**JAMES M. WADDELL, P.E.**

**PROFESSIONAL EXPERIENCE:**
All civil service positions minimum 40 Hrs per week, highest grade held GS-15 (since September 1989)

1) U.S. Army Corps of Engineers, **South Atlantic Division (SAD)**
**Chief, Military Integration Division and Team Leader**
**Savannah District Support Team**
January 2004 to September 2008

Serve as the Chief, Military Integration Division responsible for the overall management of the Army, Air Force, DOD, Hazardous Toxic Radiological Waste (HTRW) and Interagency and International Support (IIS) Programs. Serve as the top staff authority and consultant on these programs. Responsible for the overall guidance, development, presentation, defense, direction and accomplishment of complex current and long range programs to include development of future investment priorities, budget requests, data in support of Congressional appropriations and allocation and application of appropriated funds. Supervise the SAD Project Management Business Process for the above programs. Maintains liaison with Headquarters directorates, SAD Regional Integration Team, EPA Headquaters and Region IV, and other Army and Air Force Commands, and provides assistance in resolving issues with ACSIM and ASA (IL&E) and assigned district. Provide leadership to a multi-disciplinary work force of 14 personnel, including the Savannah District Support Team. When asked to assume this position due to concerns of SAD's Military Programs, I quickly assessed the situation, redesigned our leadership and management approach focusing on project execution and customer satisfaction, and rebuilt the staff. The result is SAD's improved performance in all the Military and Environmental programs, exceeding all the execution metrics, while placing more MILCON projects and dollar volume than any other MSC in the Corps. On top of all this, provided direction and support to place $70 million in eight months from warning order to turnover for the Ft. Stewart Modularity facilities. I have led several initiatives to improve executive level relationships with EPA Region 4 and Installation Management's South East Regional offices through team building meetings and positioning Corps personnel in these offices. Currently leading efforts on an initiative with EPA that utilizes an innovative "Multi-Vision Integration" technique I developed with small interagency teams to identify mutual opportunities for synergistic federal response

to Brownfields redevelopment, impaired water resources and communities seeking a sustainable future. I also led efforts to provide personnel exchanges between the Corps and EPA Region IV and personnel to support Region IV's Brownfield office via Inter Agency Agreements. I have been a leading force in the implementation of the District Support Team concept. As the leader of the Savannah team, have improved relationships with the district and have led the resolution of technical, policy and programmatic issues for them in the Civil, Military and Environmental programs in coordination the Air Force, Army, EPA, USFWS and State Agencies such an Georgia DEQ. For instance my team has been key to rapid analysis of issues, approval and turnaround of the Brunswick Harbor PCA, Richard B. Russell Mitigation Lands MOA, Savannah Harbor Expansion Study and modeling decisions, and providing Civil Works environmental expertise to resolve a military construction problem at Ft. Benning. I have led a Corps wide initiative to develop and implement a very successful Environmental/Cultural Resource immersion course taught by Native Americans on their lands. Open to all Federal agencies the one of a kind course has attracted participants from EPA, DOE, and FAA among others. I am a member of the Project Management community of practice and in that role developed key input such as the vision for project managers.

2) U.S. Army Corps of Engineers, **South Atlantic Division**
**Chief, Business Management Division**
September 2002 to January 2004

Responsible for and provided overall direction and guidance for near and long-term strategies for establishing and/or sustaining South Atlantic Division's (SAD) Civil Works, Military, Environmental and support to other Federal agencies (EPA, AID, DOE, etc.). South Atlantic Division is a five District, 3500 person organization serving the southeast United States as well as Central and South America; the geographic breadth and range of stakeholders requires strong situational awareness to effectively develop internal and external business strategies and relationships. SAD's Civil Works, Military, and Interagency and International Programs provide a complex tapestry of challenges and opportunities. Accomplishments include: leading the development of innovative approaches to establishing the Project Business Management Process (PMBP) within the South Atlantic Division Headquarters and throughout the districts as well as $P^2$ deployment. A key component of PMBP implementation was leading the senior staff through the design and implementation in May 2003 of the District Support Team concept. This concept was used in the 2012 initiative as well. Established the Corps as a member of the Southeast Natural Resource Leaders Group, a consortium of current and potential stakeholders as well as developing senior level relationships with

