

# Matt Kingham

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For over twenty years, I have been leading and training teams in complex and highly demanding environments, from U. S. Navy nuclear submarine engine rooms to the operation and maintenance of commercial nuclear power plants. My passion is working with people to help them learn, develop, and achieve their maximum potential.

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## *Education*

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**Master of Science (M.S.) in Human Resource Education** • LOUISIANA STATE UNIVERSITY, Baton Rouge, LA, 2018

**Master of Business Administration (MBA)** • LOUISIANA STATE UNIVERSITY IN SHREVEPORT, Shreveport, LA, 2015

**Bachelor of Science (B.S.) in Nuclear Engineering Technology** • THOMAS EDISON STATE UNIVERSITY, Trenton, NJ, 2005

**Doctor of Philosophy (PhD) in Leadership Development** • LOUISIANA STATE UNIVERSITY, Baton Rouge, LA, 2021 (anticipated)

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## *Experience*

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2019-Present: GP STRATEGIES, Columbia, MD

### ***Principal Learning Specialist***

- Led project team to design, develop, and deliver a comprehensive first-line leader development program for new Operations Department supervisors at General Dynamics Electric Boat. During this \$1M, year-long project:
  - Performed client consultation, scoping, and needs analysis to design a 4-week training program consisting of instructor-led training, on-the-job training, team-based learning, and eLearning experiences.
  - Coordinated the efforts of 40 instructional designers, media and content developers, and graphic designers.
- Lead instructional design team in the creation of Electric Boat courses, including non-destructive testing, program management, industrial radiography, and various trades courses.
- Led project team in development of a technical competency management system for AES.
- Provide technical assistance and learning design guidance to development teams.
- Developed revisions to training material and examination study guides for the NRC Generic Fundamentals Exam Series, incorporating 10 years of new examination content.

2012-2018: ENTERGY NUCLEAR, Killona, LA

### ***Superintendent, I&C Maintenance***

- Managed a department of 37 maintenance supervisors, technicians, coordinators, and other administrative personnel responsible for preventative and corrective maintenance on the instrumentation and process controls systems of the Waterford 3 nuclear plant and supporting systems.
- Determined department training needs, contracts support, budget preparation, and oversight for departmental corrective actions, training, and work activities.

### ***Control Room Supervisor***

- As a licensed Senior Reactor Operator, provided direct supervision of control room activities and led team of 12 licensed and non-licensed operators in the routine, off-normal and emergency operations of the nuclear power plant.
- As Shift Technical Advisor, provided advisory technical support to the unit operations shift crew in the areas of thermal hydraulics, reactor engineering, and plant analysis.

***“Matt’s skills in management and leadership of various departments of a nuclear organization are among the best I have seen in 30 years of nuclear experience. He consistently encourages personal professional development while maintaining the highest performance standards for his organization.”***

- Tim Knowles, Head of Human Resources, Urenco USA

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## *Experience (continued)*

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2006-2012: LOUISIANA ENERGY SERVICES, LLC (URENCO), Eunice, NM

### ***Training Manager***

- Managed a department staff of 14 and an annual budget of 2.2 million with the overall responsibility for planning, implementing, and managing the training programs at the National Enrichment Facility.
- Implemented new strategies for training records management and database administration resulting in an annual savings of over 2000 manhours and \$100,000 in resources.
- Expanded the talent pool of the Urenco Training department to include educators from the local community, improving the application of learning theory and practice in the area of adult education.

### ***Senior Technical Training Specialist***

- Developed and implemented safety, technical, and soft skills training courses and materials for technicians, instructors, supervisors, and managers. Courses conducted in the classroom and in the field include DOE based fundamentals training, OSHA safety training, and technical systems training.

2005-2006: RAILPOWER HYBRID TECHNOLOGIES CORP., Erie, PA

### ***Field Service Engineer***

- Provided customer support and post-manufacturing service for PLC operated hybrid locomotives.
- Significantly reduced downtime of units by implementing preventative maintenance strategies and efficiently troubleshooting and correcting system faults.

1997-2005: UNITED STATES NAVY

### ***Submarine Nuclear Reactor Operator***

- Safely and effectively conducted plant operations during normal and casualty response in both routine and combat environments. Roles included Reactor Controls Division Leading Petty Officer, Engineering Watch Supervisor, Electronics Technician Maintenance Supervisor, Electrical Operator, and Navy Nuclear Prototype Instructor.

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## *Licenses and Certifications*

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**Senior Professional in Human Resources (SPHR®)** • HUMAN RESOURCES CERTIFICATION INSTITUTE, 2018-Present

**Senior Reactor Operator Waterford 3 SES** • NUCLEAR REGULATORY COMMISSION, 2014-2018

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## *Skills*

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|----------------------------|---------------------------------|--------------------------|
| • Leadership               | • Performance Evaluation        | • Needs Analysis         |
| • Training and Development | • Technical Product Development | • Competency Mapping     |
| • Operations               | • Instructional Design          | • Workforce Education    |
| • Maintenance              | • Project Management            | • Adult Learning Theory  |
| • Cause Analysis           | • Human Performance             | • Primavera (P6)         |
| • Consulting               | • Human Resource Development    | • Microsoft Office Suite |
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For a more in-depth look at my skills and experience, please visit my website at [mattkingham.com](http://mattkingham.com)