

Frederick J. Hycoop
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Qualifications: Professional with 20 years' multi-disciplined experience in project management, earned value management (EVM), project scheduling, operations management, integrated logistics support management, systems analysis and integration, resource planning, and business financial management.

U.S. Citizen; Active Secret Security Clearance

PRESENT POSITION: Management and Program Analyst (NH-0343-04), Missile Defense Agency, (03/2013 – Present; 40 Hrs/Wk, M-F 07:30 – 16:00)

Directed a highly complex data analysis effort involving all levels of MDA personnel from the Deputy Director (DD) to the matrixed EVM analysts in the program offices. This effort analyzed various formulas used to perform contract estimates at complete (EACs) for the missile programs to determine if a standardized EAC formula is a viable solution. Developed a whitepaper for the DD explaining the findings regarding the EAC analysis, and received verbal appreciation for a well-written whitepaper. Presented alternatives for EAC calculations to the Director for Operations (DO), and implemented the recommended “sliding scale” EAC formula into the MDA Instruction for Earned Value Management (MDA 5003.01-INS). Briefed this complex study to DoD and MDA EV leadership, as well as industry leaders at the EVM World workshop. Rewrote, conducted 2-letter coordination, and published the MDA Instruction for Earned Value Management (MDA 5003.01-INS), the MDA Earned Value Management Manual (MDA 5003.01-M), the MDA Instruction for Integrated Baseline Reviews (MDA 5004.01-INS), and the MDA Integrated Baseline Review Manual (MDA 5004.01-M).

Developed a top-level summary for the MDA leadership created from the monthly cost, schedule, and contract performance summary report (PSR). Jointly briefed the Director for Operations (DO) and the Director for Acquisition (DA) regarding the processes and key components of the monthly PSR. Received verbal appreciation for helping to clarify the complex PSR process, and for providing the ability to better comprehend the cost, schedule and contract performance on a monthly basis.

Sought out as an expert analyst and advisor by the OSD Performance Assessment and Root Cause Analysis (PARCA) Deputy Directory for EVM regarding EVM-related policies and procedures. After analysis, provided recommendations to assist other Defense agencies and military service departments across DoD with regard to EVM policies and procedures. Sought out by PARCA, Government Accountability Office (GAO), National Defense Industrial Association (NDIA), and the College of Performance Management (CPM) as a recognized subject matter expert to assist with policy updates to include the MIL-STD-881 Work Breakdown Structure, EIA-748 Earned Value Management Standard, DI-MGMT-81861A and B Integrated Performance Management Report, and the Integrated Baseline Review Guide. Participating in the Office of the Undersecretary of Defense for Personnel and Readiness (OUSDP&R)), Defense Civilian Personnel Advisory Service (DCPAS), Planning and Accountability office competency panel for EVM competency model development. Sought out by the University of Alabama in Huntsville as a contract instructor in the areas of Program Management and Earned Value Management.

Provided instruction to MDA military, civilian, and contractor personnel in contract performance baseline planning, measurement, analysis, and reporting. Provided high-level baseline versus actual contract performance training to MDA 2-letter Program Managers, deputies, and leads. Provided more in-depth

actual versus baseline performance training to program analysts to help identify and analyze trends, differentiate between significant and insignificant problems, develop courses of action, and track performance against the agreed to corrective action plan.

Acted as the Director or Deputy Director for MDA/EV in the absence of either by attending meetings with DO and other program and functional leads, and by responding to Congressional and other external government and contractor EVM inquiries. Assisted with the development of junior members of the team on all aspects of project management and earned value management.

Earned Value Analyst, BCF Solutions, (08/2012 – 03/2013; 40 Hrs/Wk, M-F 07:30 – 16:00)

Supported MDA's earned value management core team evaluating and analyzing contract execution progress for the MDA project offices and directly supporting the project offices when requested. Developed training materials broadly covering project management with an emphasis on earned value management. Reviewed and recommended updates to MDA policies regarding earned value management. Mentored junior members of the team on all aspects of project management and earned value management.

Acquisition and Project Management Support, Booz Allen Hamilton, (03/2004 – 08/2012; 40 Hrs/Wk, M-F 07:30 – 16:00)

Developed the integrated master plan and integrated master schedule (IMS) for the MDA Ground-based Midcourse Defense program's development and implementation proposal. Developed the WBS and IMS for Army Materiel Command's Headquarters relocation from Fort Belvoir, VA to Redstone Arsenal, AL. Conducted a study for PEO Aviation regarding condition based maintenance by analyzing the impact that various health monitoring systems had on the helicopters in terms of maintainability and reliability within Army aviation units; conducted a secondary analysis on the viability of using earned value to track aircraft performance, maintenance, and reliability. Supervised seven matrixed consultants.

Information Systems Management, Active Duty U.S. Marine Corps, (07/1982 – 07/2002)

Directed information technology operations at 14 active duty Marine Corps Air Bases and four regional headquarters. Responsible for the personnel staffing levels and career growth of over 280 U.S. Marine Corps information system specialists. Developed, reviewed and updated policies regarding information technology in support of Marine Corps Aviation. Responded to staff action requests from Marine Corps Headquarters and external agencies.

EDUCATION:

B.S., Business/Information Systems, University of Phoenix, 2002

M.B.A., Business, University of New Orleans, 2005

CERTIFICATIONS:

Defense Acquisition Workforce Improvement Act (DAWIA) Business-Financial Management (B-FM) Level III

Department of Defense Financial Management (DoD-FM) Level III

Project Management Institute (PMI) Project Management Professional (PMP)

Association for the Advancement of Cost Engineering (AACEI) Earned Value Professional (EVP)