EPA Region 4. Led the development, implementation and execution of SAD's strategic plans. Guided SAD's leadership development program to include fostering of team building skills, vision and coaching on important subjects such as sustainability, community identity, product quality, strategy and customer relations. Was responsible for direction or facilitation of the Regional Management Board, the Command Council, the Environmental Operating Principles Implementation Team, and the SAD and USACE RBC 2012 Team. In addition, led all USACE 2012 activities including reviewing and drafting recommendations to the Corporate and Headquarters Design Study as well as staff lead for four Functional Area Assessments (FAA's) assigned to South Atlantic Division. Maintained close relationships with North West Division in order to assist them in maintaining positive tribal relationships through training events and informal consultation meetings with north west tribes.

3) U.S. Army Corps of Engineers, **Walla Walla District**
**Deputy District Engineer for Planning, Programs, Projects**, GS-0340-15
May 1999 to August 2002

Served as the Deputy District Engineer responsible for leading the planning, programming and project management of the District's $130+ million Civil Works program for the Snake River Basin and a staff of 600+ employees (direct management control of over 70). Projects included seven major hydroelectric dams: five with inland navigation, two with flood control, and all with recreation functions. In addition to these project purposes, all the Snake and Columbia River Dams are prototypes in that they operate many of the world's most technically advanced juvenile and adult salmonid bypass systems. Responsibilities included project management over the planning, engineering, construction and operation of a major research, monitoring and evaluation program for fish bypass and transportation systems; the planning, engineering, construction, and operation of minor/major power and navigation component rehabs, upgrades, maintenance and operations (including dredging). I improved the District's execution performance across all civil programs thus exceeding all established metrics for execution. Through a comprehensive campaign to implement the Project Management Business Process, I trained, developed and enabled Project and Functional Managers as well as project teams to exceed execution targets while synergistically solving complex engineering and biological challenges. By laying out a vision for the Project Management Business Process and empowering a special team of managers to develop three levels of Project Management training totaling 60 hours of training that would touch every district employee, I was able to move the District far ahead of current USACE training goals for PMBP. Was responsible for the

congressional, federal and state relationships in the District requiring frequent interactions with members and key staff that led to numerous new authorizations and appropriations for the District. Personally led an executive level redefinition of a broader vision and strategic direction of sustainable development for the district thus enabling greater learning and public service in the area of environmental restoration and providing the foundation for the Environmental Operating Principles. District now has a robust portfolio of completed and ongoing, stream/aquatic ecosystems restoration projects including a precedent setting $66 million, 22-mile Snake River restoration authorized in WRDA 2000. As all of the District projects have extensive Endangered Species Act, Clean Water Act, National Environmental Policy Act, Tribal Trust requirements, consultation or coordination, I established partnerships with numerous federal, state, local agencies as well as communities in order to arrive at better study/project solutions. One example is the $30 million Environmental Impact Statement for the four Lower Snake River dams which required extensive cooperation with EPA, USFWS and NMFS. Another example of my leadership and teaming efforts was the design and implementation of a Native American training course focused on improving the environmental and cultural understanding of Corps team members from a Native American perspective. This training built important and enduring relationships between the Corps of Engineers and regional tribes. I also led the successful reintegration of the Corps programs into the state of Idaho by establishing an outreach and PM forward office in the state capital thus influencing effective, long-term relationships.

