

# DAVID R. HUGHES

## SUMMARY

- Career US Air Force Officer, Aviator, Leader, Manager, Problem-solver, Combat Veteran
- 2,700+ hours MQ-9 / Predator B UAS (Unmanned Aerial System) Pilot – MCE IP / LRE PIC
- 2,900+ hours KC-135 Instructor Pilot, C-21 Evaluator Pilot, T-6, T-1, T-37, T-3
- US Government Security Clearance: Top Secret / SCI (SSBI), Updated 2014
- Experience with US Government Special Access Programs (SAP)
- FAA certified Commercial Pilot: Airplane Single Engine Land; Airplane Multi-Engine Land
  - Ratings: B-707; B-720; BE-400; MU-300; LR-JET

## KEY SKILLS

- Project Management
- Leadership
- Training
- Supervision
- Personnel Organization
- Operations
- Evaluation
- Requirements Development
- Acquisition
- Process Improvement
- Compliance
- Risk Management

## EXPERIENCE

### **Predator B Instructor Pilot (MCE & LRE)**

January 2015 – Present

*General Atomics – Aeronautical Systems Incorporated, Grand Forks, ND*

- Conduct classroom, flight simulator, and flight instruction for initial and refresher operator courses
- Fly operational missions in support of Air and Marine Operations, US Customs & Border Protection

### **MQ-9 Pilot / Mission Commander / Asst Chief of Inspections**

May 2011 – December 2014

*22<sup>nd</sup> Reconnaissance Squadron, Creech Air Force Base, NV*

- Flew 500+ combat-support sorties, providing real-time full-motion video and kinetic strike capability in support of US National Security Objectives – terrorist networks degraded
- Supervised 128 hours of flight operations; directed 1,000+ hours of full-motion video capture
- Coordinated 32 strike training scenarios with HQ – contributed to unit's 94% hit rate
- Served vital liaison position; orchestrated two complex air strikes; two high-value targets destroyed
- Mentored seven departments in self-inspection program – achieved 100% compliance

### **Senior Air Mobility Analyst**

January 2011 – May 2011

*Directorate of Analysis, Assessments, and Lessons Learned*

*Headquarters Air Mobility Command, Scott Air Force Base, IL*

- Studied replacement of helicopters with fixed-wing aircraft for airlift support in Afghanistan to maximize efficiency – results briefed to 4-star general in charge

### **Command Test & Evaluation Manager**

June 2007 – January 2011

*Directorate of Test and Evaluation*

*Headquarters Air Mobility Command, Scott Air Force Base, IL*

Orchestrated resources for operational test & evaluation of \$34B modernization upgrade programs to KC-X, KC-135, KC-10, VIP airlift fleet, and Aeromedical Evacuation systems. Developed test orders, test plans, and staff reports to inform senior leadership on acquisition milestone decisions.

- Identified shortfalls and training requirements during KC-X System Requirement Document review; Request for Proposal fined-tuned prior to release
- Contributed to KC-10 CNS/ATM Integrated Test Team charter and Test & Evaluation Master Plan

- creation / review – vital input to program office
- Increased critical-care patient capability of KC-135 by 300% -- injured reach treatment sooner
- Reviewed previous KC-135 test efforts – saved \$169K by averting duplicate test
- Led 3-member detainee release panel in Iraq; reviewed criminal files, interviewed 1,800+ detainees, made release recommendations to 2-star general in charge

**C-21 Pilot / C-21 Maintenance Flight Commander**  
*458<sup>th</sup> Airlift Squadron / 375<sup>th</sup> Operations Support Squadron*  
*Scott Air Force Base, IL*

April 2006 – June 2007

Led 13 personnel providing C-21 contract maintenance, aerospace ground and survival equipment, transient alert and quality assurance for 11 C-21 aircraft, 289 C-130 evacuation missions, and 2,000+ transient aircraft annually.

- Revived floundering ground equipment painting program; obtained specialized equipment / manpower support – saved unit \$150K
- Led departure timeliness study -- pinpointed delays; created improvement plan; cut ground time 30%
- Flew 100+ sorties transporting Congressional / Military VIPs throughout the US

**Combined Headquarters Air Planner**  
*C3 Air, Headquarters Multi-National Corps – Iraq*  
*Camp Victory, Baghdad, Iraq*

December 2005 – April 2006

**Chief, Scott Command Post**  
*375<sup>th</sup> Airlift Wing, Scott Air Force Base, IL*

December 2004 – December 2005

Led staff of 18 personnel providing continuous global mobility mission monitoring, operational reporting to higher headquarters, National Command Authority Emergency Action Procedures, and readiness status reporting to Chairman, Joint Chiefs of Staff. Executed \$62,000 annual budget, trained, certified, and evaluated personnel competencies, and participated in daily operations briefing with wing commander.

