

RAMON ALICEA

Senior Program & Transformation Leader

29 Years Delivering Mission-Ready Results at National Scale
Telecom · Government · Defense | AI-Enabled Leader

Agile & Scrum Certified | Honorably Discharged U.S. Navy Veteran

"The leader who transforms complex, national-scale chaos into structured, mission-ready execution."



Telecom & Gov



People Leader



AI-Enabled



Defense & DoD

AT A GLANCE

Who · What Level · What Kind of Leader · What Results



29 Years

Mission-Ready Leadership



\$1.5M

DoD Budget Managed



14

Engineers Directed



9,000+

Active Deployments Tracked

Operational Transformation



Turned 4-day manual analysis into minutes using AI. Increased release throughput 433%. Consolidated 7 locations into 1 NOC.

Client-Level Trust



Written into the BAE Systems contract by name. U.S. Navy requested my rehire across contractors. DARPA accreditation contributor.

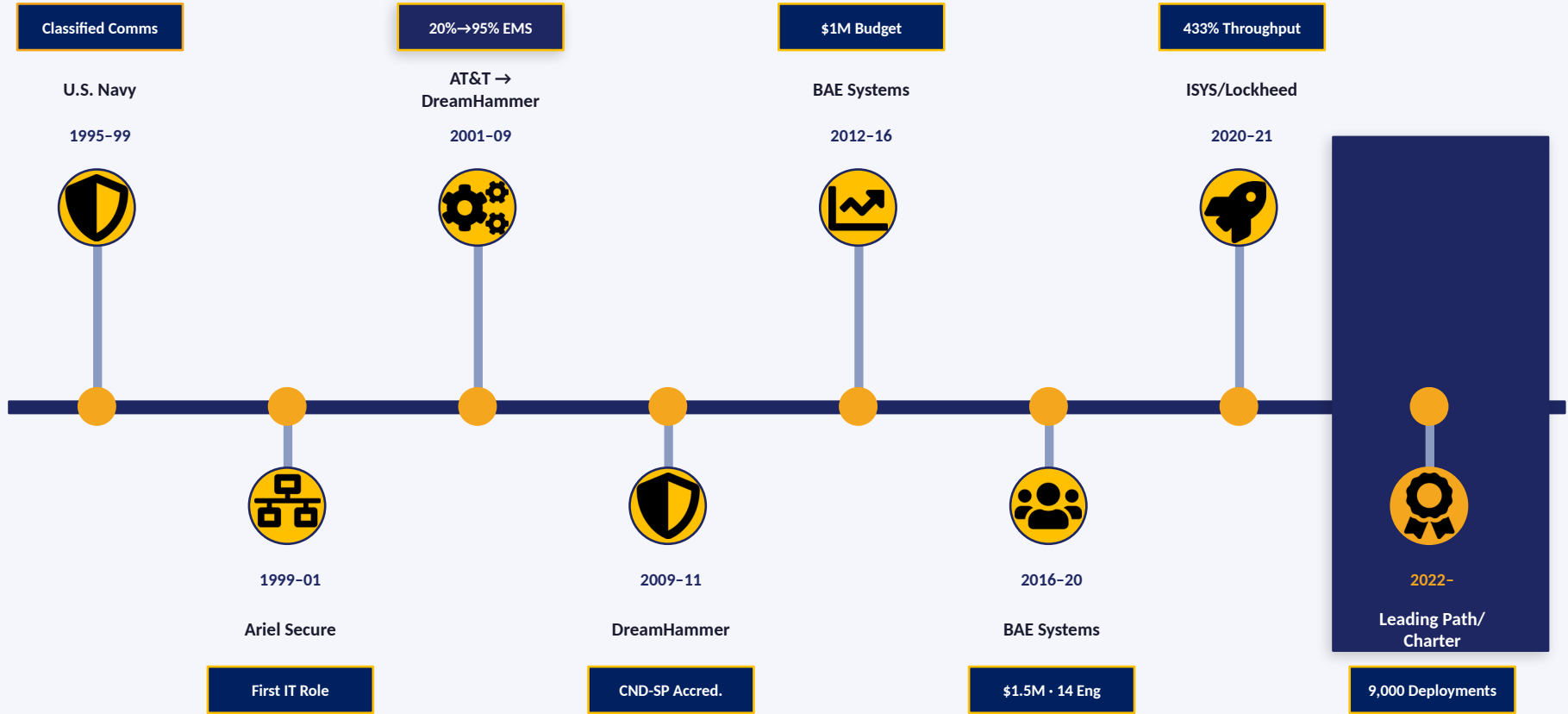
People-First Leader



6 of 13 references specifically cite mentorship. Built teams that outlast any single program. Acting supervisor for a 40+ engineer dept., beyond my direct 14.

