

Paul Ducey

Director of Process Excellence • Operational Excellence & Continuous Improvement Leader

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PROFESSIONAL SUMMARY

Operational Excellence and Continuous Improvement leader who builds the systems — and develops the teams — that make Lean stick. Lean Six Sigma Black Belt and named inventor with a track record across healthcare technology, hardware, and cannabis: standing up data-driven planning and automation platforms, redesigning production processes, and leading cross-functional teams of 50+ through change. Known for bringing data and automation onto the floor without losing the people who run it.

CORE COMPETENCIES

Operational Excellence • Continuous Improvement • Lean Six Sigma (Black Belt) • Kaizen • Value Stream Mapping • Gemba • A3 Problem Solving • Standard Work • 5S • Sales & Operations Planning (S&OP) • Demand Planning • Inventory & Supply Chain • Change Management • Process Design • New Product Introduction (NPI) • Manufacturing & Production Operations • Cross-Functional Team Leadership • Data Analytics (R) • Robotic Process Automation (RPA) • Cloud Fundamentals

PROFESSIONAL EXPERIENCE

Solar Cannabis Co — Director of Process Excellence

2023 – Present

Somerset, MA • Promoted twice in three years (from Process Innovation Manager and Sr. Manager, Applied Sciences & Integrated Operations).

- Own continuous improvement across the full operation — cultivation, post-harvest, manufacturing, and fulfillment — leading **50+ employees** across multiple departments.
- Built a **data-driven demand and production planning system** from the ground up, spanning retail through nursery and new-strain selection, reducing stockouts on the core product line while volume grew.
- Redesigned the trim process, improving bud-to-shake ratio from **~50/50 to a sustained 70/30** (peaking at 80/20) — more premium product, less low-value output, at higher throughput.
- Drove record results: **highest flower harvest volume in company history**, with records in terpene content and per-plant yield.
- Established a two-week harvest cadence, bringing predictable flow to a historically variable operation.
- Implemented a data-driven KPI dashboard (output per square foot, processing units, distribution) and reduced supply costs **18%** through vendor management.

RxAdvance Corporation — Sr. Manager, Product Innovation; Process Innovation & Automation Specialist

2013 – 2022

Southborough, MA

- Invented and led development of the **second-generation connected medication-adherence device**; named inventor on the resulting **U.S., European, and Canadian patents**. The device was used in investor demonstrations that supported company fundraising.
- Built an automation platform for provider and facility credentialing that earned **URAC accreditation on its first submission**.
- Led product and process innovation across pharmacy benefit management (PBM) and home-health solutions, including the company's cloud platform.

EARLIER EXPERIENCE

Personica Engineering — Senior Program Manager, Urban Mobility

- Led manufacturing, systems testing, and field deployment of docking stations and pay-station kiosks for the launch of **Citi Bike NYC** (332 stations and 6,000 bikes — the largest bike-share system in the U.S. at launch) and **Bike Chattanooga**.

SentiCare, Inc. — Product Manager; Quality Assurance Specialist

- Helped build the **first-generation medication-adherence device** and delivered product sales demonstrations to major healthcare organizations, including **CVS and Kaiser Permanente**.

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

Lean Six Sigma Black Belt — Six Sigma Academy
Amsterdam

OPEX Expert; Lean Mgmt & Manufacturing Expert — Six
Sigma Academy Amsterdam

Robocorp Automation Developer, Level 1 (RPA) —
Robocorp

Cloud Architect Fundamentals — QA North America

R Programming for Data Science — Udemy

Argus Control Systems Fertigation

PATENTS

Medication Organizer Tray Apparatus — U.S. Patents 9,757,305 B2 and 10,357,428 B2 (also EP 3025697 B1; CA 2913295). Named co-inventor.

SPEAKING

Invited Speaker, **GBMP 22nd Annual Northeast Lean Conference (2026)** — “AI at the Gemba.”