

Stephen R. Cole

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SUMMARY

Proven history of successful management, product development and production. Expertise in applying systems and methods, reducing operating costs, increasing efficiency and improving overall product capability, quality and acceptance.

EXPERIENCE

Lincoln Electric Inc.

San Diego, CA

Managing Director / Vice President

Jan 2016 – Present

Responsibilities:

Provide strategic leadership and manage business operations in the mechanized welding equipment space and the general welding market. Developing and executing business strategies to achieve short and long-term goals. Reporting to the executive team, providing market insights and strategic advice. Developing and implementing business plan to improve cost-efficiency while expanding market scope. Maintained positive and trust-based relations with business partners, shareholders, and authorities. Oversaw the company's business operations, financial performance, investments, and ventures. Ensured company policies and legal guidelines are clearly communicated to all levels of employees. Assessing, managing, and resolving problematic developments and situations. Building and enhancing the company's public profile at events and speaking engagements.

Notable Achievements:

- Increased top line sales by 500%
- Decreased SGA by 36%
- Increased operating profit by 1150%

Lincoln Electric Inc.

San Diego, CA

Engineering Manager

Feb 2011 – Jan 2016

Responsibilities:

Integrated recently acquired business. Executed agile development strategy with a focus on fail fast / fail cheap technique to complete projects on time and within budget all while verifying new ideas and processes. Drove focus on simple intuitive solutions for rapid customer adaptation and integration. Managed multiple teams and technical disciplines while developing talent through career development planning and stretch goals. Utilized Value proposition design to research and develop technologies for the local business unit and the corporation. Worked with the M&A group to evaluate potential companies and technologies. Proposed and managed budgets for projects and the department.

Notable Achievements:

- Developed Next generation portable mechanized welding system (APEX 3 series and HELIX M series welding systems)
- Developed tight nit multi discipline engineering team that lead the corporation in specialty projects and new product development
- Expanded patent portfolio to cover key technologies in all disciplines
- Rationalized and integrated legacy product into the Lincoln Electric standard

Lincoln Electric Inc.

Cleveland, OH

Engineering Group Leader

Jan 2009 – Feb 2011

Responsibilities:

Planned activities and clearly outlined project goals and ensured group members understood was expected of them. Fostered an open creative working environment to improve idea generation and experimentation. Educated and trained new group members as well as support staff on advancements in technology. Provided group sessions as well as one-on-one meetings where individuals would voice development ideas and struggles. Worked with the M&A group to evaluate potential companies and technologies. Ensured health and safety regulations were always obeyed.

Notable Achievements:

- Designed numerous arc processes that solved varying manufacturing requirements
- Standardized weld processes across multiple equipment families

Lincoln Electric Inc.
Lead Software Engineer

Cleveland, OH
Jun 2005 – Jan 2009

Responsibilities:

Created design goals and deadlines for the team to meet project goals. Interviewed stakeholders to define project scope and detailed software specifications. Designed and wrote embedded software code according to desired specifications. Created test specifications and systems to validate performance and reliability. Maintained code control system and access. Trained team on best practices in fixing bugs and optimizing code. Documented final software operation and specifications.

Notable Achievements:

- Designed and Developed first synchronized advanced process submerged arc welding system
- Developed high speed data channels and methods to validate its performance to capture feedback and process control variables
- Developed integrated welding power source for robotic applications
- Invented Modular process capability to make welding power sources plug and play based on attached equipment

Lincoln Electric Inc.
Software Engineer

Cleveland, OH
Jul 2000 – Jun 2005

Responsibilities:

Designed and wrote embedded software code according to desired specifications. Created test specifications and systems to validate performance and reliability. Provided onsite support for system integration and validation. Identified and developed solutions for operational and system inefficiencies.

Notable Achievements:

- Developed User PC tools to validate welding equipment and welding circuit.
- Developed and implemented tools to streamline equipment production programming and final system validation.
- Automated system testing to decrease product release testing from 3 months to 1 week.
- Developed new techniques to find welding equipment on a local network for communication.
- Developed production monitoring tool set to validate equipment utilization across large manufacturing deployments

EDUCATION

Lincoln Electric P&L Leadership Training program, CorpU
Computer Engineering Program, Penn State University

Completed 2017
Graduated 2000

EXPERTISE

Employee Development:

PDS, AIP, OIP,

Utility Patents:

Available upon Request. 22 active

Design Patents:

Available upon Request. 6 active

Networking

CAN Open, Device Net, ArcLink, Ethernet IP

Programming Languages:

C, C++, Java, Assembly, Arduino

Microcontrollers & DSPs

Motorolla 68K, ColdFire; TI C2000, C6000, Arm M3 & M4; Microchip PIC24, dsPIC & PIC32MX; Atmel ATxmega

Supervision of Staff:

Supervised staff of 8-50, annual performance review of direct reports, coaching and training sessions

Computer Skills:

SAP, MS-Office, MS-Project, MS-OneNote, SVN – version control, QUIP, Adobe Creative Suite

NOTABLE PRODUCTS

HELIX M family of portable weld heads
APEX 3 series controller and UIs
Power Wave S & R family of advanced welding power sources
Power Wave AC/DC

REFERENCES

On Request