

# SHANE TURNER, D.B.A.

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## EXECUTIVE PROFILE

Defense growth and solutions executive with 20+ years across Navy, Army, Air Force, Space, and USMC programs. Progressed from hands-on technical integration to \$896M program execution, \$1B+ in contract wins, and enterprise solutions and AI strategy. Builds the data, evidence, and AI capability that turns operational, test, and training data into decision-grade insight for Layered Defense and Integrated Fires. Known for leading cleared technical teams, standing up enterprise AI programs with measured cost avoidance and ROI, modernizing live and virtual training ranges, and translating EW, C-UAS, directed energy, and multi-domain T&E into customer-facing mission solutions.

## CORE LEADERSHIP CAPABILITIES

Artificial Intelligence & ModelOps	Solution Architecture	Data Governance & Evidence
Scenario & Mission Modeling	Multi-Domain Test & Evaluation	Electronic Warfare & C-UAS
Capture & Win Strategy	Executive Program Leadership	Cleared Workforce Leadership
Training Range Modernization	FAR / DFAR Compliance	Cost, Risk & EVMS Discipline

## PROFESSIONAL EXPERIENCE

### Astrion | Huntsville, AL

2024 - Present

#### Senior Vice President, Solutions & Artificial Intelligence

Jun 2026 - Present

*Promoted from Vice President, Multi-Domain Test & Evaluation.*

- Within the first month of standing up AI at Astrion, launched shAIne, an enterprise AI platform, and built the value model behind it: \$53K-\$73K in documented cost avoidance and 483-690 attributed hours saved from three of 24 weekly-active users, 1.4 to 2.0 times the platform's full \$37,200 annual cost.
- Scaled adoption to 24 weekly-active users at 77.4% utilization with full seat uptake across 35 licenses, and set a role-based value methodology (attributed hours times loaded labor rate) that makes AI return auditable for leadership.
- Built a Weekly Status Reporting Tool and repository using agentic AI coding, generating roughly 17,140 lines of code in the first week and saving an estimated 310 hours and \$32,500 against loaded build cost on a single project.
- Lead Astrion's data, evidence, analytics, ModelOps, and scenario development lane for Layered Defense and Integrated Fires, directing cleared, cross-functional teams that turn operational, test, and training data into decision-grade insight across Counter-UAS, electronic warfare, integrated fires, and multi-domain test and evaluation.
- Convert test evidence, analytics, and operational knowledge into customer-facing solution narratives, technical volumes, and capability development plans for high-value pursuits where multi-domain T&E, EW, C-UAS, and AI experience set Astrion apart.

#### Vice President, Multi-Domain Test & Evaluation

Oct 2024 - May 2026

*Promoted from Director, Program Management after two months.*

- Set division-level growth strategy for multi-domain T&E across air, land, sea, space, and cyber, defining market priorities, capability narratives, and capture focus areas for high-value pursuits.
- Led solution architecture and capture strategy for strategic proposals, authoring technical volumes, building win themes, and running competitive analysis to position Astrion against incumbents.
- Built and led Astrion's AI Tiger Team, directing custom AI assistants and workflow tools used across the proposal organization to cut draft cycle time and standardize output quality.
- Authored a 20-page Counter-UAS, small UAS, and EW white paper linking Digital Horizon, Meridian, PULSE, and Facet into a unified U.S. Army capability narrative.
- Redesigned CrewFlex from a legacy scheduling tool into an automated enterprise asset rated a proposal Strength by government evaluators.
- Awarded the 2025 ASTRYS Award for Strategic Excellence in Innovative Solutions, Astrion's highest company-level recognition.

## HII Mission Technologies | Virginia Beach, VA

2020 - 2024

### Program Manager, EWTPS System Modernization

Jan 2024 - Aug 2024

- Managed full lifecycle modernization of Electronic Warfare Threat Presentation Systems across CONUS and OCONUS Navy Tactical Training Ranges. Delivered on budget and schedule with outstanding QASP scores.
- Executed clean transition of all systems and personnel, earning top marks on the government transition scorecard.

### Live & Virtual Range Solutions SME, concurrent role

Jan 2023 - Aug 2024

- Architected technical solutions for Navy live and virtual training range pursuits across NCTE, NITE, and CTRR programs, contributing directly to \$1B+ in contract wins.
- Served as solutions architect for Army, Air Force, Navy, and USMC proposal teams. Developed compliant technical volumes, discriminating win themes, and customer-aligned solution narratives.

### Lead Engineer, Directed Energy Systems Integration Lab (DESIL)

Oct 2022 - Aug 2024

- Stood up the U.S. Navy DESIL operations center and data systems at Point Mugu Sea Range and Naval Base Ventura County, Port Hueneme. Established standards that enabled initial directed energy weapon test events on the Pacific range complex.

### Associate Principal Project Engineer, Navy Continuous Training Environment (NCTE)

Sep 2021 - Jan 2023

- Built a dispersed engineering workforce from scratch, creating recruitment and training programs that enabled 30+ projects to be delivered ahead of schedule and under budget within the first year.
- Led multidisciplinary teams across EW, communications, IT, RF/microwave, systems, and software engineering. Reduced project overhead 18% through process reengineering.
- Improved West Coast Navy Tactical Training Range portfolio efficiency 22% year over year across Fallon, SoCal, Arizona, Washington, California, and Guam operations.

### Program Manager / West Coast Director, Navy Integrated Training Environment (NITE)

Sep 2020 - Sep 2021

- Directed 700+ personnel executing an \$896M Navy contract across the western United States. Integrated North Island and San Clemente Island to expand SoCal Range operational capability.
- Improved cost performance and stakeholder satisfaction through process reengineering and a restructured communications cadence with Navy leadership.

## Amentum / URS (AECOM) | Yuma, AZ

2010 - 2020

### Operations Manager / Contract Site Manager, Combined Tactical Training Ranges

2015 - 2020

- Led 123 multi-site contractors across the Southwest Region, managing IT/cyber, quality, safety, security, logistics, and operational requirements for U.S. Navy training ranges.
- Negotiated and secured a 35-acre lease for an EW complex, centralizing operations for 50+ personnel and driving measurable cost reductions across the program.
- Achieved a three-year zero-incident safety record totaling 90,773+ hours, the longest sustained period without a recordable incident in the program history.

### Engineering Management Roles, URS / Northrop Grumman / Aerotek

2010 - 2015

- Managed 115+ engineering projects valued from \$100K to \$1M each across enterprise IT, cybersecurity, EW, threat systems, RF/microwave, data tracking, telemetry, and communications.
- Built technical integration credibility across EW, cyber, and range instrumentation that later supported enterprise-level capture and program leadership.

## EARLY CAREER

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- Epsilon Inc., MCAS Yuma (SIPRNET Administrator): Managed classified devices and networks and configured systems for cybersecurity compliance.
- BAE Systems, U.S. Army Yuma Proving Ground (Engineering Technician): Supported Future Combat Systems XM1203 NLOS-C prototype test and live-fire integration.

## EDUCATION, MILITARY SERVICE & AFFILIATIONS

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- Doctor of Business Administration (D.B.A.), Management, with Distinction, National University, 2024  
*Doctoral research: project engineer work-related stressors and turnover intentions.*
- M.S., Management Information Security, Lewis University, 2015
- B.S., Software Engineering, University of Phoenix, 2009
- United States Marine Corps Veteran, 1991 - 1997
- Affiliations: AUSA | NDIA | ITEA | PMI | IEEE