

Henry Hargrove

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Summary

Seeking challenges that test my inquisitiveness, objectivity, and thoroughness to provide impartial insight to public, private, and military leaders. I work with talented and driven people who care about the facts and strive to provide beneficial recommendations to a global society. As part of cross-functional, multi-method teams, I apply technological, historical, and operations research to deliver insightful, actionable products. Noted as a self-starter, senior leaders repeatedly rely on my meticulous analysis and digestible briefs to make enduring executive decisions. I strive to become the subject matter expert on any task, topic, or system assigned and employ a decade of cultivated, military leadership spread across four organizations to create substantial impact among peers and clients. My get-it-done right tenacity, lifelong learning, and technical acumen add significant capacity to the RAND team.

- Military Leader
- Project Manager
- Researcher
- Technical Instructor
- Operational Planner
- Operations Manager

Experience

Technical Analyst

RAND Corporation, Engineering and Applied Sciences

April 2017 - Current

Pittsburgh, PA

- Performs quantitative and qualitative research for the Air Force, Army, Navy, and Department of Homeland Security. Focus on developing technologies and optimization. Methodologies include statistics, cost estimation, analysis of alternatives, operations research, coded literature review, process flows, CONOP development, workshop facilitation, interviews, and computer modeling and simulation.
- Received Spotlight Award within first year for conducting outstanding research.
- Key speaker for DHS project highlighted in the RAND Impact and Innovation Expo for 2019.

Department Head

USS Hawaii / USS Mississippi

Nov 2013 - Feb 2016 / Feb 2016 - Sep 2016

Pearl Harbor, HI

“added immeasurable value and mentorship to the entire organization”

- Performed program manager tasks for the combat systems department with 34 members. My department executed the maintenance, repair, and operation of a highly-integrated sensor, computing, and display network and all hydraulic, electrical, and mechanical aspects of the weapons launch system ensuring near continuous uptime.
- Detailed knowledge of VIRGINIA class operations, integrated systems, and engineering.
- Received direct reports from 3 middle managers and 2 junior officers.

Senior Watch Officer

USS Hawaii

Nov 2015 - Feb 2016

Pearl Harbor, HI

“directs command-wide tasking and tracks their completion, ensuring mission accomplishment”

- Led 14 middle managers and two senior peers in the development, execution, and assessment of organizational objectives for a 24-month industrial overhaul including 3700 man-days of training.
- Acted as the third most senior executive for both internal and external representation.
- Developed and implemented command wide policies on safety, security, and maintenance. Resolved inter-department conflicts and conducted root cause analysis for all departments.

Production Training Officer / Shift Engineer

Nuclear Power Training Unit (NPTU)

Mar 2010 - Mar 2013

Ballston Spa, NY

“leading culture changes to drive improvement and professional accountability”

- Provided oversight of a nuclear reactor training facility. This included full spectrum supervision over 30 military personnel and all mechanical, electrical, control, radiological, and chemical systems.
- Provided collegiate-level classroom lectures and on-the-job training that certified over 100 students per quarter on reactor operations.

Quality Assurance Officer / Assistant Engineer
USS Nevada

Dec 2006 - Mar 2010
Bremerton, WA

“strong and knowledgeable officer whose energy, enthusiasm, and dedication drive improvements to any program or division he is associated with”

- Detailed knowledge of SSBN operations and engineering requirements.
- Managed and inspected intrusive radiological and mechanical work allowing on time completion of a 24-month engineered refueling overall of OHIO class submarine.

Education

Master of Engineering Management
Old Dominion University

Jul 2011 – May 2013
Norfolk, VA

- Presented capstone on student performance forecasting and attrition mitigation to O-6 audience.

Bachelor of Science in Applied Physics
Carnegie Mellon University

Sep 2001 – May 2005
Pittsburgh, PA

- Lab experience in electronics, robotics, feedback control systems, and physical analysis.

Formal Military Education and Certificates

- ICEAA Professional Cost Estimator/Analyst - July 2018.
- Military Department Head Leadership - Accomplishing missions, leading people, leading change, working with senior leaders, and resource stewardship.
- Supervisors Quality Maintenance - Plan, execute, and document quality maintenance.
- Nuclear Propulsion Program Engineer – Operate, supervise, train, and analyze all mechanical, electrical, and reactor control systems in a submarine nuclear propulsion plant.

Personal

- Elementary Mandarin Chinese.
- Eagle Scout. LCDR Submarine Officer.
- Microsoft Excel, PowerPoint, Project; Adobe Photoshop; Linux; Python; R; Joint Integrated Campaign Model; IWARS; OneSAF; Joint Munitions Effectiveness Manual.

Research

- Analyst, 2019: NDAA Analysis of PNT Studies and Demonstrations. DHS.
- Analyst, 2018-19: Counter-UAS Requirements Analysis. DHS.
- Analyst, 2018-19: Undersea Clandestine Insertion. USSOCOM.
- Lead Analyst, 2018-19: Will to Fight Cases, Modeling, Gaming and Simulation. USA.
- Analyst, 2018-19: FEMA Disaster Cost Estimation Validation. DHS.
- Analyst, 2018: Systems Analysis. USPACOM.
- Analyst, 2017-18: Readiness Impacts for Employed-in-Place Forces. USAF.
- Analyst, 2017-18: Aerospace Homeland Defense. USAF.
- Analyst, 2017-18: Maritime Non-Containerized Cargo Analysis of Alternatives. DHS.
- Lead Analyst, 2017-18: Cyber and Electronic Warfare Campaign Modeling Updates. USA.
- Lead Analyst, 2017: Requirements for Multi-Factor Authentication. DHS.
- Analyst, 2017: Readiness Impacts of Stress on the Force. USAF.
- Analyst, 2017: Assessing and Influencing Will to Fight. USA.

Cleared Publications

- Will to Fight: Defining, modeling, and simulating the will to fight of military units. RAND Corporation, 2017 (with others).