

SHAWN DARRINGTON, MBA

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HEAD OF SUPPLY CHAIN & LOGISTICS—SEAFOOD INDUSTRY EXPERT

\$14.3B P&L • 95+ Staff with 95% Retention • 1,300% Business Growth • 11% to 42% Profit Improvement YOY

Roll-up-your-sleeves executive with 16+ years of experience directing logistics and fleet management in one of the world's most volatile supply chains: the ultra-perishable market. Former owner/captain of commercial fishing vessels who built and scaled operations to >\$14M then sold the company to a \$2.1B corporation.

Lean Thinker at a Core Level • Quality, Efficiency & Profitable Growth • Dollars & Cents Approach

Career Highpoints:

Buoyed commercial revenue by 1,300% in 10 years through supply chain design and optimization.
Intensified profits as much as 42% every year via cost-effective freight/logistics and waste-no-time best practices.
Systematically improved 10+ processes every 6 months to meet escalating demands in 23 markets.

Tested & Proven Executive Strengths:

Supply Chain Management • Inventory & Logistics Planning • Transportation & Fleet Management • Budgeting & Forecasting • Process Reengineering • Inventory Control • Lean Six Sigma • Cost Containment • Performance Improvement
Team Building & Leadership • P&L Ownership • Operations Management • Deal Negotiations

EDUCATION

Master of Business Administration (MBA) • University of Washington, Seattle, WA

Bachelor of Science (BS) in Business and Applied Mathematics • Western Washington University, Everett, WA

PROFESSIONAL EXPERIENCE

Oceania Seafoods (acquired by ABC Foods), Seattle, WA

Senior Executive | Managing Director, Operations & Supply Chain Management • 8/2011 to 7/2022

Built fishing company and supply chain from its inception—starting with a single catcher-processor and quickly scaling to 9 freezer longliners. Guided every aspect of operations: hired and trained staff, procured equipment, secured transportation and logistics partners, and meticulously measured performance. Sold to ABC Foods, a \$2.1B organization.

Created hyper-efficient supply chain from scratch

- Generated >11% margins year over year (YOY), far exceeding industry averages, by determining the fastest way to deliver fresh-caught seafood to chefs and families, and creating a profitable business around it.
- Purchased equipment, supplies, and vessels; procured the first hook-and-line vessel in the US with an internal haul station (enhancing crew safety) and a molded hull (reducing resistance through the water).

Grew the business from \$1M to \$14.3M ex-vessel value in 10 years

- Onboarded 19 local restaurants and markets in 6 months—expanded to 23 US states in the next 1.5 years.
- Partnered with award-winning chefs as they opened new establishments in the Seattle area: RockCreek Seafood & Spirits, The Walrus & the Carpenter, and others.
- Developed workforce of 97 employees, including professional staff, sales teams, and crew members accountable for processing, freezing, and storing final products on factory vessels.

Boosted productivity by 5% to 102% every 12 months

- Doubled business effectiveness by introducing first-in-market technology for at-sea data management—accurately tracking equipment, timing, location, and size of haul.
- Reduced safety incidents by 21% and decreased waste 7% through vessel modernization and implementing better systems, processes, and training programs.

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Ocean North Pacific, Seattle, WA

Captain • 4/2006 to 6/2011

Set objectives, charted courses, and directed fishing operations for 232-foot trawl catcher-processor vessel. Procured supplies, gear, and equipment as well as permits and licenses. Managed food safety audits. Hired and directed 6 crewmembers and 80+ processing staff in bringing fresh-frozen Pacific cod and other groundfish to the marketplace.

Steered logistics for \$1.3M commercial fishing operation

- Lined up 3+ vendors and 20+ customers prior to returning to port, protecting the revenue stream by creating the pathway to deliver product directly to consumers, grocery stores, and restaurants.
- Increased haul by 10% to 32% YOY by embracing technology to identify and track ideal fishing sites.
- Wrenched down costs as much as 11% by evaluating and renegotiating vendor agreements every 12 months.
- Built a flexible, resilient team and maintained >81% retention—high performance for the grueling fishing industry—by hiring the right people for the right positions and offering schedules with much-needed time off.

PacificWell Trawl Fishing Company, Seattle, WA

First Mate | Boatswain | Deckhand • 2/1996 to 3/2006

Excelled as right-hand person to the captain of 270-foot fishing boat, part of 4-vessel fleet that harvests, preserves, stows, and unloads frozen fish blocks and surimi—shipped to markets around the world. Implemented standards and controls for safe, efficient fishing and onboard processing. Oversaw maintenance and repairs.

Guided the vessel to consistently rank #1 in the fleet for productivity, safety, and size of haul

- Heaved performance as much as 22% YOY by utilizing Six Sigma methodologies to enhance quality, profitability, and efficiency in onboard supply chain functions.
- Upped crew reliability from 78% to 96%, saving >\$192K over 5 seasons by developing a tough and talented crew—indomitable, well trained, and never caught off guard.
- Diminished safety incidences by 17% through strategic overhaul of 18 standard operating procedures (SOPs).
- Brought an accessible, open-communication approach to managing and training people (6 crewmembers, 95 processing staff), streamlining processes, and triaging operations.

SUPPLY CHAIN & LOGISTICS INTERNSHIPS

Home Depot, Troy Township, OH

Supply Chain Management – Recommended changes to distribution and warehouse tactics in one of Home Depot's largest distribution centers, a 1.6M-square-foot facility with 500+ employees.

McDonald's (Martin Brower), Roanoke, TX and Nationwide

Logistics Excellence – Liaised between the logistics team at Martin Brower and 765+ McDonald's locations in implementing Lean, 5S, and Kanban initiatives that saved \$900K in 6 months.

ADDITIONAL QUALIFICATIONS

Training & Development:

Supply Chain & Logistics Operations, Lean Six Sigma Training, Team Building & Leadership, Coaching for Performance, Contract Structuring & Negotiations, Business Management

Teaching Engagements:

Deckhand Apprenticeship Instructor, Alaska Trawler Fisherman's Association
Instructor & Mentor, Young Fishing Fellows Program
Content Contributor on Building, Growing & Managing a Commercial Fishing Business, FishBiz Project

A few notes about this project:

After owning, scaling, and ultimately selling a commercial fishing company to a major player in the industry, this client was seeking a role as supply chain/logistics executive. The goal of this project was to showcase the client's business and supply chain expertise, and use his impressive career to let employers know that he's not just ready to make this career change—he's also the right person for senior corporate position in the seafood industry.

I drew out his relevant experience: he's been building and optimizing supply chains for years. Shawn knows logistics, he understands contracts, and he's navigated the challenges of food processing, storage, transportation, and everything in between. It was just a matter of reframing his background so his career history *looks corporate* to recruiters and longtime business professionals.

To do so, I started with a clear title: Head of Supply Chain & Logistics, and I educated the client on how to modify this line to align with different positions. Then I began the first paragraph with the words "Roll-up-your-sleeves executive" to make sure everyone's on the same page—placing this client's background in the right category in their minds. He's not a fishing boat captain or even the owner/operator of a commercial fishing boat fleet, he's a business executive with rare expertise in the seafood space.

In this project, it was important to call out specific metrics to ensure the client captures attention in the competitive corporate space. I highlighted details from his career, including specific percentages and/or dollar amounts related to efficiency improvements, safety, cost savings, and business growth. To ensure these details leap off the page (or screen), I included numbers (\$, %, #) in almost every line throughout this resume.