

Charles F. Reynolds IV

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Laconia, NH 03246

Veteran Preference Points: 10 (100% service-connected)

Proven leader with extensive experience in operational excellence, security management, and organizational leadership.

Expertise in strategic planning, logistics coordination, and compliance with operational protocols. Currently pursuing master's degree in organizational leadership. Skilled in directing and supervising diverse teams in high-pressure environments. Ability to attract top-tier candidates, devise HR strategies, and handle employee conflicts and grievances. Excel at conducting training sessions to enhance employee skills and performance and employing effective performance management initiatives. Expert in analyzing HR data to drive informed decision-making and maintain compliance. Recognized for exceptional problem-solving skills and ability to adapt to change. Committed to promoting a positive organizational culture and driving employee engagement.

Career Experience

On SSDI

2014 – Present

Currently on SSDI and deemed 100% disabled since 2014. Enrolled in graduate course in HR with an expected completion in March 2025. Pursuing a master's degree in organizational leadership, anticipated to finish in December 2026.

USMC, Camp Pendleton, California

2012 – 2014

Reconnaissance Company First Sergeant

Led 79 active-duty reconnaissance marines in infantry patrolling, offensive tactics, intelligence reporting, and special operations. Oversaw fiscal management of gear and equipment valued over \$10M, ensuring accountability and operational readiness. Managed event planning, supervised execution, and coordinated schedules for senior executives. Compiled and submitted monthly, weekly, and quarterly reports to higher headquarters and external organizations. Provided technical advice and readiness support to 1st Reconnaissance Battalion for planning contingencies, including movement of forces and logistics across combat theaters. Offered indirect fire support for rifles, LAR squads/platoons/companies, infantry, and LAR battalions. Addressed personnel, legal, and administrative issues including promotions, awards, punishments, fitness reports, and correspondence. Maintained combat readiness through medical, dental, annual training, and warrior training requirements. Advised Company Commander on legal, administrative, and operational matters.

- Developed promotion policy and mentorship program adopted as SOP for 1st Marine Division, enhancing career progression and leadership development.
- Nominated NCOs and SNCOs for resident PME and reconnaissance-specific schools.
- Spearheaded the Body Composition Program (BCP) for the Group and developed related group orders.
- Managed academic records and directives for 500+ Marines at Marine Security Guard School.
- Developed Marine Security Guard School Program of Instruction (POI) and Course Descriptive Data (CDD).

US Embassy La Paz, Bolivia – Marine Corps Embassy Security Group

2009 – 2012

Marine Security Detachment Commander / Operations Chief

Directed training and movement of personnel, systems, and equipment within strategic weapons storage and maintenance areas, including Main Limited Area and Wharf Restricted Area, guaranteeing compliance with safeguarding protocols and START (Strategic Arms Treaty) Inspections. Supervised operations and management budget exceeding \$200K, overseeing execution and maintenance of property valued at over \$700K. Orchestrated logistics and administrative support for the development and implementation of Marine Corps Martial Arts program at Marine Corps Embassy Security Group.

- Established and managed Detachment in Darwin, Australia in 2011 for a Presidential visit, coordinating with various agencies associated with White House staff.
- Enhanced logistics efficiency for deploying Marines to training sites, maintaining 100% accountability and tracking all training statistics to meet annual requirements.

- Built and strengthened effective working relationships with US Embassy sections for operational efficiency.

Military Training Team, Police Training Team, Tasks Force Mustang

2006 – 2009

Light Armored Reconnaissance Platoon Sergeant

Commanded Combat outpost in Anah, Iraq, overseeing 20 Marines and one sailor in support of counter-insurgency operations. Led coordination efforts with an Iraqi Army (IA) Company Commander for joint patrols and tactical checkpoint operations, enhancing operational effectiveness. Served concurrently as Company Gunnery Sergeant and Company First Sergeant, achieving a combat meritorious promotion to Gunnery Sergeant upon completion of deployment, reflecting exceptional leadership and operational achievements.

- Instructed 50+ Iraqi Police officers on basic weapons handling, tactics, and ethics, contributing to their proficiency and operational readiness.
- Established previously nonexistent Iraqi Police unit with 17 recruits and facilitated the construction of a new police station in Anah, Iraq, ensuring operational functionality and infrastructure development.
- Established independent maneuver element comprising 105 Marines and 3 Platoon positions across 300 kilometers of battle space, managing equipment valued at \$22M.
- Introduced and oversaw Marine Corps Martial Arts Program at Group headquarters.
- Led the MSG Detachment in La Paz, Bolivia, achieving a noteworthy "Mission Capable" rating.

Additional Experience

Infantry, Physical Security, Manager, United States Marine Corps

Allied Security Services Assistant Operations Manager, United States Marine Corps

Education

Master's degree in Organizational Leadership (Expected: Dec 2026)

Southern New Hampshire University

Bachelor of Arts in General Studies & Leadership Essentials (GPA: 3.7) | Magna Cum Laude

Southern New Hampshire University

Certification & License

Graduate Course in HR, Southern New Hampshire University (Expected: Jan 2025)

1st Degree Black Belt Instructor Trainer, USMC

CDL-A, Pima College

Awards & Recognition

First Sergeant, USMC

Gunnery Sergeant, USMC

Staff Sergeant, United States Marine Corps (USMC)

Navy and Marine Corps Commendation Medal (Three), Department of the Navy

Navy and Marine Corps Achievement Medal (Two), Department of the Navy

Military Outstanding Volunteer Service Medal, The United States of America

Marine Security Guard School SNCO Leadership Award, Marine Corps Embassy Security Association