

# MEGHAN L. NEWMAN

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## COMPLIANCE & RISK LEADERSHIP • INSPECTIONS & REGULATORY OVERSIGHT • ORGANIZATIONAL DEVELOPMENT

Operations and compliance executive with 22 years leading inspections, regulatory oversight, and workforce development in complex, high-risk environments. Served as acting Inspector General for a 2,600-person organization across 18 subordinate units, delivering the highest compliance rating in organizational history across 63 functional areas. Known for building scalable compliance frameworks, strengthening audit readiness, and resolving complex investigations under tight timelines. Proven ability to manage Congressional and executive-level correspondence, advise leadership on risk exposure and governance, and drive measurable improvements in control effectiveness. Six Sigma Black Belt with a BA in Business.

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## CORE COMPETENCIES

- Compliance & Governance Program Management
- Risk Exposure Analysis & Regulatory Oversight
- Investigations & Ethics Case Resolution
- Audit Readiness & Control Effectiveness
- Training Design, Delivery & Operations
- Process Improvement & Six Sigma (Black Belt)
- Workforce Leadership & Talent Development
- Congressional & Senior Executive Liaison

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## PROFESSIONAL EXPERIENCE

**United States Marine Corps** | 2005 – Present

### Senior Director of Leadership Education & Organizational Development

01/2024 – Present

Senior Noncommissioned Officer Academy, Jacksonville, NC

Lead instructional operations, faculty development, and curriculum delivery across concurrent dual-curriculum programs. Oversee 8 instructors and 250+ students per cycle, managing all certification standards, performance evaluations, and program compliance.

- Facing a brand-new curriculum with no delivery framework and 8 uncertified instructors, built the complete execution plan—validating all certifications, creating the course schedule, and standardizing delivery—resulting in a flawless first course cycle with zero instructional gaps.
- After losing multiple faculty members to sudden reassignment with only one week before the next class of 96 students, rebuilt the instructional team and delivered a full course cycle—rated by the reviewing executive as the strongest performance observed in 26 years.
- Delivered 164+ contact hours to 259+ students across concurrent programs, strengthening measurable competence in leadership and critical analysis—earned selection as Faculty Advisor of the Quarter, Q3 2024.
- Identified recurring curriculum deficiencies across multiple program iterations, submitted 3 formal change requests, and completed a full lesson rewrite—aligning coursework with current operational requirements and earning the organization's highest instructor credential.
- Advised on the design of a new enterprise-wide leadership program at headquarters in Quantico, VA, providing qualitative feedback to the Director and Institutional Effectiveness Officer—shaping the curriculum standards now used for mid-level leadership instruction across the organization.

### Director of Inspections & Compliance | Acting Inspector General

05/2022 – 12/2023

2d Marine Division, Jacksonville, NC

Served as acting Inspector General for a 2,600-person organization—a role normally held by a senior executive (O-6/GS-13)—owning all compliance programs, ethics and employee relations reporting, investigations, Congressional correspondence, and audit readiness. Concurrently served as Deputy Assistant Chief of Staff for Inspections.

- Led a comprehensive compliance review across 63 functional areas, achieving the highest compliance rating in organizational history and earning recognition from the external oversight body as one of the strongest executive-level reviews conducted.

- Planned and executed 14 compliance audits across 63 functional areas and 2,600+ personnel, producing executive summaries that enabled leadership to make data-informed decisions on risk exposure, compliance gaps, and corrective action priorities.
- Managed 100+ ethics and employee relations cases, 13 Congressional inquiries, and 4 formal grievance reviews—researching findings, coordinating cross-functional responses, and delivering recommendations that resolved all cases with a 100% first-pass acceptance rate.
- Rewrote the organization's compliance directive and streamlined 50 functional-area audit checklists across 15 departments—eliminating redundancy, strengthening control effectiveness, and establishing the infrastructure that directly enabled record compliance results.

### **Director of Operations & Training**

10/2019 – 05/2022

*Truck Company, Headquarters Battalion, 2d Marine Division, Jacksonville, NC*

*Directed training, operational readiness, and welfare of 150+ personnel as both Platoon Sergeant and Company Operations Manager, maintaining accountability of 50+ fleet assets valued at over \$4 million.*

- Coordinated all movement and logistics for 687 personnel across a 45-day field exercise spanning 15 live-fire events and 9 collective training phases—completing the exercise with zero safety incidents.
- Planned and executed off-road, motorized, and hazardous materials certification courses for 300+ personnel before three major exercises—qualifying all personnel on schedule and enabling full logistics mission completion across all three.
- Identified a critical gap in hazardous materials certifications limiting fleet operations across the division; designed and delivered a training course without additional staffing—certifying 68 personnel and expanding operational capability across multiple units.
- Managed fitness testing for 232 personnel and 254 biannual compliance screenings while running all company administrative and logistical requirements—achieving 100% completion ahead of deadline with no disruption to daily operations.

### **Director of Training Programs & Compliance**

01/2016 – 09/2019

*Motor Transport Instruction Company, St. Robert, MO*

*Served as Instructor, Licensing Examiner, and Section Lead at the organization's premier motor transport training program, leading licensing operations across 70+ instructors and up to 490 students simultaneously.*

- Screened and processed 5,686 trainees for vehicle operator permits and medical qualifications under strict regulatory requirements—ensuring 5,150 met all prerequisites with zero administrative failures and full regulatory compliance.
- Discovered a compliance inconsistency in the testing process that risked qualification validity; standardized procedures organization-wide and led inter-agency agreement development—integrating the licensing program into an adjacent training center and certifying 536 additional operators under a unified standard.
- Delivered 1,496 hours of practical instruction to 355 students across six vehicle platforms, accumulating 5,000 incident-free miles—all students qualified with zero incidents, earning the Master Instructor Certification achieved by only 4% of instructors.
- Assumed the role of victim advocate for 2,800+ students and 136 permanent staff while completing the Curriculum Development Course and co-authoring a full rewrite of the flagship training program—delivering advocacy support across the organization and producing a modernized curriculum adopted program-wide.

### **Director of Logistics & Transportation Operations**

12/2012 – 12/2015

*2d Intelligence Battalion, II Marine Expeditionary Force, Jacksonville, NC*

*Provided full logistical and transportation support for 600+ personnel as Chief Dispatcher and Motor Transport Operations Chief. Also assumed the senior logistics role (normally a higher-grade position) during a leadership gap.*

- Rebuilt a motor transport section misaligned with regulatory standards ahead of two simultaneous major audits—realigning dispatching, training, and maintenance processes to achieve the highest supply and maintenance audit score in the parent organization.
- Planned and coordinated all supply, fuel, water, and ammunition distribution across 23 field operations supporting 1,500 personnel—increasing organizational readiness by 22–58% across three core capability areas.

- Coordinated movement of 120 U.S. and 118 British personnel across 21 vehicles to four locations during a bilateral exercise—enabling the joint operations center to reach full capability 48 hours ahead of schedule with zero incidents.
- With no battalion-level vehicle licensing program or formal mentorship infrastructure, created a licensing program that certified 50+ personnel and founded the Female Leadership Forum and NCO Mentorship Program—the licensing standard was adopted by the parent organization as their enterprise model.

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## EDUCATION

Bachelor of Arts (BA), Business | *American Military University*

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## CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

Six Sigma Black Belt

Senior Faculty Advisor, Master Faculty Advisor Program

Master Instructor Certification, 2019 (Top 4% of Instructors)

Curriculum Developer (ADDIE/SAT Model Certified)