

JAY O'NEAL



EDUCATION

- UNIVERSITY OF NORTH CAROLINA, Kenan-Flagler Business School** – Chapel Hill, NC May 2019
Master of Business Administration, Full-Time MBA Program
- NORTH CAROLINA STATE UNIVERSITY** – Raleigh, NC May 2011
Bachelor of Science, Aerospace Engineering
-

EXPERIENCE

WASHINGTON STATE CHARTER SCHOOL ASSOCIATION 2023-Present
Finance and Operations Director – Seattle, WA

- Full Financial Oversight for state-wide non-profit, average \$10mm / year in grants and donations, supporting 19 schools in the sector
- Oversee FP&A, Accounting, Budgeting, and Forecasting functions – including advising banking, lending, investment, and cash management for association and supported schools

REPUBLIC SERVICES 2019-2023

General Manager – Seattle, WA

- Full P&L responsibility for \$65mm 3 location business unit in Seattle Area. 8 direct reports & 130 personnel.
- Drove performance at Material Recovery facility, which processes up to 1100 tons of recyclable material per day, accepting material from Seattle, Alaska, Kent, Bellevue, and surrounding municipalities.

General Manager Accelerated Program – California

- Created a heat map to target worn discs at Newby Island's Recyclery while maintenance manager. Reduced spend on replacement discs and tied screen wear to overall recovery.
- Led \$125mm Gardena Hauling business unit in absence of GM. Supported eight municipal waste contracts with 250+ personnel, including an open market territory. Cut missed pickups in half.

TARGET – Raleigh, NC 2016-2017

Executive Team Lead - Logistics

- Overhauled inventory process resulting in targeted stocking volume increase by 1200% weekly, placing #1 in 12-store district in replenishment method eight weeks in a row
- Planned and directed reorganization of store layout and merchandise relocation based on six months of customer feedback, producing 10% increase in average customer experience survey

STARBUCKS COFFEE COMPANY – New York, NY 2014-2016

District Manager

- Directed 11 store teams - 13 salaried managers and 190 hourly employees with annual sales of \$14.9M+ - increasing sales from -8% to +5% comparable sales in three months by focusing on customer feedback, process mapping and improvement in production and staffing
- Awarded the Bravo Award by regional director for district's superior financial performance
- Started a 30-member Veteran Mentor Network – a coalition of employees supporting reserve and veteran military employees across the New York Region, hosting three events in first year with veteran organizations

Partner and Asset Protection Manager

- By-name selected from of peer group of 36 district managers for strategic role
- Investigated internal theft throughout New York City's 370+ company operated stores, completing over 50 investigations, terminating 25+ partners, and recovering lost profits

UNITED STATES MARINE CORPS – Quantico, VA 2006-2014

Aviation Supply Officer

- Achieved 95%+ mission readiness by supervising 45 people in Iwakuni, Japan and organizing delivery of materials in the Asia-Pacific Region

Tank Crewman

- Coordinated four 70-ton M1A1 Abrams Tank and ammunition for operation, maintenance, and firing

INTERESTS & FACTS

- Love to practice golf and enjoy the 4th and 5th mile on a 5-mile run
- Avid Shark Tank watcher