

Bruce McComb
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EXPERIENCE:

2004 - Present Treasurer and SYSOP, 4People, Kennewick, Washington

Perform all financial transactions and reporting. Designed and implemented a Washington state, county portal system containing county-specific resources, printable directories, and a national hotline's list. Developed mobile (text-only) version of the county portal system. As SYSOP, conducted beta testing, created a vendor interface to ensure data integrity, implemented upgrades and system modifications, developed and distributed user manuals and training materials, acted as liaison between 4People customers and the vendor (VisionLink), provided security and maintenance of 4People.org servers.

1992 - Present Executive Director, RECA Foundation, Kennewick, Washington

Designed and launched the first Free-Net in Washington State, the Columbia Free-Net (formerly the Tri-Cities Free-Net). Started 10 Community Technology Centers, a computer reuse program, the Columbia Basin Public Information Network (CBPIN), and an abilities center providing assistive technologies for the disabled. Taught community education classes including digital photography, Internet basics, web design, and computer maintenance for the non-technical user. Provided technology support for numerous non-profit organizations including networking, system upgrades and repair, training, and web design/hosting. Built and repaired computers as a Microsoft Authorized Refurbisher (MAR). Provided computer repair for low income individuals, non-profit staff, and non-profit organizations.

1990 – 1992 Battelle Memorial Institute, Pacific Northwest National Laboratories, Richland, Washington.

Manager, Staffing Research. Provided statistical data on recruitment costs and effectiveness (cost/hire, advertising, open house/job fairs, research/search firms, online advertising, etc.). Established an on-line, modem access information and referral service to assist in the recruitment process. Established and maintained other online sourcing, advertising, and database research capability (Dialog, Nexus, etc.). Established the first Hanford Recruiter Roundtable as an ongoing process. Significantly increased the efficiency of the recruitment process through information sharing and coordinating other assets. Established the first ever national recruiters' roundtable for Department of Energy (DOE) contractors. Broke down the perceived wall of competition among recruiters and installed a collaborative network in its place.
Recruiter. On a contract basis, recruited personnel for high level, technical positions

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1987 - 1990 **President, The Resource Center, Silverdale, Washington**

Executive Search and Recruiting: Conducted retained search and placement services for companies dealing with the Department of Defense (DOD) and the Department of Energy (DOE). Specialty areas included submarine and anti-submarine warfare, ship and airborne electronics systems, artificial intelligence, and underwater vehicles (manned and unmanned). Additional services provided included: evaluation of current recruiting practices (including use of employment agencies, executive search firms and executive search researchers), planning and executing mail campaigns, training corporate recruiters, establishing and maintaining a recruiting database, online computer networking, and long range personnel planning (ensuring coordination with other corporate strategic plans).

Technical Consulting: Provided competitive intelligence reports and assessments on Department of Defense (DOD) companies. Provided technical reports and assessments in anti-submarine and submarine warfare. Provided evaluations of trade shows, symposia, other companies, and consultants (the latter for collaboration and technical assistance).

OTHER EXPERIENCE:

1984 - 1987 **Business Development/Marketing Manager, Recruiter**

1963 - 1984 **United States Navy (LCDR, Ret)**

Service included at sea and submarine experience. 8 years enlisted, 13 years commissioned officer. Submarine warfare specialist and intelligence sub-specialist with two overseas tours of duty.

EDUCATION: BS Chemistry, University of Idaho 1971