- Executed self-inspection in preparation for HQ review; identified 72 problem areas; formulated, implemented comprehensive get-well plan, delegating to departments with regular milestone reviews; by end of tenure organization was recovering well
- Administered unit climate assessment to characterize morale and forge a positive course; clarified mission, set direction, delegated authority, empowered people
- Oversaw major facility renovation, including design, budget, purchase and execution
- Energized recognition program – got five members selected as monthly “Showcase Warriors” across the wing in twelve month period

**Assistant Director of Operations /**  
**Chief of Standardization and Evaluation /**  
**C-21 Evaluator Pilot**

April 2002 – December 2004

*311<sup>th</sup> Airlift Flight, Offutt Air Force Base, NE*

Assisted in supervising 3,800 flying-hour program and assets exceeding \$19M. Maintained standards for 22 pilots, eight support personnel, ten contract maintenance personnel, and six C-21 aircraft. Instructed and evaluated crew members on all preparation and procedures for worldwide contingencies.

- Achieved 95% mission capability and 98% home-station reliability
- Devised recovery plan for plane stranded in Costa Rica; overcame challenges and minimized down time
- Revised unit's theater indoctrination books; headquarters review benchmark
- Expertly managed electrical fire/smoke emergency; #1 of 35 aircrews for quarter; unit aircrew of the year

**Chief, SLOP Plans / Assistant Flight Commander /  
Chief, Mobility / KC-135 Instructor Pilot**

January 1998 – April 2002

*319<sup>th</sup> Air Refueling Wing, Grand Forks Air Force Base, ND*

Planned, coordinated, and instructed employment training for 300+ aircrew members. Oversaw construction and validation of Combat Mission Folders. Supervised air and ground activities of 24 combat-ready crew members.

- Coordinated efforts of 14-person staff and nine crews to execute 66 combat-support missions, offloading 4.1M lbs of fuel to 528 US and coalition aircraft
- First flight as Instructor averted disaster from fire by quickly ordering emergency ground egress
- Flew 38 combat and 50 combat-support missions in Iraq, Turkey, and Serbia

**Student Pilot**

*Altus Air Force Base, OK*

September 1997 – January 1998

*Vance Air Force Base, OK*

August 1996 – September 1997

**Space Mission Analyst**

March 1993 – August 1996

*Directorate of Developmental Planning*

*Headquarters Space and Missile Systems Center*

*Los Angeles Air Force Base, CA*

**EDUCATION**

- Graduate work (no degree) National Security Studies, American Military University, 2008
- M.S. (a.b.t.) Aerospace Engineering, California State University, Long Beach, 1996
- B.S. Aerospace Engineering, California State University, San Diego, 1992
- Air Command and Staff College (by correspondence), Air University, 2006
- Squadron Officers School, Air University, Maxwell Air Force Base, AL, 2000

**CERTIFICATIONS**

- US Air Force Acquisition Professional Development Program (APDP) Certified:
  - Level 1 – Program Management
  - Level 1 – Systems Planning, Research, Development, and Engineering

**RECOGNITION**

- Distinguished Graduate, KC-135 Initial Qualification Course, Altus Air Force Base, OK
- Field Grade Officer of the Year, 311<sup>th</sup> Airlift Flight, Offutt Air Force Base, NE
- HQ Air Mobility Command ASEV Outstanding Performer
- Academic Achievement Award and Outstanding Teamwork Award, AMC C2 Course
- Aircrew of the Year, 311<sup>th</sup> Airlift Flight, Offutt Air Force Base, NE
- Aircrew of the Quarter, 458<sup>th</sup> Airlift Squadron, Scott Air Force Base, IL
- Aircrew of the Quarter (three times), 311<sup>th</sup> Airlift Flight, Offutt Air Force Base, NE
- Company Grade Officer of the Quarter (twice), 912<sup>th</sup> ARS, Grand Forks Air Force Base, ND