

Richard T. Willis

LOCATION: North Carolina, U.S.A. (Willing to Relocate)

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SUMMARY

Collaborative and results-driven leader with 20 years of experience building and guiding high-performing teams to solve complex security challenges. Adapt at distilling complex technical concepts into clear, analytical insights to support stakeholder engagement. Experienced in assessing risk, driving informed decision-making, and enhancing organizational effectiveness. A lifelong learner committed to continuous growth in both technical and leadership skills.

SKILLS AND EXPERTISE

Team Building & Leadership
Training & Development
Complex Crisis Management

Cybersecurity
Regulatory Compliance
Risk Management

Stakeholder Engagement
Data Management
Threat Analysis

PROFESSIONAL EXPERIENCE

UNITED STATES ARMY SPECIAL OPERATIONS COMMAND, MASTER SERGEANT – FORT BRAGG, NC

Talent Acquisition | Senior Trainer – Special Operations

October 2021-Present

- Led efforts to find, attract, assess, select, and train new talent, increasing personnel from 28% to 88% within two years, restoring high-demand Intelligence personnel and capabilities within elite Army Special Operations unit.
- Refined candidate assessment criteria evaluating candidates against a 54-point performance metric across five key categories, resulting in a simplified output and enhancing selection efforts.
- Delivered daily instruction and mentoring during four-month training cycles for support to crisis response activities; covering highly technical analytic skills, time management, and presentation of discovered insights.

Director of Analytics

February 2018-October 2021

- Managed six globally dispersed teams to ensure unity of effort and a consistent focus on organizational goals, resulting in seamless support to strategic objectives.
- Empowered a diverse team by understanding and orienting their unique technical capabilities to create effective solutions for complex problems.
- Collaborated with four United States Government Interagency partners to align efforts, mitigate organizational concerns, and maximize whole-government Intelligence support to tactical planners.
- Simplified complex technical information into practical insights, empowering executives to make informed decisions.
- Leveraged multi-million-dollar assets and collection capabilities with the highest levels of oversight to rapidly satisfy information requirements, ensuring responsible use of exquisite resources.

Senior Analyst

July 2014-February 2018

- Established two Sensitive Compartmented Information Facilities [SCIFs] and revaluated three existing SCIFs by ensuring compliance with Intelligence Community Directive 705, guaranteeing secured access to information.
- Conducted rigorous, geopolitical threat analysis to assess and communicate real-time risks posed by international tensions, conflicts, and political shifts across the globe.
- Developed SQL and Python skills through self-study, boosting the speed and accuracy of data analysis by approximately 40%.
- Constructed daily collection management matrix to align limited resources against critical information gaps, speeding up decision making at the senior level.

Strategic Analyst

July 2011-July 2014

- Collaborated with interagency partners to develop a collective understanding of National Security risks emanating from the Middle East and North Africa, improving trust and credibility among partners while safeguarding interests.
- Provided professional development and mentoring sessions to fellow employees, sharing lessons learned and helping to enhance overall capabilities of the organization.
- Interfaced with foreign liaisons and NATO representatives to build a comprehensive understanding of potentially destabilizing geopolitical events throughout the Middle East and North Africa.
- Distilled large volumes of reporting into actionable insights, delivered bi-weekly presentations to Senior Command Team on threat trend analysis and risks.
- Produced daily intelligence assessments providing context to individual threat reports, enabling senior stakeholders to develop awareness of emerging threat streams.

EDUCATION

Cochise College, *Associate of Applied Science – Intelligence Operations Studies*, 2025

Purdue Global University, *Bachelor of Science in Cybersecurity*, 2025

GPA: 4.0 | Honors: Summa Cum Laude; Chancellor’s List

United States Army Intelligence Center of Excellence

Military Intelligence Analysis, 2005-2006

Structured Analytic Techniques | Critical Thinking | Data Collection Systems | Data Aggregation

Advanced Military Intelligence Leader Course, 2010

Advanced Structured Analytic Techniques | Leading Cross-Discipline Intelligence Teams | Operational Planning

Senior Military Intelligence Leader Course, 2017

Large Scale Data Collection Systems | Incorporating & Leading Interagency Teams | Policy Development

United States Army Noncommissioned Officer Academy

Basic Leader Course, 2008

Leadership Development | Effective Communication | Team Management | Conflict Resolution | Decision-Making Under Pressure | Ethical Leadership

Henry H. Lind Noncommissioned Officer Academy

Master Leader Course, 2021

Honors: Commandant’s List

Executive Communication | Strategic Leadership | Advanced Problem-Solving Techniques | Advanced Planning & Operational Management | Organizational Risk Management

CERTIFICATIONS

Clearance

TOP SECRET / SENSITIVE COMPARTMENTED INFORMATION [TS/SCI] - ACTIVE

Purdue Global University

Cybersecurity Fundamentals Micro-credential

Networking with Microsoft Technologies | Networking Concepts | Network Security Concepts | Python Programming | Linux System Administration