4) Headquarters, U. S. Army Corps of Engineers
**Directorate of Military Programs, Environmental Restoration Division**
**Chief, Intergovernmental and Superfund Support Branch**, GS-0810-15
November 1995 to May 1999, minus one-year Executive Development assignment (See Below)
Reference - Ms. Pat Rivers 202-761-0858

Served as the Branch Chief for the Corps Superfund and FUSRAP Programs as well as support to Department of Energy, Federal Aviation Administration, Federal Emergency Management Agency and other Federal and state agencies. Was responsible for the planning, design, management and placement of over $550 million per year of environmental cleanup across the country. The EPA Superfund program is by far the largest reimbursable program in the Corps and has been one of the Corps' most significant outreach efforts. EPA is a demanding customer, who if not satisfied, will have other Federal agencies or contractors do the work for them. In addition to seeking growth opportunities with EPA relative to increasing

the number of Superfund projects the Corps managed, I expanded outreach efforts to include the placement of 20+ Corps team members into EPA positions. These team members were key to cultivating corporate relationships and expanding the Corps service to other agencies. During this same period, the Corps newest environmental activity -- the FUSRAP Program - required leadership, creativity and engineering insight in order to place this complex radiological cleanup on an efficient and cost effective track. Program responsibilities included laying out a vision and strategy for the program such as assessing the skills, staffing, systems, and resource issues surrounding the Corps ability to successful manage HTRW cost reimbursement type contracts. Leading, managing and developing the branch staff to become a high performance learning organization and thus able to achieve higher personal and programmatic achievements was of highest priority to me. Likewise, providing corporate/program leadership through such means as assessing the capability of the 450 Superfund and intergovernmental support team members in Division's and District's and providing guidance and resources to insure maximum customer satisfaction while developing the individual and corporate capability to accomplish future work better, faster and cheaper. Critical to the success of the Superfund and Brownfields programs was building the team commitment and passion for continuing development of partnerships with EPA Headquarters and regional offices that required not only an in-depth understanding of their authorities, business practices and program objectives but also of their culture and styles. Provided leadership and motivation to my team that forged new partnerships with the Directorate of Civil Works in the support of the Brownfields program aimed at rebuilding the nation's abandoned or underutilized urban areas through the integration of Civil Works appropriations and reimbursable customers. Led the team in fielding a key outreach process for the environmental customers as well as a highly effective management process for cost type contracts which resulted in saving the Corps customers well over $80 million. I often led or empowered Corps teams to solve complex engineering, biological or construction problems on projects not meeting the cost, quality of schedule expectations of the customer.

5) U.S. Army Corps of Engineers, **North Atlantic Division**
**Acting Director of Programs (an SES position)**
November 1997 to October 1998
Reference - Lieutenant General Jerry L. Sinn, U.S. Army Headquarters, 703-614-4104

Served as the Acting Director of Programs Management with responsibility for assuring assigned Civil Works, Military, Environmental, and EPA's Superfund progarm, valued at $600 million, were delivered within agreed-to costs, schedule and quality. Integrated and reconciled processes within our planning, engineering, construction, operations and real estate elements to insure high quality and lowest reasonable cost; Contracting Division and Office of Counsel to assure adherence to Department of Army commitments made to Congress, installations, local sponsors, local governments and other agencies. Led the overall mission of the Division in oversight of the planning, design, construction, and real estate programs that included Civil Works operations of a diverse range of projects that included navigation locks, dams, powerhouses, canals, storm damage protection, bridges, levees, recreational facilities, as well as the design and construction of Army and Air Force medical facilities, housing, barracks, training facilities, utilities, environmental clean-up and restoration, and research and development facilities. I often independently negotiated with senior MACOM staff or commanders and the Director of the Army budget to secure additional funds for MILCON and O&M projects. Likewise performed a similar function related to Civil Works projects and members and their staffs and committees of Congress as well a negotiating strategic direction and conflict resolution among Port Authorities. My oversight also included division leadership of the Corps largest Superfund and FUSRAP cleanup programs, which often included resolution of complex engineering or construction problems. Directly supervised 20 - 30 positions through grade GS-15 in the division headquarters. Developed a highly effective outreach process and business management office designed to empower employees to effectively seek opportunities to support our customers and stakeholders. This outreach activity was extended to European Command upon the integration of European District into North Atlantic Division with excellent results in the former Eastern Bloc States. Another key accomplishment was leading the transition of European District into the NAD structure with no disruption of customer service while optimizing the relationship between the CENAD Two Star Commander and CINCEUR.

