

MICHAEL B. WATERS, SR.

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FOUNDER | OPERATIONS & ENGINEERING EXECUTIVE

FACILITY MANAGEMENT | INDUSTRIAL SYSTEMS | OPERATIONAL
RELIABILITY | SUSTAINABILITY

EXECUTIVE PROFILE

Multidisciplinary operations, engineering, and facility management executive with more than 20 years of leadership experience across advanced manufacturing, industrial infrastructure, facilities management, engineering systems, workforce development, sustainability initiatives, and operational performance optimization.

Recognized for integrating engineering, operational leadership, human performance systems, and technical expertise to improve reliability, safety, scalability, compliance, and organizational efficiency across complex industrial environments.

Extensive experience leading capital projects, infrastructure modernization, workforce development initiatives, maintenance and reliability systems, environmental health & safety programs, and cross-functional operational teams supporting manufacturing and industrial operations.

Founder of A.I.Y. Systems Group, an integrated operational consulting and facility solutions firm focused on Asset Integrity & Yield through facility management, operational reliability, sustainability systems, workforce performance, and intelligent infrastructure solutions.

CORE COMPETENCIES

- Operations & Facilities Leadership
- Industrial Systems & Infrastructure
- Facility Management & Operations
- Manufacturing Support Systems

- Capital Project Planning & Execution
 - HVACR, Electrical & Utility Infrastructure
 - Preventive & Predictive Maintenance Systems
 - Operational Reliability & Asset Integrity
 - Environmental Health & Safety (EHS)
 - OSHA & EPA Regulatory Compliance
 - Sustainability & Resource Recovery
 - Workforce Development & Technical Training
 - Human Performance & Systems Integration
 - Building Automation & Controls
 - Vendor & Contractor Management
 - Process Improvement & Cost Reduction
 - Engineering Economics
 - Operational Troubleshooting & Optimization
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PROFESSIONAL EXPERIENCE

Georgia Quick Start — Savannah, Georgia

Director – Operations & Workforce Development | 2023–2026

Lead multi-site operations supporting advanced manufacturing workforce development initiatives and industrial operational support programs across the Eastern United States.

Key Responsibilities & Achievements:

- Direct operations, staffing, budgeting, and execution for large-scale technical training and manufacturing support initiatives
- Partner with global manufacturers to develop workforce systems aligned with operational and production objectives

- Lead cross-functional teams delivering technical training solutions for advanced industrial environments
 - Improve operational efficiency, facility utilization, and workforce readiness performance
 - Support manufacturing startup, onboarding, and operational ramp-up initiatives
 - Coordinate operational systems, technical support activities, and workforce performance initiatives
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NORMA Precision Inc. / Beretta Holding — Pooler, Georgia

Director of Facilities & EHS | 2022–2023

Oversaw facilities management, engineering systems, infrastructure reliability, and environmental health & safety operations within a regulated manufacturing environment.

Key Responsibilities & Achievements:

- Directed capital improvement projects involving electrical distribution, backup power systems, facility upgrades, and infrastructure expansion
 - Implemented preventive maintenance and reliability programs improving operational performance and compliance
 - Led construction planning, contractor management, and facility modernization initiatives
 - Strengthened safety systems and regulatory compliance programs to reduce operational risk
 - Aligned facility infrastructure with manufacturing production requirements and business growth initiatives
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TIDE & COUNTRY, LLC — Savannah, Georgia

Owner | Operations & Engineering Lead | 2016–2022

Led operations, engineering, facilities, and project execution for a multi-service engineering and operational solutions company supporting industrial and commercial clients.

Key Responsibilities & Achievements:

- Managed engineering, facility, construction, and infrastructure projects
- Delivered HVACR, electrical, low-voltage, and operational systems solutions
- Oversaw project planning, budgeting, scheduling, and execution
- Built long-term client relationships and business growth initiatives
- Developed workforce training, maintenance, and operational improvement programs
- Coordinated vendor, contractor, and field operations activities

SNF Holding / Floquip Engineering — Riceboro, Georgia

Senior Facility Engineer | 2013–2016

Key Responsibilities & Achievements:

- Led engineering and infrastructure projects across multiple industrial facilities
- Managed HVACR, electrical, utility, and operational support systems
- Coordinated domestic and international construction and engineering projects
- Collaborated with engineering and operational teams to improve facility performance and reliability

Westex / King America Finishing — Statesboro, Georgia

Director of Safety Engineering | 2011–2013

Key Responsibilities & Achievements:

- Developed and implemented EHS programs and compliance systems
- Coordinated with OSHA, EPA, and regulatory agencies
- Led safety initiatives, operational improvements, and facility risk-reduction programs
- Improved safety culture, compliance performance, and operational accountability

TECHNICAL EXPERTISE

- HVACR Systems
- Electrical Systems
- Building Automation Systems (BAS)
- Utility Infrastructure
- Operational Reliability Systems
- Facility Operations
- Manufacturing Support Systems
- Preventive & Predictive Maintenance

- Industrial Safety Systems
 - Sustainability & Resource Recovery
 - Industrial Controls & Low Voltage Systems
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TECHNICAL TOOLS

REVIT | AutoCAD | BIM | SAP | Salesforce | Primavera | Microsoft Office Suite

LICENSES & CERTIFICATIONS

- Georgia Conditioned Air Contractor License (Unrestricted)
 - Georgia Electrical Contractor License (Master / Non-Restricted)
 - Georgia Low Voltage Contractor License (Unrestricted)
 - NCCER Certified – HVAC
 - NCCER Certified – Electrical
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EDUCATION

Master of Science (M.S.) Applied Engineering (Engineering Management)

Georgia Southern University

Graduate Certificate Occupational Safety & Environmental Compliance

Georgia Southern University

Bachelor of Arts (B.A.) Mathematics & Business

Brewton-Parker Christian University

Bachelor of Arts (B.A.) Psychology

Brewton-Parker Christian University

CONSULTING & PROFESSIONAL FOCUS

Through A.I.Y. Systems Group, Michael focuses on helping organizations improve:

- Facility Operations & Asset Integrity
 - Operational Reliability & Maintenance Systems
 - Construction oversight
 - Expert Witness
 - Sustainability & Industrial Resource Recovery
 - Workforce Development & Human Performance
 - Industrial Systems Optimization
 - Infrastructure & Facility Management
 - Safety & Compliance Systems
 - Human-Machine Operational Integration
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PROFESSIONAL PHILOSOPHY

“Reliable operations are built when people, systems, and technology work together intelligently.”