Telecommunications · Government · Defense | AI-Enabled Leader | Honorably Discharged U.S. Navy Veteran

CAREER PROGRESSION



EARLY CAREER — EARNING THE ROLE

Ariel Secure Technologies · AT&T · DreamHammer | Las Cruces NM & Cutler ME | 1999–2009

Ariel Secure Technologies | 1999–2001



2-Building Network Expansion

Drove complex acquisition & full network build-out across two facilities — servers, routers, switches, reception.



Procurement System Integration

Connected quoting system to accounting software, accelerating the full sales-to-invoice cycle.



German Air Force — Holloman AFB

Led network wiring during military expansion. First hands-on support for military operations on U.S. soil.

AT&T → DreamHammer | 2001–2009

? When AT&T lost the contract, the U.S. Navy requested DreamHammer hire Ramon by name. The pattern that defines a 29-year career begins here.



NMCI Transition

Executed the Navy's shift to contractor-maintained NMCI — one of the largest IT outsourcing efforts in U.S. gov history.



EMS: 20% → 95% Reliability

Led EMS installation ensuring uninterrupted comms for armed forces pilots.



7 Locations → 1 NOC

Consolidated Command infrastructure from 7 sites into a single Network Operations Center.



Zero-Budget Upgrades

Managed entire Command network with no budget — sourced decommissioned assets nationwide for server room upgrades.

DARPA — GOVERNANCE & ACCREDITATION

DreamHammer, Inc. | Senior Engineer & Business Process Analyst | Arlington, VA | 2009–2011

One of the most advanced research agencies in the U.S. Government — trusted with oversight, governance, and accreditation.

IT Contractor Award Fee Board



Compiled and presented evidence of contractor accomplishments and failures against CLINs — directly influencing Award Fee decisions for the Agency.

Oversight Team → Business Process Team



Drove transformation of the team from IT contractor oversight into a formal Business Process Analyst team — shifting mission from monitoring to improving.

DoD Governance Gap Analysis



Conducted formal DoD governance analysis against Agency operating procedures — identified compliance gaps and delivered structured recommendations.

DARPA CND-SP Level II Accreditation



Delivered the evidence package enabling DARPA to achieve Level II Computer Network Defense-Service Provider accreditation — a rigorous DoD cybersecurity designation.

? Helped one of the U.S. government's most elite agencies achieve a major cybersecurity accreditation.

BAE SYSTEMS — BUILDING & LEADING AT SCALE

IT Program Analyst (2012–2016) · Engineering Technologist II | C4I Lead (2016–2020) | Mt. Laurel, NJ

Phase 1: IT Program Analyst | 2012–2016



Contract Technical Representative Officer

Oversaw unclassified & classified networks NMCI Contracts for AEGIS Technical Representative Command.



Built the Command's First Budget & Dashboard

Created the first NMCI budget, executive funding dashboard, asset tracking system, and future budget forecast — from scratch.



Classified Network Expansion

Led expansion into new facility, growing from controlled to full-access environment.

Phase 2: C4I Engineering Lead | 2016–2020



U.S. Coast Guard AEGIS Program

Project Coordinator · \$1.5M DoD Budget · 16 AEGIS Variants · Reports to Coast Guard Program Office, D.C.



Written into the Coast Guard contract by name — the customer specifically required Ramon for this task order, the client's ultimate endorsement.



ACI Team Restructure + Cybersecurity Team

Unified siloed Network & OS teams into single ACI team. Proactively established a dedicated cybersecurity team ahead of the DoD mandate that later required it.



Acting C4I Dept. Supervisor — 1 Full Year

Stepped up as Acting Supervisor over the full 40+ engineer dept., beyond my direct 14 — no title change, full accountability.

Promoted based on performance · Written into the contract by name · Acted as dept. supervisor for a full year.

LOCKHEED MARTIN — ASSESS, REDESIGN, ACCELERATE

ISYS Technologies | Release Manager & Scrum Master | Colorado Springs, CO | 2020-2021

433%

Release Throughput Increase
3/month → 4/week
+15% On-Time Feature Delivery



Current-State Assessment

Conducted gap analysis before changing anything — strategist first, executor second.



Release Visibility Dashboard

Built dashboard with projected timelines to Test Center and Operations Center.