6) National Science and Technology Council (Detail to)
**Joint Subcommittee for Environmental Technologies, JSET**
**Executive Director**, GS-0810-15
November 1993 to November 1995
Reference - Dr. Joseph Bordogna PE,
Deputy Director, The National Science Foundation, 703-292-8001

Served as the Executive Director of the JSET reporting to the Assistant Director for Engineering, National Science Foundation, the Assistant Secretary of Energy for Renewable Energy, and the Deputy Assistant Secretary for Technology Development (Environmental Cleanup) at DOE. As the principal integrator, team facilitator and resolver of conflicts, I developed a team framework and led a diverse group of senior managers and executives from 14 Federal agencies. Together we developed: the Federal research and development strategy for environmental technologies valued at approximately $3 billion annually; the FY 1996 and 1997 budget guidance for environmental technologies; the research and development sections of the White House Technology for a Sustainable Future Frame Work for Action and the National Environmental Technology Strategy. To facilitate the success and learning of this team, I developed the first database for executive decision-making in the Federal government that incorporated and linked national goals with all Federal environmental research and development programs valued at $8 billion. These activities required a broad knowledge of technologies and an ability to judge the relative importance and relationship of technologies based on discussions with many technical experts. Initiated, organized or led various high level government and private sector forums and teams on environmental technologies, e.g., the Civil Engineering Research Foundation. Also provided numerous quick reaction position papers to the White House and agency leaders on a broad range of science and engineering concerns regarding the environment and sustainable development. Established a liaison team between the Corps and the Department of Energy, Environmental Management, Office of Technology to further the rapid deployment of environmental technologies to the benefit of DOE and DOD hazardous waste cleanup programs. My qualifications as a Professional Engineer often required that I assess the engineering or constructability of numerous technologies used in the cleanup of hazardous and radiological sites.

7) Headquarters, U.S. Army Corps of Engineers,
**Chief, Office of Strategic Initiatives**,
GS-0810-14 from Aug. 88 to Sept. 89
GS-0810-15 from Sept. 89 to Oct. 93 (with two details, see below)
Reference - LTG (Ret.) Henry J Hatch, PE, 703-476-8895

Served as the Chief, Office of Strategic Initiatives and the senior strategic analyst/planner working for the Chief and Deputy Chief of Engineers and the Associate Chief of Engineers for Strategic Studies. Facilitated a senior executive/general officer team that developed a strategic issues management process for the Corps as well as helped develop the Corps first strategic direction documents. Through this process, analyzed and synthesized social, technical,

economic, ecological, and political trends, and identified challenges facing the Nation that the Corps of Engineers could address. Supported senior civilian and military leaders in preparing strategic proposals for the Chief of Engineers on how the Corps could respond to the most critical challenges. Areas of significant issue development were; Environment, Infrastructure, Magnetically Levitated Transportation, Environment as a National Security issue, Environmentally Sustainable Development (US. and abroad), Technology Transfer to improve the U.S. Technology Base, Program/Project Management (PPM), and National Space challenges. Major actions at this time were: an assessment of current PPM practices of the Corps of Engineers, private industry, and other Federal agencies in order to develop optimized structures and systems for PPM; helping in the conceptualization, development and placement of environmental and sustainable development doctrine into the National Security Strategy, DOD and Army Manuals, US Navy's Global War Games Scenarios as well the environmental principals of organizations such as the American Society of Civil Engineers, the World Federation of Engineering Organizations, the Civil Engineering Research Foundation and CH2MHill; and development of an automated decision support system for development, integration and management of various multi agency programs such as the US. Global Change Research Program and the US. Southern and European Commands' Nation Assistance activities.

