

# Noel C. Bowman

Executive Operations Leader | Turnarounds | Value Creation  
Fort Payne, AL (Open to Relocation)

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## Target Roles

**Chief Operating Officer | EVP / VP of Operations | President / General Manager**

Private Equity-Backed, Industrial, Manufacturing, or Multi-Site Environments

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## Executive Summary

Executive operations leader with 20+ years of experience driving turnarounds, scaling operations, and building disciplined execution systems across manufacturing and distribution organizations. Proven operator in PE-backed and growth-stage environments, aligning people, process, and performance to deliver sustainable EBITDA improvement. Deep expertise in EOS, Lean, and Six Sigma, with a hands-on leadership style that builds accountability, cadence, and high-trust cultures. Known for taking ownership in complex environments and leading with clear accountability, urgency, and measurable results.

## Core Strengths

Enterprise & Multi-Site Operations | Turnarounds & Scalability | Private Equity Value Creation | EOS / Traction | Lean & Six Sigma | Margin & Cash Flow | KPI Cadence

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## Professional Experience

### Principal | Operating Advisor (Selective Engagements)

#### NCB Advisory | United States | 2025–Present

- Advise PE-backed and founder-led companies on operating model design, execution discipline, and **EBITDA-focused value creation**.
- Lead EOS and Lean / Six Sigma initiatives to stabilize operations, reduce cost, and improve throughput, quality, and delivery.
- Support pre-acquisition diligence and post-acquisition integration, identifying operational risk, margin upside, and 90-day value creation plans.

### Chief Operating Officer

#### All Temp Windows | Fort Payne, AL | 2022–2025

- Full P&L accountability for a mid-market manufacturing platform across production, supply chain, quality, and customer service; increased and sustained net income to **17% YoY** (2022–2023).
- Expanded production capacity by 65%, scaling operations to a 300-mile service radius and a 40,000+ sq. ft. facility.
- Deployed EOS and Lean Six Sigma systems, achieving >97% on-time, in-full delivery.
- Led strategic sourcing and \$5M+ in capital investments.
- Strengthened leadership accountability and operating controls, supporting acquisition readiness.

## Director of Operations

### GlassCraft Door Company | Houston, TX | 2020–2022

- Led **\$35M+ P&L** and 150 employees in a 250,000 sq. ft. highly automated manufacturing facility.
- Executed \$3M+ in facility and technology upgrades supporting scalable growth.
- Implemented Lean systems, reducing cycle time by 18% and improving throughput.

## Manufacturing Quality Director

### Dresser Natural Gas Solutions | Houston, TX | 2018–2020

- Led quality operations for a **\$300M PE-backed** industrial business, improving predictability, compliance, and risk management.
- Built enterprise KPI reporting and defect reduction initiatives aligned with investor expectations.

## Corporate Programs Director

### TechnipFMC | Houston, TX | 2016–2018

- Deployed leadership and culture programs for **300+ executives** across five continents.
- Standardized global performance metrics and quality systems, delivering \$2M in annual savings and improved governance.

## Regional Service Manager

### FMC Technologies | Oklahoma City, OK / Houston, TX | 2013–2016

- Led **\$30M P&L** across eight locations and 150+ technicians in service and aftermarket operations.
- Standardized KPIs, increasing first-time fix rates by 20%, reducing turnover by 40%, and improving margin visibility.

## Western Hemisphere Compliance Manager

### FMC Technologies | Houston, TX | 2010–2013

- Oversaw compliance and operational governance for a **\$250M+** business across 52 international sites.
- Improved production accuracy, safety, and regulatory compliance while reducing costs by 25% and mitigating enterprise risk.

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## Education & Certifications

Executive MBA, University of Houston (Phi Kappa Phi)

Master of Urban Planning, Texas A&M University

B.S. Geography, Texas A&M University

EOS Traction Master Integrator | Lean Six Sigma Green Belt | AI Strategy Black Belt

## Board & Military Service

Board and investor partnership on KPI cadence, capital planning, and acquisition readiness.

Active C12 CEO Board participant.

United States Navy – Aerographer's Mate Third Class | 1995–1999