

Zane Johnston, PMP

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Project & Program Manager | Operations Leader | PMP | OSHA 30 | Procore | Top Secret Clearance

SUMMARY

Project, program, and operations leader with 20 years of experience managing multi-million-dollar portfolios, leading cross-functional teams, and delivering measurable outcomes across the full program lifecycle; from initiation and planning through execution, monitoring, and closeout. Demonstrated record of standing up first-of-kind program capabilities, driving continuous process improvement, and maintaining zero-error financial accountability across high-stakes environments. Known for building executive-level visibility through disciplined reporting, stakeholder communication, and data-driven decision support. Brings PMP certification, Lean Six Sigma training, and an active Top Secret clearance into strategic program, operations, and complex project delivery roles.

CAREER HIGHLIGHTS

- Administered a \$4.5M program portfolio with direct approval authority across 25 locations and 500+ personnel; zero fiscal discrepancies across a four-year tenure.
- Three-time recipient of the region's highest award for program performance (NSW Scout of the Year, FY23–FY25) across a 46-station, seven-state territory spanning 138,000 square miles; ranked #1 among 45 peers in FY25 individual performance.
- Designed and stood up a first-of-kind mobile command center integrating intelligence, IT, communications, and operations specialists, enabling real-time tracking and executive decision support across a multi-country portfolio.
- Reactivated a dormant operations work center within a \$210M modernization program, restoring full readiness across 317 equipment items, 2,300 safety records, and a team of 20 personnel.
- Co-founded and operate a veteran-serving nonprofit from the ground up: \$150K+ generated since 2022, five annual programs, approximately 500 attendees annually, zero safety incidents across three years of statewide operations.

CORE COMPETENCIES

Program & Project Management | Multi-Site Operations | Budget & Resource Management | Risk & Compliance Management | Stakeholder Management | Schedule & Milestone Tracking | Process Improvement | Workforce Development | Executive Reporting | Safety & Quality Controls | Salesforce | Procore | Microsoft 365 | Six Sigma | Scope & Integration Management | Program Documentation

PROFESSIONAL EXPERIENCE

U.S. Navy

Regional Program Manager | Nashville, TN

2022–Present

Led strategic program operations within a 46-station, seven-state region spanning 138,000 square miles, with direct execution responsibility across 15 locations in five states and leadership of a 7-10 person team accountable for output targets, performance metrics, and execution quality.

- Delivered a record 55 candidate selections in FY25, establishing a new regional benchmark and increasing output 46%; ranked #1 of 45 peers and named Scout of the Year for the third consecutive year.
- Identified a critical workflow inefficiency and built a Salesforce pipeline dashboard from scratch, replacing manual multi-report pulls with automated, real-time visibility across 46 stations, eight divisions, and seven states; reduced individual report preparation from three hours to 45 minutes and returned 12 hours of capacity to the team each week.
- Streamlined program workflows and delivered 30 hours of targeted process and CRM training, reducing administrative cycle time, accelerating prospect-to-first-contact speed, and increasing field-team throughput across 15 locations.
- Built team capability across three divisions through structured coaching and performance development, qualifying six new team members and improving output conversion rates by 25%.

Operations & Compliance Manager | Seattle, WA

2019–2022

Assigned to USS CHOSIN during a \$210M vessel modernization program, reactivating a technical operations work center dormant since 2016 and rebuilding maintenance infrastructure, compliance controls, and workforce qualifications to restore full operational readiness.

- Restored a work center dormant for three years to full operational readiness by validating 317 equipment items, establishing 13 maintenance records across three major systems, and rebuilding all documentation controls.
- Protected personnel and contractor safety during active modernization by leading 10 lockout/tagout audits across 2,300 maintenance records, identifying and correcting 25 control discrepancies before they could impact execution.
- Reestablished the workforce qualification program, tracking 20 personnel through certification requirements and returning 12 to full certification standard ahead of the vessel's return to service.
- Delivered 75 hours of security and threat response training to 240 personnel, maintaining full compliance with safety and force protection standards throughout the modernization period.

Facilities Project Supervisor | Coronado, CA**2018–2019**

Supervised a 15-person crew through a facilities renovation at Expeditionary Warfare Training Group Pacific, managing crew scheduling, material sequencing, and daily site execution across flooring replacement and classroom upgrades at an active training facility.

