

NIKOLAY NEDEV

Operations Executive | Turnaround Expert

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When Nikolay consolidated three manufacturing plants into two during COVID, his team was told their jobs were ending. They responded by exceeding production targets by 70%. Some returned after leaving to train the new site on their own time. **That is not a process improvement story. That is a leadership story.**

EXECUTIVE PROFILE

Nikolay Nedev is an operations executive who stabilizes distressed environments, compresses timelines, and drives EBITDA expansion. With 20+ years of progressive P&L leadership, including six multi-site roles spanning up to **550 employees, \$42M in OPEX, and \$300M+ in supported revenue**. He has been repeatedly recruited by PE firms and Fortune 500 companies to execute what others cannot: transforming broken operations into high-performing organizations that sustain results without him.

His track record spans medical devices, remanufacturing, automotive, industrial, and clean energy manufacturing across the U.S. and Mexico. Whether leading a 180-day post-acquisition stabilization, building a greenfield plant from the ground up, or consolidating facilities during a global pandemic, Nikolay delivers **measurable outcomes under conditions most leaders avoid**.

\$24M Revenue Growth	3.1M Injury-Free Hours	550+ Employees Led	6 Sites Multi-Site P&L	20+ Years Experience	80% Warranty Reduction
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WHAT SETS HIM APART

Most operations leaders optimize processes. Nikolay optimizes **people and processes simultaneously**. His teams consistently outperform because he invests in developing leaders who can sustain results independently, not just managing metrics until he moves on.

He describes his approach simply: "I see potential that others miss. I see potential in broken operations, in struggling teams, and in leaders who have not yet found their voice. Then I build the systems and culture that unlock it."

CAREER HIGHLIGHTS

Caterpillar (2005 – 2017): 12 years, 5 promotions. 550 employees, \$42M OPEX, \$81M revenue. 3.1M injury-free hours – world-class safety built on genuine care. 80% warranty reduction. Crossed the US-Mexico border daily for a decade; first non-native speaker promoted to general supervisor in plant history.

Medline (2017 – 2019): Greenfield startup, 250K sq ft medical device facility. 300+ employees. Full production in six months.

Mölnlycke Health Care (2019 – 2020): Head of U.S. Manufacturing. Consolidated 3 plants to 2 during COVID. Secured severance for 100% of employees including temps — team exceeded safety stock by 70%.

Transaxle (2020 – 2021, PE-backed): VP Operations, 6 sites, 5 states. 14% annual productivity improvement.

PDC Machines (2022, PE-backed): \$24M YoY revenue growth. Throughput +60%, labor efficiency +32% (\$900K EBITDA impact). Position eliminated in market-driven restructuring.

US Endodontics / Henry Schein (2023 – Present): Post-acquisition integration, full P&L. \$2.3M inventory reduction in 180 days. 26% scrap reduction. 98%+ OTD. 12% YoY revenue growth.

LEADERSHIP FORMULA

(Integrity + Vision + Courage + Adaptability) × Compassion ÷ Ego = Sustainable Business Results

EDUCATION & CREDENTIALS

MBA, International Business – Texas A&M International | MS, Operations Research – Georgia Tech | BS, Industrial Engineering – Georgia Tech | Executive Education: M&A – Columbia Business School | Six Sigma Black Belt – Caterpillar | Languages: English, Spanish, Bulgarian, Russian

BEYOND THE P&L

Nikolay immigrated to the United States from Bulgaria with his wife and their infant son with no safety net, just a belief that hard work, determination, and integrity would open every door they needed. After more than two decades of stable marriage, three children raised across continents and several careers moves, financial uncertainty, cross-border commutes, and plant closures, one thing is clear: **Character and competence are not separate. They never were.**