinning halls, laboratories, and medical facilities.

- Utilized fast track design, and intensive coordination to keep 40 interdependent projects under budget and on schedule, with no delays to class start dates.
- Briefed numerous visiting dignitaries on progress toward the master plan. As liaison with the master plan consultant, developed a video virtual walk-through of the future campus.
- Recognized with significant award by the school President.

Work History:

Operations Officer (Chief Operating Officer equivalent), Engineering Field Activity Northeast, Philadelphia, PA	(2000 - present)
Director of Facilities and Construction Management, Philadelphia Naval Shipyard, Philadelphia, PA	(1998 – 2000)
Deputy Director/Acting Director Facilities Management, Navy Public Works Center Detachment Philadelphia, Philadelphia, PA	(1995 – 1998)
Project Team Leader (Director of Facilities Planning equivalent), Naval Training Center, Great Lakes, IL	(1994 – 1995)
Director of Planning and Engineering, Navy Public Works Center, Great Lakes, IL	(1993)
Director of Customer Service, Navy Public Works Center, Great Lakes, IL	(1992 – 1994)
Construction Project Manager, Resident Officer in Charge of Construction, Naples, Italy	(1987 – 1990)