a) Executive Office of the President (Detail to)
**Office of Science and Technology Policy (OSTP)**
**Senior Policy Analyst for the Environment**, GS-0810-15
November 91 to March 92

Served as the Senior Policy Analyst on Environment. Provided analytical staff support to the President's Science Advisor on a host of environmental issues. Issues included global change research, Antarctica, high-seas fisheries, forests, wetlands, atmospheric research, Earth Observing System, sustainable development, environmental technologies, and national security. Worked with and gave guidance to executives and political appointees at numerous Federal agencies through the Federal Coordinating Council for Science and Engineering Technology. Key accomplishments were articulating the relevance of environment as a national security issue, developing the concept for a Federal coordinating body for environmental technologies, bringing an integrated/interdisciplinary perspective to several Agenda 21 issues related to the UN Conference on Environment and Development, and developing information management systems for the Environmental Section of OSTP.

b) Committee on Earth and Environmental Sciences (Detail to)
**Executive Staff, Working Group on Global Change** (WGGC),
GS-0810-15 September 90 to February 91

Detail to the Committee on Earth and Environmental Sciences of the Federal Coordinating Council for Science and Engineering Technology. Provided strategic management concepts for the day-to-day business practices of the WGGC and the longer range US Global Change Research Program and objectives. At that time the WGGC was responsible for the development, coordination and integration of one billion dollars worth of research projects scattered across nine Federal agencies. Key accomplishments: Researched the scientific content of US. Global Change Research; the agencies' approaches to accomplishing this research and the CEES/WGGC interagency agreements. Resolved research conflicts and priorities between senior agency scientists. Led an interagency executive team of scientist that developed a concept for an integrated collaborative vision-to-project decision support system for this research. This automated system facilitates the development and management of multi-agency programs in both a strategic and near term context.

8) Headquarters, U.S. Army Corps of Engineers,
**Strategic Initiatives Branch**, GS-0810-14
March 1987 to July 1988
Reference - John Rushing, former Corps SES & Vice President, HDR Engineering, 678-420-5431

Served as the Corps first full time strategic analyst/planner for the Director of Civil Works and later, the Chief of Engineers. Duties same as above (paragraph 5). Key accomplishments; Designed and orchestrated a values program for the entire Corps of Engineers; led teams to design and orchestrate a process leading to the identification and analysis of 17 Engineering Challenges facing the Nation; reassessed the organizational strategy for providing strategic planning support to the Chief of Engineers leading to the establishment of the Office of Strategic Initiatives; directed the Corps effort in support of an Army Science Board study of water supply on Army installations; orchestrated and managed the Chief of Engineers transition activities including the identification of 200+ engineering, programmatic, resource and leadership issues and their synthesis into possible strategic directions for the new Chief. Conducted the Corps first visioning exercise and facilitated executive leader input and the Chief's work on the Corps first vision.

9) U.S. Army Corps of Engineers, **European Division**
**Kaiserslautern Area Engineer Office**, GS-0810-13
October 1984 to February 1987

Served as Chief of the Resident Engineer Section. Responsible for direction, staffing and training of 18 engineers engaged as project engineers for the construction of Air Force, Army and NATO facilities. Typical $100 million program consisted of medical, maintenance, logistics, housing, road, utility etc., types of projects. Responsibilities included construction project management, design review, preparing and negotiating modifications, invoicing, construction quality assurance, scheduling and acting as the Area or Deputy Area Engineer in their absence. Professional contacts and negotiations were with officials of the German Government, the Air Force, Army, NATO, and construction firms. Developed a strategic plan for the area office designed to improve the team's service to customers through empowerment, team communications, and strategic thinking. Served as a test life cycle project manager on a $40 million Combat Targeting system. In this capacity, reviewed and modified engineering and design documents, independently developed cost estimates, schedules and a zero defect quality management system required to prevent the planting of listening devices into the structure during construction. Detailed to Turkey for six weeks as the Area Engineer for all Army and Air Force Construction activities in Turkey.

