

SHANE E. GAITHER

Director of Supply Chain | Asset-Intensive Industrial, Bulk Materials, Energy, Port & Terminal Operations

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PROFESSIONAL SUMMARY

Director-level supply chain, procurement, logistics, and industrial operations leader with deep experience in asset-intensive environments: bulk materials, biomass, renewable energy, marine terminals, port logistics, multimodal transportation, supplier performance, and greenfield commissioning. Known for systems-based execution that links safety, cost, throughput, inventory control, vendor alignment, ERP/SAP-enabled planning, KPI governance, and zero-accident operational performance. AI-native operator using AI-assisted workflow automation, vendor scoring, forecasting, decision support, and process governance to improve planning clarity, procurement discipline, logistics visibility, and operating reliability without allowing technology to displace operational accountability.

CORE MARKET SIGNAL

- Primary classification: Director of Supply Chain for asset-intensive industrial, bulk-material, energy, port, terminal, and multimodal logistics environments.
- Reserve classifications: Procurement Director, Director of Supply Chain Operations, Director of Terminal Operations, Director of Operations - Industrial.
- Operating value: stabilize physical material flow, supplier performance, inventory accuracy, safety performance, throughput, cost control, and cross-functional execution.

LINKEDIN / ATS KEYWORD ARCHITECTURE

Supply Chain Strategy | Supply Chain Operations | Industrial Operations | Procurement | Strategic Sourcing | Supplier Performance | Vendor Governance | Contract Compliance | P2P Governance | Multimodal Logistics | Marine Terminal Operations | Port Logistics | Bulk Materials | Biomass | Renewable Energy | Transportation Management | Carrier Management | Rail Logistics | Truck Logistics | Vessel Loading | Import/Export Flow | Inventory Reconciliation | ERP/MRP | SAP Familiarity | KPI Governance | Throughput Optimization | Cost Optimization | Demurrage Reduction | Safety Leadership | HSE | OSHA | Process Control | SOP Development | Greenfield Commissioning | Startup Operations | Site Readiness | Predictive Maintenance Alignment | Data Modeling | AI-Assisted Workflow Automation | AI-Enabled Vendor Scoring | Forecasting | Decision Support | Operational Governance

LEADERSHIP VALUE PROPOSITION

- Translate complex physical operating systems into disciplined supply chain execution across procurement, logistics, production flow, inventory, terminal operations, and vendor performance.
- Improve throughput and service reliability through sequencing models, SOP redesign, variance tracking, KPI governance, and cross-functional accountability systems.
- Use AI-native tools pragmatically for procurement evaluation, workflow automation, vendor scoring, forecasting, data interpretation, and decision-quality control while keeping ownership with operators.
- Lead greenfield startup, commissioning, and operational handoff for capital-intensive facilities, aligning engineering, maintenance, safety, production, finance, vendors, and logistics partners.
- Maintain safety and compliance discipline in high-volume industrial and terminal environments, including documented zero-accident performance across supervised operations.

PROFESSIONAL EXPERIENCE

Daychanger Enterprises LLC — Muscle Shoals, AL

Executive Operator / Supply Chain, Procurement, Logistics & AI Workflow Systems | 2019-Present

- Led service-logistics operations, inventory control, vendor coordination, field-team accountability, marine-sector compliance workflows, and client-facing operational systems across the business.
- Built and applied structured operating models connecting finance, operations, vendor management, field execution, client service, compliance, and communication discipline.
- Designed AI-assisted workflow systems for logistics, procurement, operational analysis, vendor scoring, forecasting, and decision-quality control; kept AI positioned as an execution aid tied to measurable operating outcomes.
- Architected CoSyn governance methods to improve clarity, reproducibility, source fidelity, bias control, scope discipline, and process control in AI-assisted business workflows.
- Mentored cross-functional teams moving from informal execution to structured planning, accountability, process visibility, and governed operational decision-making.

Pyletech Energy — Remote / Southeastern U.S.

Director of Procurement & Logistics | 2023-2025

- Directed procurement and multimodal logistics for renewable-energy development across multiple states, coordinating engineering, permitting, commercial, vendor, and logistics stakeholders.
- Built vendor-performance frameworks and contract-alignment mechanisms to improve cost control, schedule reliability, supplier accountability, and procurement visibility.
- Applied AI-assisted vendor scoring, forecasting, and procurement-evaluation workflows to support sourcing decisions and improve planning clarity.
- Converted ambiguous project requirements into structured procurement and logistics execution plans supporting renewable-energy development timelines.