Release Repository Redesign

Redesigned repository for improved organization, tracking, and auditability at scale.



QA Standardization

Partnered with QA to create approved language, eliminating approval back-and-forth.



VersionOne Implementation

Stood up Network Department's VersionOne Agile PM instance from the ground up.



1 Team → 3 Teams as Scrum Master

Earned expansion to Cybersecurity + 2 Network teams through demonstrated performance.

CHARTER COMMUNICATIONS — CURRENT ROLE

Leading Path Consulting | Program Manager 3 | Denver, CO | 2022–Present

Core & Backbone Operations | Jun 2022 – Jan 2023



CPR Process Optimization

Standardized Business Justification statements. Scaled output to 4–6 CPRs per week.



SAP Access & Team Literacy

Secured SAP access for team. Spearheaded training on Network Design documents.



9,000+ Active OLT Deployments

Tracked & managed across Charter's national network at any given time

Strategic PMO (SPPIO) | Jan 2023 – Present



36 Regional Jira Dashboards

Learned JQL from scratch. Built real-time visibility across Charter's national footprint.



NTODAAANODE Workflow: 7→5 Statuses

Redesigned workflow after a year of observation — reduced complexity, accelerated visibility.



Field Operations SOPs

Created comprehensive SOPs for Field Operations use of the NTODAAANODE Jira project.



4 Days → Minutes

AI-assisted tool eliminated manual shortfall analysis — zero programming background

? Became the team's Jira SME • Learned JQL from scratch • Built national visibility for 9,000 active deployments.

WHAT I DELIVER

Senior leaders are hired for six things. Here is the evidence.



Decision Making

Award Fee Board at DARPA. CPR approvals at Charter. Risk across 16 AEGIS variants. Data-driven, always.



Leadership at Scale

Directed 14 at BAE; acting supervisor for the full 40+ engineer dept. for a year. Grew from 1 to 3 Scrum teams at Lockheed.



Visibility & Reporting

36 Jira dashboards across Charter's national footprint. Weekly/monthly/quarterly reporting. Executive dashboards for U.S. Navy.



Solving Org Problems

Built budgets, systems, and governance from scratch. Consolidated 7 locations to 1 NOC. Unified two workstreams into one national program.



Scaling Operations

9,000 active OLT deployments. AEGIS expanded to Coast Guard. Programs built to outlast any single leader.



Managing Risk

Stood up cybersecurity team before it was mandated. Written into the contract by name. Integrity under pressure across classified DoD programs.

SIGNATURE ACHIEVEMENTS

The numbers that define a 29-year career



433%

Release throughput increase
3/month → 4/week



20%→95%

EMS reliability improvement



7→1

Locations consolidated into NOC



\$1.5M

DoD budget managed annually



9,000+

Active OLT deployments tracked



16

AEGIS variants maintained simultaneously



4D→Min

Shortfall identification via AI tool



36

National regions tracked via Jira
dashboards

433% throughput • 20%→95% reliability • \$1.5M budget • 9,000 deployments • 4 Days→Minutes • 36 national regions — every number earned, none inherited.

WHAT COLLEAGUES SAY

13 References — Telecommunications, Government, and Defense Leaders

“

He was our go-to knowledge base for all questions. He took on the hardest tasks while maintaining his normal workload.

Bianca Costagliola

Cyber Penetration Tester, Owl Cyber Defense

“

Ramon maintained his integrity over pressure from outside sources, putting project goals with a focus on safety first.

Ben Troike

Systems Analyst, Medford Public Schools

“

Keeping people and products organized and productive was the core of Ray's job and he was very proficient in this capacity.

Daniel Botdorf

Systems Engineer, Lockheed Martin

“

I would have followed him to his new job had he not moved. He trains his team for success.

Bret Harrison McCart

Former Colleague, BAE Systems

6 of 13 references specifically mention mentorship — you develop people, not just programs.

WHAT I BRING NEXT

Senior Program Manager | Director of Program Management | Operational Transformation Leader

Mission-Critical Trust



29 years in DoD, Navy, Coast Guard, and national telecom — where failure is not an option.

Governance Architecture



I don't follow process — I build the frameworks that make entire organizations more effective and scalable.

People-First Leadership



Teams grow under my leadership. 13 references. 6 explicit mentorship callouts. Results that outlast the program.

AI-Augmented Problem Solving



Zero programming background. Built an automation tool anyway. I solve problems others accept as the cost of doing business.

"The leader who transforms complex, national-scale chaos into structured, mission-ready execution."