10) Headquarters, **21st Support Command, U.S. Army Europe**
**Initially Program Manager** (see below) then appointed Branch Chief,
October 1981
GS-0801-12, Apr. 81 to Nov. 82
GS-0801-13, Nov. 82 to Sept. 84

Served as Chief of Construction Programs Branch from October 1981 to September 1984. Twelve-person branch was responsible for NATO new construction, Repair and Maintenance projects (RPMA), Troop Construction, Energy Conservation, Army Military Construction, OSHA, and Combat Training Areas on military installations in Belgium, England, Netherlands, Luxembourg and western and northern Germany (21st SUPCOM area of responsibility). NATO responsibilities involved management and development of design directives and engineering concepts, coordinating designs with the host nations and AE's, presenting justifying logistical and engineering criteria and designs to NATO international staff for funding support. RPMA program management responsibilities were the initiation, development, implementation, and management of an innovative automated,

command level prioritization program used to manage the annual execution of $40-50 million of RPMA projects in the 21st Support Command. Assessed existing and then developed streamlined procurement procedures with several Army and Air Force procurement offices in order to allow obligating up to half the program in the last two weeks of the fiscal year and also to standardize contract specifications. Served as acting Chief of Engineer Plans and Services Division for 15 weeks.

Served as the Program Manager (initially and while Branch Chief, total duration 18 months) for the POMCUS (propositioned combat equipment configured in division size sets) Construction Program (NATO) in Germany, Belgium and the Netherlands. I was the primary proponent for the US Army with the task of synthesizing user requirements with sound engineering to develop state of the art logistic installations (6 sites, 200 facilities) from the ground up. Promoted for my accomplishments in building fast paced consensus and decisions for designs, costs and schedules among senior NATO/SHAPE/AFCENT staff of various nationalities. Entire process was fast track and in the case of the four Dutch sites, concept design to turnover of facilities was in 18 months. Programmed conjunctive funding (from more than one appropriation) in order to meet the broadest range of customer needs. Monitored construction progress to ensure facilities met or exceeded the designs and needed modifications enhanced functionality and maintainability of the facilities at the lowest reasonable cost.

11) U.S. Army Corps of Engineers, **Charleston District**
July 1975 to March 1981, GS-0810-5 through GS-0810-12

Served as project engineer for flood control and marine construction projects (jetties, dredging, beach nourishment, wetlands protection, etc.). Responsible for contract management , construction supervision and engineering during construction. Managed quality and cost under difficult marine conditions. Also prepared the designs, cost estimates and negotiated construction/contract changes. Of note is the fishing walkway on Murrells Inlet jetty in which I used an innovative asphalt procedure that reduced the costs by 40% thus making the walkway financially feasible. Spent 21 months in the District's trainee program gaining experience in all the functions of a Corps of Engineer District. While in Engineering division I discovered that the District was incorrectly applying slope stability equations that led to redesigning most embankments of the Cooper River Re-diversion project thus saving millions in real estate costs.

**EDUCATION:**

- **College of Charleston**, Historical and Marine Geology, 1977
- **The Citadel**, Charleston South Carolina, Bachelor of Sciences, Civil Engineering, 1975
- **Chamblee High School,** Chamblee Georgia, Graduated 1971

**MILITARY EXPERIENCE:**

Served six years in the South Carolina Army National Guard. Assignments were: Detachment Commander of an Amphibious Water Craft Unit that provided over the shore logistics support for the Army and Navy; Platoon Leader for an Engineer Utility/Construction Detachment; and a Company Commander for a Signal Company. All of these positions required extensive leadership and managerial skills under extreme conditions. Responsibilities included developing long and short range training plans, supply and maintenance management and coordination with State, Local and Federal agencies. Branch qualified Engineer and Signal.

