

Andrea Antonini

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ENGINEERING EXECUTIVE

Product R&D • Continuous Process Improvement & Cost Reduction • Lean Methodologies • Value Engineering Programs

Top performer in engineering leadership roles, delivering operational excellence and sustainable performance improvements through innovation, technology, and best-in-class manufacturing methodologies. Partner with business units and manufacturing operations to execute strategic business initiatives; able to translate customer/market needs to product solutions and establish market differentiation through technology, innovation, and patented products/processes.

Dedicated to utilizing all resources, including technology, to streamline processes, improve product quality, and drive revenue growth. Energized by “impossible” challenges. BSME, MBA.

Executive Endorsements: *“I really believe the life blood of a company is new product development, and there is absolutely no doubt... in my mind that you... are developing new and exciting products which will take [the company] to new heights.”*—CEO, Dawson-Kent Industries

“Your dedication to innovation, to productivity, and to quality is exemplified in many of the ‘extra’ things you achieve or the way in which you achieve them.”—VP Engineering, DK Engineered Products

EXPERIENCE AND ACHIEVEMENTS

DK ENGINEERED PRODUCTS, Lynchburg, VA

#1 in its industry in the US; \$600M subsidiary of Dawson-Kent Industries, a Fortune 500 company

Engineering Director for New Business Development, 2005–Present

Chosen to spearhead new business initiative, leveraging existing technologies and capabilities to meet strategic corporate goals of revenue growth and market-share expansion. Senior executive for the initiative. Develop strategic plan and lead an engineering team in implementing new products into production lines, streamlining and simplifying processes for rapid ramp-up, and providing engineering support to the marketing and sales team.

- Outperformed first-year revenue goal—currently on pace to deliver \$7M revenue, 75% above target.
- Jump-started new initiative by personally landing first 2 contracts, generating \$500K seed capital.
- Accelerated product launch through a modular approach that reduces engineering procedures. Brought 40 new products online in one year, 4X–5X more than company average.
- Developed a returnable packaging system for small components; delivered 25% cost savings to the customer.
- Evaluated a \$3.5M tooling acquisition, prepared cost justification, recommended go-ahead, and modified acquired tooling into existing production systems. Delivered \$15MM revenue—more than 3X ROI—in first year.

Director of Research & Development, 2001–2005

In newly created internal consulting/R&D leadership role, led numerous initiatives across all of the company’s business groups to improve manufacturing processes, materials, and results. Managed 2 R&D engineers, 1 group manager, and 15 engineering services staff; consulted to the company’s Metal, Wood, and Plastics product groups.

Analyzed all areas of plant operations and R&D initiatives, identifying product, waste-reduction, and cost-control opportunities. Devised and executed 3-year prioritized action plan to achieve strategic objectives.

- Delivered millions of dollars in cost reductions—e.g., cut 30% from component manufacturing by eliminating non-value added processes.
- Drove innovative product development to generate profitable new revenue:
 - Generated \$15MM first-year sales in a new market via a new line constructed from composite materials.
 - Invigorated stagnant product line, added 12 new products, and increased profitability 30%.
 - Conceived new feature for industrial markets, delivering \$250K incremental annual revenue.

Corporate Director of Engineering and Product Development, 1998–2001

Improved manufacturing performance by implementing Lean methodologies and continuous improvement initiatives.

Directed all engineering projects in 5 U.S. and 2 international plants (Mexico and Canada). Managed \$2.5MM engineering budget, \$10MM capital budget, and 27 engineering and management staff.

Corporate Director of Engineering and Product Development, continued

- Achieved \$2MM annual savings through an aggressive Continuous Cost Improvement Program.
- Implemented 3P (Production Preparation Process) and led numerous Kaizen and 3P events in all plants.
- Conceived and launched a 3-tier talent-development plan: high school mentorship, college co-op, and the elite Engineering/Management Development Program, a 2-year business-wide rotational assignment combined with an intensive MBA-like program (developed complete curriculum).
 - Transformed company image to the point where the EMDP program has a waiting list at top colleges.
 - Achieved 100% success/retention rate in 5+ years; earned President's Award.

Engineering Manager/Model Shop Manager, 1991–1998

Reduced the cycle times of virtually every activity, managing all model work for the company's 3 product divisions as well as all engineering projects in the Metal Group. Supervised 9 staff.

- Identified profitable product innovation; developed prototype and successfully market-tested idea for composite designs that could be produced 30% below cost of existing materials.
- Developed and implemented several new product designs and features, earning numerous patents and helping company to retain its position as a market leader and innovator.

Senior Engineer, Special Projects, 1985–1991

Led numerous initiatives—both cost/process improvements and major capital projects—for all areas of production.

Prepared feasibility studies for new production lines; purchased millions of dollars in tooling and equipment; set up new manufacturing facilities; designed and implemented new processes. Project highlights include:

- Coordinated \$1.75MM renovation of engineering R&D center.
- Saved \$150K through an interplant hardware packaging program (Kanban) to eliminate corrugated boxes.
- Curbed losses from inefficient plant heating, resulting in \$75K cost savings.
- Brought custom production shop online under budget in 90 days. Designed flexible tooling and features to accommodate product variances and volume growth—today shop represents \$5MM incremental revenue.

EARLY CAREER

Manufacturing/Tooling Engineer, KENYON MEDICAL SYSTEMS, 1982–1986: Evaluated and purchased new technology capital equipment; coordinated vendor tooling purchases for new product manufacturing requirements; managed 5 tool room staff. Served as plant Safety Director.

- Led numerous technology, tooling, and production cost-savings and improvement programs.
 - Parts redesign: \$450K savings.
 - New fixture and tool supply control system: \$160K savings, lead time reductions for both standard products (60%) and custom items (70%).
 - Maintenance program for wire termination: \$60K cost reduction.

PROFESSIONAL PROFILE

- Education** **MBA**, Randolph-Macon College, Lynchburg, VA, 1993
BS Mechanical Engineering, University of Virginia, Charlottesville, VA, 1982
Advanced Management Continuous Improvement Program / Toyota Production System, 1999
Shingijutsu Kaizen Training, Japan, 1993, 1998, and 1999
- Patents** Awarded 24 US patents (additional 3 pending) for product innovations; more than 50% of patents converted to revenue-producing products.
- Affiliation** Senior Member, Society of Manufacturing Engineers
- Languages** Fluent speaking and writing Italian; conversational Spanish and French.