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AIR FORCE VETERAN · HUMAN RESOURCES · TALENT MANAGEMENT · OPERATIONAL LEADERSHIP



Ira Smith Jr

// Human Resources Generalist · Force Management · Team Leadership · Training Development

Human resources professional and Air Force veteran with more than a decade of leadership across personnel management, policy analysis, staff development, training, logistics support, and operational leadership. Active Secret clearance. Published profile emphasizes HR and force-management roles rather than vendor IT certifications.

10+ Years Leadership | $4M+ Oversight | 300+ Admin Corrections | Active Secret Clearance | HR & Training

OPENNESS	Open to roles
PATHLOCK	Not connected
STATUS	Best aligned for HR leadership, force management, people operations, training development, and operational coordination roles
CLEARANCE	Active Secret Security Clearance
FOCUS	Personnel management, policy implementation, talent development, retention, process improvement, and team performance
PUBLIC PROFILE	pathproof.accumentum.net/p/ira-smith-jr

01 By the Numbers

10+
Years of Leadership
Ira's career spans human resources management, operational leadership, staff development, team coaching, and training-centered performance improvement.

$4M+
Programs and Assets Overseen
Managed risk, safety, quality, budgets, equipment, assets, and programs in military and operational environments requiring disciplined execution.

300+
Administrative Items Corrected
Recognized for flawless correction of personnel and administrative issues while improving data accuracy and workforce-management visibility.

2019
Air Force HR Since
Has served in Air Force force-management and human-resources functions since 2019, supporting commanders, supervisors, and service members.

02 Highlights

HUMAN RESOURCES · POLICY ANALYSIS · FORCE MANAGEMENT

Supports High-Stakes Personnel Decisions

Ira manages military personnel and HR programs, analyzes policy, and provides leadership with recommendations tied to benefits, entitlements, retention, relocation, and career progression.

Force Management · Policy Analysis · Retention · Personnel Programs

PROCESS IMPROVEMENT · DATA ACCURACY · AUTOMATION

Improved Administrative Accuracy at Scale

He corrected more than 300 administrative items, rewrote programs, and introduced automated processes that improved efficiency, reduced friction, and strengthened workforce data quality.

Automation · Data Quality · Process Improvement · Program Rewrites

COACHING · MENTORSHIP · TALENT DEVELOPMENT

Built High-Performing Teams On and Off the Court

Across AAU and high school coaching roles, Ira developed players academically and athletically, supported college-placement visibility, resolved internal conflict, and improved team operations through disciplined mentorship.

Mentorship · Player Development · Conflict Resolution · Leadership

TRAINING · OPERATIONS · TEAM LEADERSHIP

Brings Operational Leadership into People-Centered Roles

Ira's blend of military service, coaching, instruction, and customer-facing support creates a leadership style built around accountability, empowerment, communication, and continuous improvement.

Training Development · Operations · Team Leadership · People Operations

03 Experience

UNITED STATES AIR FORCE · MALMSTROM AIR FORCE BASE, MONTANA · HUMAN RESOURCES · FORCE MANAGEMENT · AIR FORCE OPERATIONS — 2019 — Present

Human Resources Generalist / Force Management Specialist

- Manages, supervises, and leads military personnel and human resources programs in a high-accountability Air Force environment.
- Analyzes Air Force policy and provides recommendations to commanders, supervisors, and Airmen on benefits, entitlements, retention, relocation, and career progression.
- Maintains personnel data systems, identifies data mismatches, and provides leadership with accurate information to support force-management decisions.
- Corrected more than 300 administrative items, filled leadership gaps when needed, spearheaded program rewrites, and introduced automated process improvements.
- Directly led personnel while supporting broader operational and workforce-management priorities.

TEAM OVIEDO AAU · OVIEDO, FLORIDA · COACHING · OPERATIONS · EXECUTIVE LEADERSHIP — 2015 — 2019

Head Coach & Chief Executive Officer

- Developed student-athletes on and off the court through discipline, fundamentals, film study, and college-visibility support.
- Planned, supervised, and evaluated organizational procedures and operations to improve efficiency and reduce startup delays and downtime.
- Rehabilitated struggling players by identifying root issues, aligning responsibilities to strengths, and resolving internal conflict.
- Helped build a structured, developmental environment focused on performance, accountability, and long-term growth.

