

James George Hayek

Engineering & Operations Leader

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SUMMARY

Dynamic and results-oriented leader with a proven track record in engineering, project management, and process optimization.

Adept at driving innovation, streamlining operations, and fostering team development to deliver measurable results in complex, high-stakes environments. With extensive experience in system design, financial planning, and stakeholder management, I excel at aligning technical expertise with business objectives to unlock organizational growth. Seeking a management or leadership role where strategic thinking, operational excellence, and collaborative leadership can create significant impact.

EXPERIENCE

SENIOR RF DAS ENGINEER C² Systems

February 2015 – Present, US, NJ, Clifton

Project Management and Leadership

- Led the company's efforts in securing two major bids: Grand Central Terminal and MetLife Stadium, driving successful outcomes through strategic planning and execution.
- Managed all aspects of the bidding process, including stakeholder communication, bid preparation, and post-award project initiation.
- Strategic thinking to address challenges proactively.
- Created labs for training teammates and to assist in engineering onboarding.
- Financial planning and budget management of design work to site installation.
- Lead in-building RF system design for various projects, including high-rises, campuses, and other venues.
- Managed customer expectations and provided milestone updates to maintain communication.
- Led bid walks to gather installation requirements, prepared Scope of Work, and oversaw system integration & verification.
- Training of Level I and Level II engineers while fostering teamwork through leading by example.
- Reviewed and approved Level I and Level II projects.
- Testing, documentation, SOWs, BOM, and system-related information.
- Commissioning of RF systems.

Process Optimization and Tools Development

- Developed technical reports, documentation, guides, and proposals.
- Developed a BOM tool to streamline efficiencies in material selection and consulting services.
- Developed a popup-fill Word template to maximize efficiencies in project reporting.
- Developed a MOP for field team new hires, as part of a one-month onboarding process.

Customer Relations and Communication

- Developing and communicating a clear vision by educated customers, setting expectations, and providing milestone updates to allow for informed decisions as well as align team efforts with the broader goal.
- Confirmed system specifications, created Scope of Work, obtained subcontractor pricing, and completed final proposals.

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- Collaborated with major mobile network providers to ensure project requirements were met within time and budget constraints.
- Building and maintaining strong relationships through project follow-ups at interval points during, and after, project completion.

Design and Engineering Expertise

- Proficiently designed RF systems from Corning, JMA, SOLiD, ADRF, and others.
- Conducted RF surveys using SDRs, Spectrum Analyzers and Sweep Testers, collecting crucial RF metrics to guide system selection and power class.
- Analyzed and processed data to identify/visualize RF bottlenecks, applied Six Sigma principles to streamline processes and conducted root cause analysis to improve RF system performance.

EDUCATION

NJIT, NEWARK NJ

- BSEE Controls Major, RF Minor
- 2013-2016

ADDITIONAL INFORMATION

- Served as a lead member of Eta Kappa Nu, the National Electrical and Computer Engineering Honor Society, and contributed to IEEE Student Branch fundraising events.
- Enthusiastic about science, fine art, drawing and painting; I'm also an active gym-goer and enjoy bouldering.