

Alyson M. Pitts

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EXECUTIVE PROFILE

Dynamic strategic advisor and project management professional with over 15 years of experience leading high-performing teams, managing multimillion-dollar budgets, and executing organizational transformation initiatives. Adept at driving cross-functional collaboration, fostering employee development, and aligning resources to achieve organizational goals. Proven ability to deliver high-impact solutions in complex environments, including government and research sectors. Committed to promoting operational efficiency, stakeholder engagement, and organizational excellence.

PROFESSIONAL EXPERIENCE

Strategic Advisor | NOAA Fisheries, Northeast Fisheries Science Center

Woods Hole, MA | October 2022 – Present

- Lead the coordination and execution of an annual \$78M budget across five laboratories, overseeing a team of 450 staff members.
- Drive strategic alignment between research priorities and organizational goals, ensuring efficient execution of NOAA's scientific initiatives.
- Implement strategic prioritization frameworks, driving alignment with federal mandates and executive orders to optimize research outcomes.
- Spearhead leadership initiatives, including organizational retreats, workshops, and team-building exercises, fostering a high-performance culture.
- Advise senior leadership on resource allocation, providing data-driven recommendations to enhance efficiency and meet organizational objectives.
- Manage interagency collaborations and external partnerships, negotiating agreements and facilitating cross-entity initiatives to improve operational outcomes.
- Developed and implemented policies to streamline internal operations and enhance interdepartmental collaboration.

Fishery Management Specialist | NOAA Fisheries, Greater Atlantic Regional Fisheries Office

Gloucester, MA | January 2017 – October 2022

- Managed complex fishery management policies, developing and implementing regulatory frameworks to improve sustainability in Atlantic fisheries.
- Coordinated multi-stakeholder collaborations, working closely with government entities, industry leaders, and academic partners to shape national fisheries policies.
- Led communications efforts, creating strategic content and outreach materials to engage diverse audiences, including government, non-profit organizations, and the public.
- Implemented process improvements to streamline operational workflows, reducing redundancies and increasing team productivity.
- Spearheaded the development and coordination of professional development programs, including leadership training and employee engagement initiatives.
- Increased organizational visibility through the development of external communications strategies.

and social media campaigns.

Acting Learning Officer | NOAA Fisheries, Northeast Fisheries Science Center

Remote | November 2021 – February 2022

- Oversaw the execution of the NEFSC Learning Office's strategic plan, managing training initiatives designed to enhance both technical and leadership skills.
- Led the design and launch of the Leadership Shadow LANTERN program, offering staff the opportunity to gain exposure to senior leadership and build mentorship relationships.
- Reduced training duplication across NOAA by creating a central learning resource platform that optimized training delivery and content sharing.
- Led cross-regional collaboration efforts, enhancing the agency's learning culture by aligning regional learning plans with broader organizational goals.

Contract Research Assistant | NOAA Fisheries, Social Sciences Branch

Narragansett, RI | September 2015 – September 2016

- Managed project timelines and milestones for a bi-coastal research team, ensuring successful project completion on time and within scope.
- Conducted in-depth qualitative and quantitative analyses of fisheries data, providing actionable insights to senior leadership and research teams.
- Developed presentations and reports that communicated research findings to stakeholders, including policymakers and industry partners.

Hatchery Technician/Oyster Farmer | Mook Sea Farm

Walpole, ME | December 2011 – April 2014

- Led operations and team management for an aquaculture farm, improving production processes to increase revenue while minimizing costs.
- Implemented research experiments to optimize farm output, resulting in a more sustainable and efficient production system.
- Supervised a team, ensuring operational safety and meeting productivity quotas.

SELECTED PROJECTS & INITIATIVES

- **Strategic Learning Program Design:** Successfully designed and implemented a regional strategic learning plan, aligning employee development initiatives with organizational priorities and improving employee engagement.
 - **Communication Strategy Revamp:** Led a project to redesign and modernize internal and external communication strategies, improving outreach and stakeholder engagement.
 - **Employee Engagement Initiatives:** Founding member of the Mindful NOAA employee resource group, driving wellness programs that improved staff retention and satisfaction.
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KEY COMPETENCIES

- Strategic Planning & Execution
- Project & Program Management
- Cross-Functional Team Leadership
- Budgeting & Resource Allocation
- Stakeholder Engagement & Relationship Building
- Process Optimization & Efficiency Gains
- Leadership Development & Mentorship
- Change Management
- Policy Development & Compliance
- Communication & Public Relations
- Conflict Resolution & Negotiation

TECHNICAL SKILLS

- Project Management Tools: Google Workspace, Ganttter, Microsoft Office Suite
- Web Management & Content Development: Google Sites
- Data Analysis: Qualitative & Quantitative Software

EDUCATION

Master of Marine Affairs | University of Rhode Island
May 2015

Bachelor of Arts in Environmental, Earth & Ocean Sciences | University of Massachusetts-Boston
May 2010

CERTIFICATIONS & TRAINING

- Red Cross Adult, Child, and Baby First Aid/CPR/AED Certified
- Various leadership and project management training seminars, including courses in strategic planning, resource allocation, and organizational development.

ADDITIONAL LEADERSHIP & VOLUNTEER EXPERIENCE

- **Advisor, Friends of Barnstable Harbor:** Led community outreach initiatives, developed environmental reports, and organized local conservation projects.
- **Speaker, Rhode Island Marine Trades Association:** Delivered industry insights on marine trade marketing and trends at a national conference.
- **Design Lead, Green Boston Harbor Project:** Created promotional materials and supported ecological restoration efforts in Boston Harbor.

