

Christian Heslep

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SENIOR TECHNICAL PROGRAM MANAGER

High standards, low ego. I care about doing great work, building real relationships, and keeping a team that people actually want to be on.

SUMMARY

Senior program manager with 9+ years running complex, high-reliability programs across operations, logistics, hardware, and systems integration. I build cross-functional teams that hit hard targets on schedule, cost, and performance, and I keep the work collaborative and high-craft while we do it. PMP-certified and a Lean Six Sigma Black Belt, with a steady, low-ego style: I develop the managers under me, earn trust across engineering, operations, and contractor partners, and hold a high bar without burning people out. On programs of 350-plus people, I have delivered 100 percent milestone compliance. Now transitioning out of the U.S. Navy with an active DoD Secret clearance.

CORE COMPETENCIES

Cross-Functional Program Leadership

Integrated Master Scheduling

Stakeholder Alignment & Governance

Operations & Logistics

Risk Mitigation & Escalation

Team Development & Mentorship

Hardware & Systems Integration

KPI Dashboards & Executive Reporting

Lean Six Sigma Process Design

EXPERIENCE

Senior Program Manager / Training Systems Modernization

Jun 2023 – Present

U.S. Navy, San Diego, CA

- Own end-to-end execution for advanced anti-submarine warfare training systems at a formal training command, turning operational demand into readiness plans covering 7,880 instruction hours, 27 delivery iterations, and 219 qualified operators placed into fleet assignments.
- Built the KPI dashboards and executive reporting leadership relies on to track throughput, quality, workforce health, and readiness targets; held a 93.5 percent average outcome while briefing senior leaders on risks, trade-offs, and corrective action.
- Led a 10-person team, including 3 subordinate project managers, in consolidating 150-plus legacy modules into a single digital platform. Delivery time dropped 35 percent and assessment outcomes improved 40 percent, supported by repeatable process design and a benefits plan tied to readiness goals.

Technical Program Manager / Ship Modernization & Repair

Dec 2022 – May 2023

U.S. Navy, San Diego, CA

- Directed a multi-project modernization effort in a classified environment, owning the integrated master schedule and acting as the main bridge between military leadership and 25 civilian contractor organizations.
- Ran integrated repair execution across 25 internal teams and contractor partners with zero contractor downtime and a 15 percent cut in repair timelines, finishing at 100 percent milestone compliance.
- Coordinated a 350-plus person task force and handled the transfer and accountability of classified technical publications with zero discrepancies, using clear governance and escalation paths to keep risk visible and moving toward resolution.
- Stood up a lifecycle repair framework so the same coordination would hold for future maintenance cycles, not just the overhaul in front of us.

Technical Program Manager / Combat Systems Integration & Readiness

Nov 2021 – Nov 2022

U.S. Navy, San Diego, CA

- Led the integration, validation, and sustainment of 20 combat systems across the platform, directing 250-plus personnel and 20 subordinate project managers to bring every system to full operational readiness.
- Planned and executed 77 assessment events over 263 inspection hours, earning 87 percent in Air Warfare and 85 percent in Anti-Submarine Warfare with 100 percent milestone completion and no schedule slips.
- Set up the readiness tracking and leadership review process that gave command real-time visibility into system status and deficiency resolution, then built the sustainment plan to hold those gains after certification.

Program Manager / Training & Workforce Development

Mar 2021 – Oct 2021

U.S. Navy, Yokosuka, Japan

- Turned decentralized training into a structured, measurable system for 350-plus personnel, starting with a competency assessment that showed leadership where to invest and which skill gaps to close first.
- Implemented centralized scheduling and a workforce-development framework with clear progression pathways, cutting scheduling conflicts 25 percent and lifting evaluation scores 27 percent through a high-tempo operational period.
- Established the milestone tracking and reporting that kept training progress aligned with the command's readiness goals.

Program Manager / Weapons Safety & Compliance

Mar 2020 – Feb 2021

U.S. Navy, Yokosuka, Japan

- Built and ran a certification, audit, and governance program for 56 personnel and 6 subordinate project managers on complex weapons systems, restoring full weapons-handling capability.
- Standardized safety procedures and SOPs and put certification tracking and compliance monitoring in place, reaching zero-deficiency compliance and a 100 percent certification rate across mishap-free operations.
- Worked directly with command leadership to define certification and compliance requirements, then closed the gaps that were holding back readiness.

Project Manager / Systems Integration & Operations

Nov 2017 – Mar 2020

U.S. Navy, Yokosuka, Japan

- Led 11 technicians through 623 hours of corrective and preventive maintenance on mission-critical systems, closing 83 high-priority deficiencies with root-cause analysis, cutting backlog 50 percent, and raising uptime 35 percent with Lean Six Sigma.
- Coordinated integration and testing across multiple work centers during a major overhaul, keeping deficiency resolution and system checks on schedule for a clean operational return.
- Ran the shipboard safety effort alongside the overhaul (19 personnel, 2 subordinate leads), standing up the hazard-identification, inspection, and certification processes that returned the ship to operational status with no safety incidents.

—CREDENTIALS, EDUCATION & CLEARANCE

Certifications: Project Management Professional (PMP), PMI · Lean Six Sigma Black Belt (LSSBB), CSSC · Program Management Professional (PgMP), PMI candidate

Clearance: Active DoD Secret Clearance

Education: A.S. Engineering, San Diego Mesa College, in progress (expected Spring 2028)

Tools: Microsoft Project · Excel · Jira