



## TAA's Veteran Employees: Spotlight on Conrad Ferrer

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As a Service Disabled Veteran Owned organization, Transformation Advisors Group is highly committed to providing employment opportunities for veterans and disabled veterans. Last autumn, Mr. Conrad Ferrer became a permanent member of the TAA Team, bringing with him the knowledge and experience gained during a 23 year career serving the United States Marine Corps.

In August 2003, the Marine Corps gave Conrad a challenging assignment as Program Administrator for the 4<sup>th</sup> Combat Engineer Battalion. He was responsible for ensuring the battalion's compliance with Marine Corps and Headquarters policies, procedures, and service standards. He designed and evaluated staff training and development programs, and addressed shortfalls impacting employee morale and motivation; he was also the Command's Equal Opportunity Advisor for over 1,000 Marines.

Conrad was next assigned as Management Analyst for the USMC Intelligence School, where he oversaw administrative support for over 1,500 students and personnel. He also worked diligently to establish and maintain effective relationships with stakeholders in order to accomplish a variety of initiatives. Conrad successfully engaged supervisors and managers from various branches of the service as well as civilian entities to resolve a number of complex and controversial issues.

In January 2008, Conrad went to his final assignment as Program Administrator for Light Helicopter Squadron 269. In this role, he served as subject matter expert for a variety of personnel-focused programs, managed the DTS and Government Travel Card program, conducted strategic planning to reduce workload and improve productivity, and – as Human Resource Manager – was instrumental in ensuring the success of the squadron's staffing goals. In addition, Conrad was twice deployed to Iraq, where he was instrumental in assisting with logistical planning for deployment.

In September 2011, after retiring from the Marine Corps, Conrad took a position as Defense Travel System (DTS) Program Manager, supporting the Task Force for Business and Stability Operations (TFBSO). During this period, Conrad developed and enhanced travel and government travel charge card internal controls and procedures for TFBSO personnel to comply with agency travel and travel card policies. He provided help desk support to TFBSO travelers with DTS-related issues. Conrad also implemented the Aircraft and Personnel Automated Clearance System (APACS) for Task Force personnel in accordance with the foreign travel guide. He was the subject matter expert in Joint Federal Travel Regulations (JFTR) and Joint Travel Regulations (JTR).

Conrad was brought onto TAA's TFBSO contract as a Budget Analyst in August 2012. As a quick study, so he rapidly became a highly-valued resource and subject matter expert in the areas of acquisition and general financial operations. TAA offered Conrad a permanent position in the fall of 2012, and was pleased to receive his acceptance. Conrad believes that "successful people surround themselves with successful people." He believes he has accomplished this by joining the TAA team.

"We were very happy to bring Conrad on board as a permanent member of our team," says Mr. Campbell Shannon, CEO of TAA. "We quickly realized that, like so many veterans, he brings a depth and breadth of experience that make him an extremely valuable resource for TAA and for our clients."

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