- Delivered the full renovation on schedule while avoiding \$327K in contractor labor costs through direct supervision of all phases of field execution, maintaining project timeline and quality standards from start to closeout.

Regional Program Manager | Tyler, TX**2015–2018**

Directed regional program operations for Naval Talent Acquisition Group Houston across a 25,000-square-mile, three-state territory, building execution infrastructure, team capability, and standardized operating procedures that drove the program from underperformance to national recognition.

- Scaled regional output by 50% over three years, from 8 to 12 annual selections, driving the program to #1 nationally in output and participant retention and #2 of 24 programs nationally in team development.
- Designed and implemented a standardized intake-to-assessment operating procedure across the three-state territory, generating 14 participants and 6 candidate selections from the new process in the first cycle.
- Expanded program infrastructure by opening three new training locations and developing 29–30 field team members annually, building the foundation that sustained national-level performance across the full tenure.
- Delivered quarterly capability-building workshops to 30+ field team members annually, standardizing candidate assessment practices and strengthening execution consistency across the full territory.

Senior Program Manager | Coronado, CA**2011–2015**

Served as senior program manager for SEAL Team THREE, a Naval Special Operations unit, administering a \$4.5M combined travel and training portfolio, coordinating programs across nine specialized teams and four geographic locations while providing executive-level program visibility across a global, multi-country operation.

- Exercised direct approval authority over \$2.1M in travel expenditures, reviewing and approving 1,263 authorizations and vouchers across 25 locations and 500+ personnel with zero fiscal discrepancies across a four-year tenure.
- Managed a \$2.4M training portfolio across 275 personnel, coordinating allocations across competing team priorities and negotiating provider contracts to maintain zero vacancy in critical certification programs.
- Designed and delivered monthly executive briefings by collecting inputs across operations, intelligence, IT, and training departments, reconciling data conflicts, standardizing formatting, and coordinating all meeting logistics -- providing senior leadership a consolidated picture across 700+ tracked activities, gate reviews, and lessons learned sessions.
- Stood up the unit's first mobile forward operations center, integrating cross-functional specialists across intelligence, IT, communications, and operations to deliver real-time program tracking and executive decision support across a multi-country portfolio.
- Managed scope, integration, and scheduling conflicts across nine specialized teams with independent authority, validating timelines, prerequisites, and priorities to reallocate high-demand training seats without impacting a single deployment schedule.

Operations Center Supervisor | San Diego, CA**2006–2011**

Led 24/7 operations center teams aboard a guided-missile destroyer through multiple deployments, managing real-time data tracking, team qualification, and operational readiness across high-tempo multi-theater operations.

- Managed real-time tracking across 272 fire support engagements at 89.5% accuracy and monitored 10,000+ contacts transiting the Gulf of Aden and South China Sea, delivering continuous situational awareness to senior leadership under live operational conditions.
- Rebuilt the division training and qualification program from the ground up, processing 22 individual development portfolios across 75 qualification requirements and establishing documentation controls that eliminated readiness gaps across a 15-person team.
- Led maintenance, upkeep, and operational readiness across 17 work spaces and 120 critical equipment items, developing 25 training exercises that brought the division to peak operational standard.

ADDITIONAL LEADERSHIP**Woodsviking Outdoors Foundation | Co-Founder & Chief Operating Officer****2022–Present**

Built and operates the full organizational infrastructure of a state-registered nonprofit corporation, 501(c)(3) status pending IRS approval, serving veterans, Gold Star families, and youth by building the governance, bylaws, operating policies, event planning systems, volunteer coordination, and safety controls required to scale mission delivery alongside active military service.

- Generated \$150K+ since 2022 through structured sponsor development, donor cultivation, and fundraising event execution, producing \$15K–\$30K per event to fund outdoor programs for veterans, Gold Star families, and youth.
- Planned and executed five annual outdoor programs engaging approximately 500 attendees across the year with zero safety incidents, coordinating landowners, guides, partner nonprofits, volunteers, and out-of-state participants.

EDUCATION & CERTIFICATIONS**Bachelor of Business Administration, Project Management (Summa Cum Laude, 4.0 GPA) | American Military University | 2025**

Project Management Professional (PMP) | Construction Manager-in-Training (CMIT) | OSHA 30-Hour Construction Safety | Lean Six Sigma Yellow Belt | Procore Project Manager Certifications (6) | Active Top Secret Clearance