

Rick Shank

rick@rickshank.com | 412.297.3094 | linkedin.com/in/rickshank | Harmony, PA

TRANSFORMATIVE TECHNOLOGY EXECUTIVE

Drove Business Growth and Bottom-Line Margin Through Digital Innovation, Scalable Technologies, and Enterprise Partnerships for Private and Public Companies

M&A - Led IT due diligence and integration across \$20B+ in deals; divesting \$750M+ cleanly

Offshoring - Increased agility and delivered \$20M+ in annual savings with minimal risk to departments

Leadership - Empowered global teams up to 350+ and developed future leaders with 97%+ retention

Executive Alignment - Collaborated with 6 departments, accelerating key initiative approvals by 40%

Digital Transformation - Produced \$45M+ in recurring value from AI/ML-enabled solutions

Technology Enablement - Reduced manual processes by 80% with a mobile-enabled workforce

EXPERIENCE

Ellwood Group

New Castle, PA | 2/26 - Present

Family-owned specialty metals producer; \$1.5B+ in revenue across 13 business units and 25+ sites serving aerospace, defense, energy, and heavy industrial markets

Senior Director, Infrastructure | 2/26 - Present

- Report to the CFO; own network, servers, cloud, and IT support across 25+ sites
- Completed a \$1.5M/year outsourced network and security services program in 3 months, after 3 years of failed implementation
- Completed IT readiness for CMMC Level 2 / NIST 800-171 compliance across all of Ellwood Group
- Aligned infrastructure strategy to the new AI/digital roadmap, putting AI-capable data and connectivity on the shop floor
- Drive collaboration across all IT areas and business units through operations reviews, quarterly business reviews, and a common IT strategy

Career Break

Harmony, PA | 7/25 - 2/26

Pursued a personal sabbatical following a multi-year executive tenure leading global IT transformation, M&A integration, and digital innovation. Focused on strategic renewal, professional development, and emerging technologies.

U. S. Steel

Pittsburgh, PA & Košice, Slovakia | 12/10 – 7/25

Fortune 200 global steel producer (NYSE: X); generated up to \$20B+ in revenue with a 42% headcount reduction driven by automation and structural efficiency, ultimately acquired by Nippon Steel for \$15B.

General Manager, Infrastructure & Applications | 8/24 - 7/25

Senior Director, Enterprise Applications, Infrastructure, & Tubular IT | 2/23 - 7/24

Senior Director, Infrastructure & VP IT | U. S. Steel Košice | 7/19 - 1/23

Vice President, IT | U. S. Steel Košice | 4/15 - 6/19

Global Director, Infrastructure | 12/10 - 3/15

Built global IT capability that standardized delivery; consistently promoted to leadership roles, acting as a Divisional CIO, including expat assignment, leading IT transformations for infrastructure and applications

TEAM LEADERSHIP

Enterprise Application - Oracle EBS, ERP Suite Run & Build, Salesforce, SAP, distributed systems

Manufacturing Systems - Manufacturing Execution Systems (MES), scheduling, quality, shipping

Tubular IT - Process Control & Plant Systems for the Tubular business

Infrastructure - Deskside Support, Networking, Telecom, Collaboration, Mainframe, Database, Servers

- Reported directly to the global CIO; led the largest 520+ person IT organization
- Transitioned internal infrastructure and application teams to a managed service provider in 5 months; stabilized and delivered \$20M+ in annual savings, which funded the Digital/AI program
- Guided 200+ IT individuals in Slovakia on SAP steady state; achieved zero impact to operations
- Provided due diligence for Nippon Steel Corporation acquisition as the primary IT contact; received a binding offer and projected to close in 2 months
- Proposed a Technical Debt Reduction program to the CEO & BOD; projected to reduce risk by 30%
- Co-led Digital/AI acceleration; top industry producer, delivering \$150M+ in digital programs
- Delivered a Cloud First initiative by decommissioning a legacy datacenter and migrating 85% of applications to a hybrid cloud environment; reduced infrastructure costs by 30%
- Sponsored IT resiliency improvement; achieved 98% application recovery
- Proposed and negotiated corporate data center sale; received binding contract for \$12M cash benefit
- Moved on-prem databases to Oracle Cloud at Customer; saved \$1.4M+ in 4 years
- Ran ransomware recovery for JV cybersecurity attack; achieved minimal impact to business
- Equipped 5.5K global employees to work from home
- Provided IT due diligence and divestiture for the rail assets sale; received \$750M+
- Segmented 100+ business and OT networks; improved cybersecurity posture worldwide
- Directed a 300-person IT organization for Slovakia's \$4B+ subsidiary
 - Reduced headcount by 20% and costs by 25%
 - Achieved \$45M savings annually from energy management, steel production, and warehouse
 - Partnered with 2 Universities to build AI laboratories
 - Replaced legacy system with cloud-based ERP implementation (SAP S/4 HANA & PSI)
 - Implemented Salesforce CRM that enhanced sales capabilities for the Commercial organization
 - Implemented Lean Six Sigma methodologies within the IT team, delivering \$1M+ in savings
 - BOD member for US Steel Germany, US Steel France, and US Steel Košice charitable foundations
- Implemented a comprehensive ransomware protection and incident response program; enhanced organizational resilience and reduced potential recovery time by 50%
- Led GDPR compliance by redesigning business processes and architecture; mitigated regulatory risk

UnitedHealth Group | Director, IT - M&A

Pittsburgh, PA | 12/08 - 12/10

Largest worldwide healthcare company, number 4 in the Fortune 500 (NYSE: UNH); growth focused on Medicare and Medicaid, revenue rapidly scaled from \$87B to \$100B+

- Spearheaded \$1B acquisition integration from Unison Health Plan; completed transition with up to 1,400 employees across 7 states on budget and ahead of schedule by 50%
- Inherited 2 stalled integrations ranging from \$2B to \$4B+; converted 20+ legacy systems to centralized platforms in 8 months after a 5-year hiatus

Unison Health Plan | Manager, IT - Infrastructure

Pittsburgh, PA | 2/04 - 12/08

VC-backed health insurance startup; scaled from 250 to 1.4K employees and acquired by UnitedHealth Group for \$1.2B

- Hired and developed a diverse 20-person IT team; formed an open and inclusive culture
- Built scalable operational infrastructure; expanded Medicaid and Medicare presence from 2 to 7 states

EDUCATION | TRAINING

BS, Business - Global Management focus | University of Phoenix | Phoenix, AZ
Deloitte NextGen CIO program | Executive Development

SKILLS

Technology Strategy	Oracle & SAP S/4 HANA	Global Team Leadership
Digital Transformation	M&A IT Integration	Data Governance
AI & Machine Learning	IT Operations	Vendor Management
Cloud & Hybrid IT	Cost Optimization	Industry 4.0 / IoT
Cybersecurity & Risk	Agile, DevOps & Lean IT	Resiliency Management