

H. PAUL HAILS

47 Mattichak Road, Lopez, PA 18628 · 570-721-1144

phails6232@gmail.com · [linkedin.com/in/paulhails](https://www.linkedin.com/in/paulhails)

A creative director recognized for using environmental and administrative experiences to evaluate and implement programs. A project manager credited with streamlining production and increasing the efficiency of work processes while facilitating teams, monitoring safety conditions, and ensuring regulatory compliance.

EXPERIENCE

6/19 – PRESENT

HVACR TECHNICIAN, CLARK SERVICE GROUP

- Service and repair restaurant for all gas and electric units
 - hot side: stoves, ovens, steam wells, reach-ins
 - cold side: various reach-in coolers, walk-in refrigeration units, ice machines
- Emphasize preventive maintenance on a regular schedule, specializing in roof top cooling units with hood exhaust fans and air handlers

10/18 – 6/19

HVACR TECHNICIAN, Menco Mechanical

- Serviced boilers, furnaces, heat pumps, plumbing, refrigeration and A/C units
- Worked on construction projects with sanitary piping, pumps, and ventilation systems

2012 – 9/18

SAFETY AND HUMAN RESOURCES MANAGER, M.R. DIRT, INC.

- Implement and uphold safety regulations in keeping with state and federal mandates
- Promoted from environmental services to safety and human resources manager
- Manage environmental crews by writing and scheduling work orders for erosion control, soil stabilization, and environmental inspections
- Maintain commercial buildings, landscapes, vegetation control, snow removal
- Negotiated volume supplies and equipment pricing leading to \$100,000+ in savings
- Estimated monthly environmental jobs earning a 30% annual profit increase

2005 – PRESENT

GREENHOUSE AND PROPERTY MANAGER, HAILS FARM AND PROPERTY SERVICES

- Provide inclusive landscape maintenance: mulching, mowing, turf care, fertilization, pruning, flower plantings
- Design various hydroponic systems, i.e. vertical, flood, and ebb/ flow system
- Implement soil and soil-less growing according to permaculture theories
- Serve as liaison for customers' contractor needs

EDUCATION

HORTICULTURE SCIENCE AND LANDSCAPE DESIGN, TEMPLE UNIVERSITY

CRIMINAL JUSTICE, TEMPLE UNIVERSITY

SKILLS

- Policy and Practice
- Strategic Analysis
- Problem Resolution
- Program Design
- Compliance
- Negotiations
- Process Augmentation
- Vendor Relations
- Monitoring of Key Performance Indicators (KPIs)
- Team Communications

LICENSES AND CERTIFICATIONS

EPA 608 Certification, PEC Safe Land, OSHA, Confined Space, First Aid and CPR, Kitchen and Food Processing Department of Agriculture