HAGERTY HIGH SCHOOL · OVIEDO, FLORIDA · COACHING · TRAINING · PROGRAM SUPPORT

2015 — 2019

Head Coach / Assistant Varsity Coach

- Developed practice and game schedules while supporting athletes, faculty, staff, and parents in a structured team environment.
- Assisted with scouting, film study, statistical analysis, and individual player development.
- Maintained safety protocols, confidentiality, and digital administrative records tied to team operations.
- Contributed to both short-term and long-term program goals through instruction, mentorship, and disciplined planning.

CAPTEL SERVICES · REAL-TIME SUPPORT · ACCESSIBILITY · CUSTOMER SERVICE

2015 — 2016

Captioning Specialist

- Provided live telephone captioning services for the deaf and hard-of-hearing community through accurate, real-time transcription.
- Maintained strong proofreading and communication quality while supporting customers in real-time conversations.
- Made rapid decisions under pressure to interpret and transcribe live audio effectively and clearly.

CENTENNIAL HIGH SCHOOL · ROSWELL, GEORGIA · LEADERSHIP · TEAM DEVELOPMENT · PROGRAM OPERATIONS

2013 — 2015

Varsity Head Coach

- Interacted with internal and external stakeholders while mentoring players on and off the court.
- Supported student development and career-advancement decisions tied to college and university opportunities.
- Managed day-to-day program operations, including staff, marketing, entertainment, and promotional activities.
- Implemented player-development strategies and training methods designed to improve performance and team outcomes each season.

04 Credentials & Qualifications

Vendor certifications are holder-asserted unless a live issuer check succeeded

SECURITY & TRUST

Active Secret Security Clearance

Ira is trusted to work in environments that require accountability, discretion, disciplined execution, and operational reliability.

HUMAN RESOURCES

Associate of Science in Human Resources Management

Formal education in HR supports his strengths in talent management, personnel administration, policy interpretation, and people-centered operations.

LEADERSHIP

Training, Development, and Team Building

Ira’s combined military and coaching experience demonstrates deep capability in mentorship, staff development, conflict resolution, and performance improvement.

OPERATIONS

Budget, Logistics, and Program Oversight

His experience managing programs, operations, and assets valued at more than $4M reinforces strong operational leadership in fast-paced environments.

05 Technical Skills

// HUMAN RESOURCES & OPERATIONS

HR Management	Core · 95
Operations Management	Advanced · 91
Policy Implementation	Advanced · 89
Requirements Analysis	Strong · 86

// LEADERSHIP & DEVELOPMENT

Team Leadership	Core · 95
Training & Development	Core · 94
Conflict Resolution	Advanced · 88
Staff Development	Strong · 87

// PROCESS & COORDINATION

Process Improvement	Core · 92
Coordination / Collaboration	Advanced · 90
Logistics Planning	Strong · 84
Project Research	Strong · 83

// SOFTWARE & PRODUCTIVITY

Microsoft Office 365	Core · 93
Google Workspace	Advanced · 88
Mac / Windows	Advanced · 87
Personnel Data Systems	Strong · 86

06 Let’s Put Ira To Work

Best aligned for human resources, force management, people operations, employee development, team leadership, training coordination, and roles that require structured operational execution, discretion, and team-focused leadership.

07 Education

COMMUNITY COLLEGE OF THE AIR FORCE

Associate of Science in Human Resources Management

Ira’s associate-level HR education supports his expertise in personnel administration, people operations, and structured workforce-management practices.

BACHELOR’S STUDIES

Bachelor’s Degree In Progress

Current undergraduate study reflects Ira’s continued professional growth and commitment to strengthening his leadership and business capabilities.

MILITARY DEVELOPMENT

Basic Leadership & Development Training

Military training reinforced Ira’s ability to lead teams, manage change, uphold standards, and perform effectively in fast-paced operational settings.

PROFESSIONAL CERTIFICATION

Certified Forklift Operator

Additional operational certification reflects Ira’s versatility across logistics-adjacent work, workplace safety, and hands-on execution environments.

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Accumentum confirms the training and practical work completed with us. Certifications are listed by the professional, and many can be checked with the issuing organization in one click.

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