

## Marc J. Fleurant

"Building Ships" Partnerships,  
Relationships, Friendships

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Experienced military leader in logistics with a track record in leveraging resources, managing programs, streamlining processes and building partnerships all leading to success at every level of the organizations served. Team Builder and problem solver committed to the team.

## Work Experience

### Chief Of Staff

May 2021 - Jul 2024

*Defense Media Activity | Fort Meade, MD*

Direct supervision of the offices of Chief Financial Officer, Chief Human Capital Officer, Chief Acquisition and Procurement, Public Affairs and Corporate Communication and the front office staff.

- Senior military leader managing all military personnel administration, training and readiness leading to 30% increase in readiness.
- Modified and developed administrative program policies, regulations, goals, and objectives to support agency mission increasing operational efficiency by 20%
- Collaborated with the Director and Organizational leaders to develop and execute strategic initiatives, manage priorities, and drive operational efficiency across the organization.
- Advised senior leadership on internal control issues, process improvement, risk identification and validation of corrective actions.
- Led Corporate Communications office and reviewed all products, emails, newsletter, announcements publicized both internal and external to the organization.
- Led Front Office operations and ensured all event and travel requirements, products, itineraries were accurate and concise to support internal and external engagements.
- Conducted reviews of organizational capabilities, and development/execution of strategies, to improve the competitiveness of the organization through actions such as professional growth & development, strategic hiring, strategic partnering, and acquisitions
- Oversaw the Council of Colonels and collaborated with senior military leaders for managing military affairs for the organization to ensure our servicemembers training, professional development and readiness standards were maintained.
- Led human resource improvements in efficiencies in maintaining manning percentages, realignment of personnel to meet organization objectives, onboarding initiatives to better support new employees, and training/leader development
- Oversaw Task Management for the organization and ensured tasks were being completed timely through utilization of the Task Management Tool, ETMS2.
- Oversaw Training Management for the organization and ensured organizational individual training requirements and Military Service requirements were being met while utilizing training management tools.
- Conducted program reviews to drill down into issues on products/programs, identify issues, recommend corrective actions, and communicate issues, impacts and corrective actions to leadership

- Oversaw day to day operations, including budgeting/financial management of a 250M budget, resource allocation, acquisition/procurement oversight of over 160 contracts and performance tracking, to ensure alignment with organizational goals and governance according to FAR and DFAR.
- Oversaw organizational policies to ensure routine assessments and policy updates were programmatically addressed across organizational leadership.
- Oversaw risk management and ensured organizational leaders were effectively executing accordance with risk management framework to address strategic initiatives in Cyber/IT, security and safety throughout the organization.
- Served as a liaison between executive leadership, department heads, and external stakeholders to facilitate communication and ensure alignment on key initiatives.
- Drove organizational change initiatives, including restructuring efforts, process improvements, and cultural transformations, to support long-term growth and sustainability.
- Oversaw Logistics, Facilities and Security ensuring Facility projects/requirements, logistics operations (GCSSA) , and security requirements and processes coordinated with garrison and higher headquarters for resources and support.

**Battalion Commander/ Director of Transportation**

Jan 2019 - Apr 2021

*330th Transportation Battalion, US Army | Fort Bragg, NC*

- Directed Transportation operations supporting the safe and secure movement of thousands of personnel and equipment through airports, seaports, over the road and over rail utilizing transportation tools, TMS, such as GATES, GFM, JTMS, DTS, IGC.
- Managed and implemented Army programs within the organization which included Supply, Maintenance, Transportation, Safety, Training, Professional Development, Wellness.
- Increased maintenance readiness by over 30% and had no safety incidents throughout the tenure.
- Increased training readiness by over 20% with no safety incidents throughout the tenure.
- Built strong relationships and coordinated with partner country military, law enforcement and foreign officials which ensured cooperation at agency level for customs and border crossings to support transportation operations.
- Managed the Customs Clearance program for the organization and ensured personnel were trained and certified to perform customs clearance duties which increased operational effectiveness by 20%.
- Developed Training and Leader Development program increasing organizational effectiveness by 20%.
- Managed the organization's resources, including personnel, equipment, and facilities, to optimize operational effectiveness and efficiency.
- Utilized Army Logistics information systems to conduct property accountability and conduct logistics analysis leading to a organization operational rate above 90%.
- Collaborated with higher headquarters, subordinate units, and partner organization's to coordinate logistical support and facilitate the movement of personnel and equipment.
- Implemented risk management processes to mitigate hazards and ensure the safety and security of personnel and resources during operations.ew highlight...
- Provided mentorship, guidance, and leadership to subordinate commanders and staff members to foster professional growth & development.

