

NIKOLAY NEDEV

VP of Operations | Multi-Site P&L Leadership | Operations Turnaround Expert

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EXECUTIVE SUMMARY

Operations executive who stabilizes distressed environments, compresses timelines, and drives EBITDA expansion. 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. Delivered \$24M revenue growth in one year, \$2.3M inventory reduction in 180 days, 80% warranty cost reduction, and 3.1M injury-free work hours. Trusted by PE firms and Fortune 500 companies to lead complex manufacturing organizations through high-stakes turnarounds, execute post-acquisition integrations, and build high-performing teams that sustain results. Combines hands-on shop floor leadership with strategic vision, data-driven decision making, and authentic people development. Multilingual executive (English, Spanish, Bulgarian, Russian) with international P&L experience across medical devices, remanufacturing, automotive, industrial, and clean energy sectors.

VALUE CREATION HIGHLIGHTS

\$24M Revenue Growth Unlocked | **80%** Warranty Cost Reduction | **6-Site** Multi-Site P&L Leadership

70% Safety Stock Overachievement | **3.1M** Injury-Free Hours | **180-Day** Post-Acquisition Stabilization

CORE COMPETENCIES

- Turnarounds & Restructuring • Post-M&A Integration • Multi-Site Operations • P&L Management • PE Value Creation
- Cross-Border Manufacturing • Plant Consolidations & Startups • Change Management & Culture Building • Six Sigma
- Lean • TOC • Continuous Improvement • Capacity Planning • SIOF & Inventory Optimization • ISO 13485 & cGMP

PROFESSIONAL EXPERIENCE

US ENDODONTICS (HENRY SCHEIN) – Johnson City, TN

2023 – Present

DIRECTOR OF OPERATIONS

Private medical device manufacturer acquired by Henry Schein; full P&L responsibility, \$70M+ in annual revenue; 100+ employees

- Appointed to lead post-acquisition integration into Henry Schein's global manufacturing network; accountable for production, engineering, planning, supply chain, and customer service
- Stabilized operations within **180 days** post-acquisition, strengthening QMS and establishing operational discipline across all functions
- Reduced WIP and inventory by **\$2.3M** through organizational redesign and lean execution
- Delivered **26%** scrap reduction and improved on-time delivery to **98%+** while supporting **12%** YoY revenue growth

NUGAIT SOLUTIONS – Austin, TX

2022 – 2023

OPERATIONS CONSULTANT / INTERIM EXECUTIVE

Independent consulting serving automotive OEMs and Tier-1 suppliers in distress

- Deployed as crisis resolution expert across distressed manufacturing sites; rebuilt production controls, material flow, and supply chain discipline in high-urgency, no-margin-for-error environments
- Restored production schedule adherence for Vitesco (Tier-1 supplier) within **4 weeks** by implementing PFEP
- Reduced backorders at BMW Tier-1 supplier by **47%** through PFEP and plant layout optimization

PDC MACHINES – Warminster, PA

2022

DIRECTOR OF MANUFACTURING

PE-backed hydrogen systems manufacturer; 4 facilities, 150+ employees, high-growth environment. (Position eliminated in market-driven site consolidation from 4 to 1 – unrelated to performance)

- Unlocked **\$24M** YoY revenue growth by restructuring manufacturing organization and introducing team-leads
- Increased throughput by **60%** while navigating severe global supply chain constraints
- Improved labor efficiency by **32%** in six months through standard work, coaching, and CI deployment

TRANSAXLE – Cinnaminson, NJ

2020 – 2021

VICE PRESIDENT OF OPERATIONS

PE-backed remanufacturer; 6 sites across 5 states, 160+ employees

- Led operations, maintenance, EHS, warehousing, and quality across **6** manufacturing sites
- Transformed remanufacturing from cell-based to production-line, improving efficiency **6%** in 2 months
- Built CI-driven culture delivering **14%** annual productivity and capacity improvements
- Sponsored facility expansions increasing production capacity by **20%**

MÖLNLYCKE HEALTH CARE – Brunswick, ME

2019 – 2020

DIRECTOR OF MANUFACTURING

Swedish medical device company; Head of U.S. Manufacturing, 3 facilities, 200+ employees, Officer responsibility

- Full P&L accountability for U.S. manufacturing operations supporting **\$300M+** in annual revenue
- Consolidated 3 plants into 2 during COVID-19 with minimal supply chain disruption
- Negotiated severance packages for **100%** of affected employees, including temporary workers and maintained full team engagement throughout closure
- Team exceeded safety stock targets by **70%** while knowing their jobs were ending; former employees returned on their own time to train the receiving facility
- Delivered **\$520K** annual savings through materials cost reduction and waste elimination

MEDLINE INDUSTRIES – Laredo, TX

2017 – 2019

PLANT MANAGER

Greenfield startup; 250K sq. ft. medical device manufacturing & distribution, 300+ employees at full ramp

- Led complete greenfield plant startup: site selection through full production ramp-up in six months
- Recruited and developed organization of **300+** employees; established collaborative culture from day one
- Engineered warehouse layout increasing storage density by **80%**; achieved **94%** inventory accuracy

CATERPILLAR INC. – Peoria, IL / Nuevo Laredo, MX

2005 – 2017

PROGRESSIVE OPERATIONS & ENGINEERING LEADERSHIP

12-year career: 5 promotions, international assignment, scope from engineer to 550+ employee P&L

OPERATIONS MANAGER / FACILITIES ENGINEERING MANAGER (2011-2017)

Led 550+ employees; \$42M OPEX, \$13M CAPEX; first non-native Spanish speaker promoted to general supervisor in plant history

- Directed two US-to-Mexico product line transitions (**\$20M** and **\$25M**) achieving zero supply disruption at launch
- Reduced warranty costs up to **80%** through in-process quality controls; improved margins despite volume decline
- Generated **\$1.1M** in P&L improvement through a novel scrap metal separation and recycling program
- Achieved **3.1M** consecutive injury-free work hours, establishing a cultural legacy during the Mexico assignment

SIX SIGMA BLACK BELT / PROJECT ENGINEER (2005-2011)

Delivered \$2.2M+ annual savings; NPI improvements added \$900K YoY sales

- Developed discrete event simulation modeling strategy deployed over Caterpillar's global manufacturing network
- Designed comprehensive transportation model identifying **\$7M** in inventory holding cost savings

EDUCATION & CREDENTIALS

- MBA, International Business – Texas A&M International University
- MS, Operations Research – Georgia Institute of Technology
- BS, Industrial Engineering – Georgia Institute of Technology
- Executive Education: Mergers & Acquisitions – Columbia Business School

LANGUAGES & TECHNICAL SKILLS

- Languages: English (Fluent), Spanish (Professional), Bulgarian (Native), Russian (Conversational)
- Systems: Advanced Excel, MS Office, Minitab, QuickBooks, ERP (SAP, QAD MFG/PRO, MS Dynamics)