

2019 Ammunition Hall of Fame Inductee

MR. ROBERT GOLDEN



Mr. Robert Golden began his civil service career in 1978 as a Quality Assurance Specialist (Ammunition Surveillance) QASAS and attended 18 months of quality assurance classes for ammunition. He progressed in this field over the next six years at Seneca Army Depot, Seneca NY and McAlester Army Ammunition Plant (MCAAP), McAlester, OK. He was promoted to the Headquarters, Joint Munitions Command (JMC) in Rock Island, IL in 1984, where he led the worldwide demilitarization and maintenance program management office for ammunition through January 1997. During that time he completed successful efforts to transition from Open Burn/Open Detonation to Resource Recovery and Recycling (R3). He also oversaw the implementation of commercial demilitarization into the demilitarization execution plan.

From February 1997 to December 1998, Mr. Golden held the position of Chief, Munitions Division, HQ, USARPAC Honolulu, HI and developed a strategic plan for the Pacific Theater, which is still in use (PTAMP: Pacific Theater Ammunition Modernization Plan). He oversaw ammunition quality assurance, inventory, Explosive Ordnance Disposal, maintenance, demilitarization and planning for the Pacific theater.

Mr. Golden returned to his previous position at HQ, JMC in December 1998 until selection to Director of Production Operations at MCAAP in August 1999. While Director of Production (1999-2007) he led and managed ammunition production operations that experienced 450% growth in personnel after the September 11th, terrorist attacks. He was responsible for supervision of employees and also earned a Green Belt from East Carolina University in Lean Six Sigma and applied those skills to: reduce production schedule lead-time from five months to 1.5 months, increase on-time deliveries from 85% to 97% and reduce percent of indirect employees from 30% to 13% at MCAAP.

Mr. Golden became the Director of Quality in 2007 and managed all aspects of plant quality to include divisions for quality assurance surveillance, quality testing, quality evaluation and quality auditing. There were approximately 75 employees in the Quality Assurance Directorate. In this capacity, Mr. Golden performed a Rapid Improvement Event (RIE) and a Green Belt project that improved handling of munitions and greatly improved safety. He established a certified Sensor Fuzed Weapon Test Range. He established a Portex (Portable) X-ray system. He was able to consolidate laboratory facilities to generate cost savings. He established a Mobile Surveillance Workshop. He executed a plant-wide Quality Gap Analysis. He also established X-Ray capability for 105mm projectiles and M107 155mm projectiles. He also led efforts which established a new Explosive Test Mix Facility at MCAAP.

Mr. Golden was promoted to Chief of Staff at MCAAP in 2009 but also retained his position as the Director of Quality. As Chief of Staff, he was responsible for EEO, Information Management, Environmental Management, Safety, Security, Fire Department, Logistics and Internal Auditing. As Chief of Staff he supervised 350 employees. In this position, Mr. Golden led the effort and obtained ISO 9001-2008 and ISO 14001-2004 certifications for MCAAP. He led efforts and obtained OSHA Voluntary Protection Program Star status at the plant. He initiated Value Engineering project for the MCAAP Surveillance Workshop that saved approximately \$2.5M annually. Mr. Golden also initiated a Value Engineering project for our production line shutdown process that saved approximately \$1.38M annually.

Mr. Golden maintained professional memberships as a charter member in Career Program 33 and was the Ammunition Manager of the Year in 1997. He was a member of the Army Acquisition Corps; and had obtained a Level III certification in Production, Quality and Manufacturing. He was a Lean/Six Sigma Green Belt from East Carolina University. He received several awards for his service and excellence to include the Achievement Medal for Civilian Service - 2002 for post 9-11 production operations improvements. He received the Global War on Terrorism medal and the Commander's Award for Civilian Service for 2007 Kuwait achievements. Upon retirement in 2011, he was awarded the Ordnance Order of Samuel Sharpe Award for demonstrated integrity, moral character and the Superior Civilian Service Award for achievements as the MCAAP Chief of Staff.

Over the course of his professional life, Mr. Golden achieved his Bachelor of Business Administration degree, Lambuth University, Jackson, TN, May 1977; Master of Business Administration degree (Logistics Concentration), Florida Institute of Technology, September 1986; graduated from the Leadership Development Program, Center for Creative Leadership, Greensboro, NC, June 1998; graduated from the Army Sustaining Base Leadership and Management Program (SBLM), Ft. Belvoir, VA January, April 2001; and completed the Depot and Arsenal Executive Leadership Program, Chapel Hill, NC November 2006 – May 2007.