
H. PAUL HAILS

47 Mattichak Road • Lopez, PA 18628 • Phone (570) 721-1144 • Email phails6232@gmail.com

A creative director recognized for using environmental and administrative experiences to evaluate and implement programs. A skilled professional in landscaping properties, while ensuring compliance in all regulations.

A project manager credited with streamlining production and increasing the efficiency of work processes while facilitating teams and monitoring health and safety conditions.

AREAS OF EXPERTISE

- Policy and Practice
- Strategic Analysis
- Problem Resolution
- Program Design
- Compliance
- Negotiations
- Process Augmentation
- Vendor Relations
- Team Communications

PROFESSIONAL EXPERIENCE

Menco Mechanical, Bloomsburg, PA HVAC Technician

10/2018 – Present

- Service boilers, furnaces, heat pumps, plumbing, refrigeration and A/C units
- Work on construction projects involving sanitary piping, sump pumps and ventilation systems

M.R. Dirt, Inc., Towanda, PA Safety and Human Resources Manager

2012 – 9/2018

- 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

Hails Farm and Property Services, Lopez, PA Greenhouse and Property Manager

2005 – Present

- Provide inclusive landscape maintenance including mulching, mowing, turf care, fertilization, pruning, and 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

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His Kids Dairy, Wyalusing, PA

1995 – 2009

Owner and Plant Manager

- Designed and operated Grade A organic processing facility for fluid milk and products
- Collaborated with organic co-op for innovative food sourcing
- Supervised on-site laboratory for testings and ensured regular submissions to private off-site labs
- Conducted monthly inspections with state and federal officials

Sheffield Marketing, New Hope, PA

1996 – 2001

Estate Manager

- Supervised daily operations on 110-acre estate
- Directed contractors on various projects: driveway paving, interior plantings, seasonal landscaping, company and private events, security, firework displays
- Managed company's investment properties for interior and exterior maintenance

Rainbow Landscaping, Pipersville, PA

1988 – 1996

Contractor for Landscaping and Horticultural Services

- Managed high-end residential estates and performed land care with interior plant design, and maintenance
- Developed yearly maintenance package featuring complete outdoor care for commercial accounts
- Operated nursery for plant and perennial container stock
- Hired and oversaw diverse working crew as an equal opportunity employer

EDUCATION

- Horticulture Science and Landscape Design, Temple University, Philadelphia, PA
- Associate Degree, Criminal Justice, Temple University, Philadelphia, PA

LICENSES AND CERTIFICATIONS

PEC Safe Land, OSHA, Dallas, TX; Confined Space, Towanda, PA; First Aid and CPR, Red Cross, Wyalusing PA; Kitchen and Food Processing Department of Agriculture, Harrisburg, PA