**Deputy Support Operations Officer/Deputy Logistics Director**

Jul 2018 - Jan 2019

*3rd Expeditionary Sustainment Command, US Army | Fort Bragg, NC*

- Managed Maintenance, Transportation, Supply Chain, Field Services support requirements providing visibility on stockage levels, maintenance readiness, movement tracking and field service initiatives which ensured meeting all objectives and goals.
- Provided Daily updates to the Director on all logistics requirements to support Border Patrol and Natural disaster response requirements and provided recommendations on support to FEMA, DHS, Local response agencies.
- Managed all administrative requirements to support workforce performance and training development leading to a positive work environment through routine engagements.

**Executive Officer/ Deputy Director**

May 2016 - Jul 2018

*3rd Recruiting Brigade, US Army | Fort Knox, KY*

- Directed staff operations of logistics, budget, human resources, legal, health, marketing, and operations support to the organization.
- Oversaw all policies and regulations for the organization and provided routine updates to standing operating procedures, regulations, and policies.
- Directly managed 9 personnel while responsible for 75 personnel headquarters supporting an organization over 2200 personnel spanning operational oversight in 13 states with 8 subordinate headquarters locations.
- Led organizational planning for fiscal budget, logistics and marketing requirements.
- Provided direct support to the Brigade Commander in planning, coordinating, and executing all recruiting operations within the assigned geographical area.
- Assisted in the development and implementation of strategic plans, policies, and initiatives to meet recruiting goals and objectives.
- Oversaw the day to day administrative and logistical functions of the brigade, including personnel management, budgeting, and resource allocation.
- Analyzed recruiting data and trends to identify areas for improvement and develop strategies to optimize recruiting outcomes leading to 15% increase in recruits.
- Developed Wellness team to support the morale, spiritual, physical, financial, emotional well-being of the force through coordinating resources to support the organization leading to increase in employee satisfaction by 25%.

**Logistics Planner/ Program Manager APS/Chief of Operations**

Jul 2013 - Jun 2016

*US Army Central Command, Third Army, Shaw AFB, SC*

Served in multiple roles supporting the US Army Central Command, Third Army. Served as Army Prepositioned Stock program manager, Logistics planner and chief of operations for the US Army G4, Logistics Directorate.

- Served as a Strategic Logistics Planner and developed tasks and objectives with metrics to establish logistics operations in Iraq and Syria leading to 60% increase in operational readiness to support combat operations.
- As the Army Prepositioned Stock program manager for US Army Central Command, I planned, monitored, coordinated for equipment to support contingency operations in the middle east leading to a over 90% operational readiness rate.

- Provided supportability analysis of logistics personnel and equipment requirements to support US Army Central contingency operations.

**Director of Operations/ Executive Officer/Director of Transportation**

Jun 2010 - Jun 2012

*39th Transportation Battalion, US Army, Kaiserslautern, Germany*

- Directed Transportation operations supporting the movement of personnel and equipment through distribution pipelines. Responsible for the training, development, welfare of over 500 personnel.
- Managed day to day administrative functions, including personnel management, training, and resource allocation, to ensure operational readiness and mission success.
- Increased transportation efficiency of over 20% through coordination with local trucking company and supporting units for support the logistical and backhaul requirements to effectively utilize the fleet throughout Europe.
- Managed the Maintenance program, Safety program, Training program, and Supply program with improved efficiencies across all programs with a over 90% readiness rating.
- Utilized Army Logistics information systems such as GCSSA, FFAST, FMSWeb, and LIW to support supply requirements and led to no equipment loss during tenure with no degradation of mission
- Managed the Deployment Readiness program and won first place in the US Army Deployment Readiness small unit category as the best organization in the Army for that category.
- Prepared and presented briefings, reports, and recommendations to senior leadership on operational status, readiness, and performance metrics.

## **Core Skills**

Leadership, Organizational Management, Logistics Management, Communication, Problem Solver, Team Builder, Building Relationships, Leader Development, Safety / Risk Management, Training Management, leadership development, continuous improvement, Conflict Resolution, Emotional Intelligence, supply chain management, Supply Chain Process, TMS, environmental regulations, regulatory requirements, performance measurement, microsoft office suite, Stakeholder Engagement, customer satisfaction, Evaluate Performance, strategic direction, talent acquisition, process automation, talent management, safety standards, team development, lean management, cost savings, Business Development, analytical, decision-making skills, interpersonal skills, Provide leadership, Strategic Vision

## **Education**

**Harvard Kennedy School**

Mar 2023

**Senior Executive Fellow** Public Administration

**East Tennessee State University**

Aug 1996 - May 1999

**Bachelor of Science** Criminal Justice