**SERVICE TO THE COMMUNITY:**

- Rotarian
- Former Board member and Secretary of the Anacostia Watershed Society providing environmental engineering services to the society and the communities located in the watershed in order to address environmental justice issues and to improve the quality of life for the multi-ethnic communities of the watershed
- Former volunteer consultant to the Touch the Earth Foundation and to the World Engineering Partnership for Sustainable Development
- Federal Executive Board volunteer
- Kingsly Elementary Charter School volunteer
- Cub Scout volunteer

**SPECIAL SKILLS:**

- Professional Engineer registration, South Carolina, current
- Computer based Decision Support Systems

- Secret or Top Secret Security Clearance held from 1975 till 2006
- Leading visioning and strategic planning efforts
- Teaching personal, organizational and community visioning to emerging leaders.

**AWARDS AND RECOGNITION:**

- ASA (CW) Certificate in Recognition for Native American Partnership Building
- 45+ letters/notes of appreciation ranging from the White House, to customers, to Area Engineers
- Seven Quality Step Increases
- Nine Special Act Awards
- Ten Merit Pay Cash Awards for Exceptional Performance (all but two performance appraisal for the past 28 years have been exceptional except for 3 presumptive ratings due to promotions)
- EPA plaque for Leadership of Superfund Programs
- Atlanta Federal Executive Board Award for Outstanding Achievement in Diversity
- Commanders Award for Civilian Service
- Two Meritorious Civilian Service Awards
- Eagle Scout

| **TRAINING** | DATES |
|---|---|
| • Engineer Officers Basic Course | 02/76 - 05/76 |
| • COE-Emergency Operations | 11/77 - 11/77 |
| • COE-Construction Contract Negotiating | 09/78- 09/78 |
| • COE-Construction Quality Management | 10/79 - 10/79 |
| • COE-Deep Sea Diving Safety | 10/80 - 11/80 |
| • AMETA-Project Planning & Control | 03/82 - 04/82 |
| • DEH Management | 10/83- 10/83 |
| • Various Management & Executive Development | |
| • Seminars and forums | 08 81 - Present |
| • COE-Advanced Construction Management | 02/85 - 02/85 |
| • COE-Network Analysis | 01/86 - 01/86 |
| • COE-Contracting Officer Representative | 02/86 - 02/86 |
| • COE-AE Contracting & Negotiations/MILCON PM | 11/86 - 11/86 |
| • Selection Research Institute (SRI), Executive Leadership | |
| • Evaluation/training | 03/89 - 03/89 |
| • Covey Leadership Training | 04/92 - 04/92 |
| • Various forums and seminars on environmental | |
| • technologies | 06/93 - Present |
| • EPA Hazardous Waste Safety Course | 05/95 - 05/95 |

- Covey Personal Management Training 12/96 - 12/96
- COE-Ecological Resources: Identification,
- Analysis and Evaluation 05/97 - 05/97
- COE-Ecological Restoration 06/97 - 06/97
- OPM Executive Managers Seminar 07/98 - 07/98
  Completed all requirements of the Corps Executive
  Development Program 11/96 - 11/98
- COE Riparian Restoration 05/00 - 05/00
- ASCE-Bioengineering Systems for Stream Restoration 09/00 - 09/00
- COE Hydraulics and Hydrology of Stream Restoration 05/01 - 05/01
- ASCE-Movement and Fate of Contaminants in
- Water and Soil 05/02 - 05/02
- Native American Environmental and Cultural Resources
- Training 04/02
- Gallup, Demands of Leadership Course for Executives 07/02
- Co-instructor for Native American Environmental
- And Cultural Resources Training 09/02 & 10/03
- Numerous P2 and PMBP courses 2004

James M. Waddell, PE
Chief, Military Integration Division & Lead Savannah Support Team
South Atlantic Division
US Army Corps of Engineers