

THOMAS A. GOODRICH

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PROGRAM/ ENGINEERING MANAGER | CROSS FUNCTIONAL TEAM BUILDER

EXECUTIVE SUMMARY

Engineering and Program Management leader with 30+ years of experience delivering complex products in aerospace, defense, medical devices, and consumer sector. Proven at bridging deep technical execution with disciplined program delivery, guiding cross-functional teams through full lifecycle development in highly regulated environments. Trusted partner to executives, engineers, and customers for translating strategy into execution, on time, within budget and fully compliant.

CORE CAPABILITIES

Program Leadership

- Full lifecycle program management (Concept, Production and Sustainment)
- Cost, schedule, risk & earned value management
- Cross-functional and global team leadership
- NPI, APQP, CAPA, change control

Engineering & Systems

- Systems Engineering & Integration (SEIT)
- Embedded hardware & software systems
- Design-to-Cost / Design-for-Manufacturing
- Supplier technical oversight

Regulated Environments

- FDA Class II & III medical devices
- Aerospace & defense programs
- ISO, UL, Intertek compliance
- FDA / customer oversight and audits

SELECTED ACHIEVEMENTS

- Directed complex defense and aerospace imaging programs valued at \$5M–\$30M, achieving strong profit margins and 30% program expansion through scope control and stakeholder engagement.
- Scaled Spitfire Controls from startup to \$50M revenue by establishing efficient engineering processes, reusable system architectures, and ISO compliant operations supporting high volume production.
- Managed portfolio of FDA Class II & III programs at Plexus, ensuring regulatory compliance, financial performance, and customer satisfaction.
- Integrated APQP, EVM, and supplier performance tracking across global development teams, improving quality and reducing time-to-market by 20%.
- Captured \$4M+ in new business by combining CRM process improvements with engineering credibility and executive client engagement.

WORK EXPERIENCE

Senior Program Manager, PLEXUS CORP, Buffalo Grove, IL - January 2015 - July 2025

- Managed a portfolio of production programs for Class II and III medical devices ensuring compliance with FDA regulations, timely delivery, and alignment with customer expectations.
- Led cross-functional project teams including engineering, supply chain, quality, and manufacturing, fostering accountability and reliability.
- Oversaw new product introduction phases from prototype through FDA qualification, ensuring successful commercialization.

- Managed Advance Product Quality Planning (APQP) to ensure product quality and customer satisfaction.
- Delivered consistent financial performance across programs by optimizing resources and mitigating risks, demonstrating strong problem-solving skills.

Project Engineer, JARDEN SAFETY & SECURITY, Aurora, IL - April 2012 - September 2013

- Delivered next-generation home security systems with 20% cost reduction through redesign and process optimization.
- Directed GUI and Linux software development with web/mobile remote access, ensuring product reliability.
- Drove redesigns of smoke and CO alarms, delivering 15% cost savings through continuous improvement initiatives.
- Coordinated tooling, compliance testing, and design transfer to production in Mexico, demonstrating global development capabilities.

Engineering Director, SPITFIRE CONTROLS, INC., Carpentersville, IL - August 1999 - May 2011

- Built and led a multidisciplinary engineering team (hardware, software, and mechanical engineering) developing microprocessor-based appliance controls.
- Scaled organization to \$50M annual revenue through disciplined project delivery, reusable design systems, and ISO compliance.
- Supported product enhancements, solved manufacturing/supplier issues and provided customer support throughout product life cycle, ensuring customer satisfaction.
- Captured \$4M+ in new business and secured \$2M offshore production contracts, contributing to financial performance.
- Scaled organization from startup to \$50M annual revenue through strategic planning and commercialization efforts.
- Delivered 20+ new products annually using reusable system architecture to improve financial performance.
- Established internal UL certification lab and automated testing systems to accelerate time-to-market.

Senior Program Manager, RECON OPTICAL INC., Barrington, IL - March 1981 - August 1999

Earlier Roles: Technical Director, Software Engineering Manager, Project Engineer

- Managed product development for \$5M–\$30M military and intelligence programs for USAF and international clients.
- Increased program value by 30% through scope control, negotiations and customer alignment.
- Managed software development, CAD system maintenance, and enterprise technical upgrades, ensuring mission readiness and product reliability
- Earned multiple President's Awards for excellence in program delivery.

EDUCATION & CERTIFICATIONS

- B.S. Electrical Engineering Technology – Bradley University, Peoria, IL
- Minor in Business Administration
- Motorola Six Sigma Green Belt – Certified December 2006
- Ongoing Professional Development: Leadership, Quality, Program Delivery
- Leadership & Team Building Certificate – Plexus Program Management Academy

COMMUNITY LEADERSHIP

- President, Hoffman Estates HS Booster Club & PTA
- Chair, District 54 Citizens' Advisory Committee
- Past President & JCI Senator, Schaumburg Jaycees
- Former Village Commissioner, Schaumburg, IL
- Board Member, United Way of Schaumburg/Hoffman Estates