Host Terminals, Inc. — Chesapeake, VA

Terminal Manager - Greenfield Port Project | 2016-2019

- Managed commissioning, construction coordination, startup, and operational launch of a \$90M port terminal handling 1.5M metric tons per year.
- Improved ship-loading cycles and reduced demurrage exposure through vessel sequencing, contractor coordination, SOP refinement, and terminal-flow discipline.
- Integrated safety programs from multiple organizations and maintained zero-accident performance through startup and operations.
- Strengthened port logistics reliability through contractor oversight, predictive maintenance alignment, process control, and cross-functional accountability.
- Developed operations and maintenance personnel into shift-leadership pipeline roles for sustained terminal execution.

Drax Biomass, Inc. — Monroe, LA

Regional Logistics Manager | 2014-2016

- Managed logistics and export operations supporting 900,000 metric tons of annual shipments through truck, rail, terminal, and vessel-loading networks.
- Served as core contributor to startup of a \$50M terminal, including system integration, workflow design, measurement controls, and operating handoff.
- Reduced shrink and improved measurement accuracy through variance tracking, scale validation, reconciliation discipline, and material-flow visibility.
- Oversaw quality during truck, rail, and vessel loading, identifying specification variance, contamination risk, and process-control gaps.
- Coordinated production, port operations, maintenance, safety, and logistics stakeholders to support reliable export execution.

Georgia Biomass, LLC — Savannah, GA

Logistics & Production Control Manager | 2010-2014

- Managed production flow, inventory control, rail logistics, and vessel-loading operations for 750,000 metric tons per year of outbound product.
- Supervised processing of 1.5M tons of wood chips annually, applying chip-quality assessments, moisture-control protocols, and material-flow controls.
- Improved loading throughput and vessel turnaround through sequencing models, operating discipline, and production-logistics coordination.
- Partnered with Accounting on inventory reconciliation, period closeouts, variance analysis, and measurement discipline.
- Built frontline leadership capability among supervisors responsible for production flow, logistics execution, and operating reliability.

Wall Timber Products LLC — Various Locations

Area Manager | 2007-2010

- Managed 35 employees and delivered 1M tons of chips annually while overseeing fleet operations, maintenance coordination, product quality, and schedule adherence.
- Implemented catastrophic-loss prevention practices and operating controls across distributed production and transportation activities.

Rayonier Performance Fibers — Jesup, GA

Woodyard Area Manager / Pulpmill Shift Superintendent / Chip Logistics & Quality Coordinator / Procurement Forester | 2003-2007

- Supervised 25 union personnel in high-volume chip-yard operations and delivered zero-accident performance in 3M+ tons per year chip-handling operations.
- Managed pulp production systems, shift execution, safety compliance, material flow, quality assessment, contamination controls, and measurement accuracy.
- Supported fiber procurement, vendor evaluation, tract inspections, sourcing activity, scale checks, variance reconciliation, and delivery-spec compliance.

Dimension D LLC — Consultant & Owner

Industrial Optimization Consultant | 2001-2003

- Provided industrial optimization consulting, financial modeling, and customer-facing seminars focused on improving equipment performance and operating economics.

Champion International Corp. — Various Locations

Fiber Supply Analyst / Procurement & Land Management Forester | 1995-2001

- Managed fiber procurement data, cost analysis, forecast modeling, timber procurement, quality inspections, supplier coordination, and delivery-spec adherence.

SELECTED OPERATING OUTCOMES

- \$90M greenfield port terminal commissioned and launched; 1.5M metric tons per year operating scope.
- \$50M terminal startup supported through logistics workflow design, system integration, and operational handoff.
- 900,000 metric tons of annual export shipments managed through multimodal logistics networks.
- 750,000 metric tons per year outbound product flow managed across production, rail, inventory, and vessel-loading operations.
- 3M+ tons per year chip-handling operations supervised with zero-accident performance.
- 12-18 hour vessel-turnaround reductions, shrink reduction, and loading-efficiency gains delivered through SOP redesign, sequencing models, and throughput discipline.

TECHNOLOGY, AI & SYSTEMS CAPABILITY

- ERP/MRP systems, SAP familiarity, planning workflows, procurement support, inventory reconciliation, reporting discipline, and operational data modeling.
- AI-native workflow design for vendor scoring, procurement evaluation, forecasting, structured analysis, decision support, and operational governance.
- KPI systems, SOP development, measurement control, variance analysis, predictive maintenance alignment, contractor oversight, and process-control documentation.
- AI governance methods for source fidelity, scope control, bias transparency, deterministic review, and auditable decision workflows.

EDUCATION

Master of Science, Forestry — University of Tennessee, Knoxville

Bachelor of Science, Forestry — University of Tennessee, Knoxville