Victor Hernández-Blake

Regional Director of Operations | Operations Manager | Production Manager

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PROFESSIONAL SUMMARY

Senior operations leader with 15 years running manufacturing and distribution networks. Leads regional operations across five sites with full P&L ownership, building leadership teams, standard work and safety cultures that hold up through growth. Known for turning around underperforming sites without losing good people.

PROFESSIONAL EXPERIENCE

Regional Director of Operations

Jan 2020 — Present

Piedmont Home Products · Charlotte, NC

- Lead operations for two manufacturing plants and three distribution centers with 900 employees and a $140 million operating budget.
- Turned around the lowest-performing plant by replacing the leadership team, introducing daily tiered meetings and fixing maintenance backlogs, bringing it to network-average cost per unit in 18 months.
- Led a $12 million automation project in the main distribution center, delivered on budget and staffed through retraining rather than layoffs.
- Built a site leadership development program; seven of its graduates have since been promoted to operations manager or above.

Operations Manager

Mar 2014 — Dec 2019

Carolina Packaging Group · Greensboro, NC

- Ran a 300-employee corrugated packaging plant, owning safety, quality, delivery and cost results reported to the general manager.
- Introduced Lean standard work and visual management across all departments, improving on-time delivery to key customers.
- Partnered with HR to cut first-year turnover through better onboarding, shift bids and supervisor training.

Production Manager

Jun 2010 — Feb 2014

Blue Ridge Furniture Works · Hickory, NC

- Managed three production departments and 120 employees, scheduling work to meet customer ship dates and inventory targets.
- Led the shop floor rollout of a new ERP system, training supervisors and cleaning bills of materials before go-live.

EDUCATION

MBA — Carolina Piedmont University *2014*

BS, Industrial Engineering — Blue Ridge State University *2010*

SKILLS

Technical: Multi-site operations, P&L ownership, Strategic planning, Lean transformation, Capital projects, Network optimization, Safety leadership, Leadership development, ERP implementation, Labor relations, Customer service levels, Executive reporting

Certifications: ASQ Certified Six Sigma Black Belt · Project Management Professional (PMP)