

Donald D. Raby III

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QUALIFICATIONS SUMMARY

Palm Coast native and Maritime Executive leader directing a federally funded \$1B program for Maritime Administration (Marad). I oversee multi-site operations, capital projects, budgets, procurement, and vendor contracts, drawing on 20 years of Coast Guard leadership in safety, environmental response, and security. I build accountable teams, communicate clearly with agency and community stakeholders, and deliver reliable public service with transparency and measurable results.

- Experienced in strategic planning, budgeting, and performance management. Run the governance rhythm for operations and finance, set KPIs and dashboards, and align staffing, contracts, and procurement to schedule and cost targets comparable to a municipal capital improvement and service delivery program.
- Strong compliance and emergency management background. Coordinate with regulators and partners, lead risk-based inspections and readiness reviews, and support incident response and after action improvements to close deficiencies and reduce future risk.

MAJOR ACCOMPLISHMENTS

- Oversaw the construction, inspection, and certification of the world's first fully autonomous spaceport drone ship, used by SpaceX for the recovery of first-stage rockets at sea.
 - Deputy Incident Commander for GOLDEN RAY response the largest removal of a capsized vessel in U.S. history. Directed agency interactions, strategic vision, and project milestones for over 500 personnel/\$840M budget during exceptionally complex salvage, pollution response & recovery operations. Drafted and coordinated the Coast Guard approval of a complex mooring and heavy weather plan during the most active hurricane season on record for over 65 assets including the VB10000.
 - Managed and oversaw 70 contractors/\$18.8M budget as On-Scene Incident Commander. Complex diving operation with the use of mixed gas divers and remote operated underwater vehicle for removal of 500,000 gallons of oil from sunken tanker COIMBRA. Worked closely with all other Government, Federal, State, Local, NGO for the planning and approval of this project over a two-year period.
 - Lead initial critical communication response and marine casualty investigation into the tragic sinking of the U.S. flagged container vessel the EL FARO from Jacksonville, FL. Compiled information to collaborate with Coast Guard Marine Board of Investigation & National Transportation Safety Board to formulate investigation strategy; efforts hailed by NTSB & CG-HQ as paramount foundation to the worst maritime disaster since 1983.
 - Directed the federal response to Category 5 Hurricane that caused \$2.5 billion in damages to Florida and coordinated multi-agency response to open three ports simultaneously.
 - Spearheaded the leadership and training program for Philippines Coast Guard a diverse and growing workforce in creating strategies to improve operational efficiencies and achieve goals for standardization of training, safety, and preventative maintenance of their growing service/fleet.
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HIGHLIGHTS OF PROFESSIONAL EXPERIENCE

Director, Fleet Operations, Crowley • Jacksonville, FL 2024 – Present

- Lead a federally funded \$1B program portfolio for MARAD's Vessel Acquisition Management program, setting strategy, budgets, procurement plans, and vendor contracts while delivering safe, reliable service across multiple sites. Serve as chief negotiator for the acquisition and U.S. standardization of four vessels delivered on time and in compliance. Oversee Ship Manager Next transitions and contract modifications and novation's, coordinating with agency partners, USCG, ABS, and contractors to keep schedules, budgets, and readiness on track. Run the governance rhythm for operations and finance, establish KPIs, improve best practices, and provide clear executive reporting aligned to strategic objectives. Direct major maintenance and capital projects comparable to a municipal capital improvement program, protecting timelines and controlling costs through scope management and early procurement. Build and lead a cross functional team of engineers, project managers, contracts, and claims, aligning hiring, training, scheduling, and performance management with service and quality goals. Support incident response and investigations as a subject matter expert, closing deficiencies and mitigating risk with legal, safety, and regulatory stakeholders.

Offshore Space Logistics CEO & Co-Founder • Jacksonville, FL 2024 – 2025

- Present Lead strategic vision and operational execution for Offshore Space Logistics, focusing on innovative offshore recovery solutions for spaceflight operations. Spearheaded the development of cutting-edge offshore recovery technologies to support space missions, leveraging expertise in both maritime and aerospace sectors. Oversaw strategic planning, business development, regulatory compliance, and risk management. Positioned the company as a leader in offshore spaceflight logistics through collaboration with industry partners and stakeholders.

Assistant School Chief, Marine Transportation Systems Management • Yorktown, VA • 2020-2023

- Managed 12 personnel and a \$93k budget & \$60K DOD funds of the safety, training, and leadership of four courses that make up the Marine Transportation System (MTS) teaching policy of Coast guard wide missions for Waterways and port management, Facility inspections of regulated facilities, transportation/handling of explosives including jet fuel, and our container inspections program.

Supervisor, Marine Safety Detachment • Long Island, NY • 2017-2020

- Established priorities and designed training curriculum to manage 22 personnel conducting safety and security inspections of commercial vessels carrying 5 million passengers annually in port of New York and Connecticut with \$29 billion in economic impact. Served as the lead project manager and guided maritime industry professionals through state-of-the-art, million-dollar ship construction projects coordinated between shipyards in both ports; directed regulatory compliance of offshore windfarms and how they would handle crew transfers and the construction and regulation of designated waterfront facilities. Provided support to incident investigations as a subject matter expert, to identify and assess vessel construction/equipment failures using data collection and risk mitigation techniques.

Education and Training

- M.B.A., Master of Business Administration (Project Management), University of Arkansas Grantham, 2021
- B.S., Organizational Management, St. Joseph's University, 2016
- Human Resources and Leadership & Supervision certificate
- Ship Construction & Stability

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- Officer Specialty codes for Marine Inspections, Marine Investigations, Environmental Response, Training, and Incident Management and Preparedness
- USCG Instructor Qualification
- ISO 9001 lead auditor
- U.S. Coast Guard Incident Commander / Crisis Manager / Safety Professional
- NIMS Incident Command System Courses – ICS 100/200/300/339/400/430/440/700/800

Volunteering and Noteworthy

- Organized Beach clean ups in Jacksonville beach, FL with local companies donating to participants with 100+ volunteers with as much as 3000lbs of trash removed.
- Planned bike building event with USO to build donated bikes to provide Christmas gifts to local military families.
- Volunteered time and recruited members from unit to escort 46 veterans that were participating in an Honor Flight celebrating their service during WWII and the Korean War.
- Published article in Crowley Magazine about personal experience while participating in the ship rider program.
- Frequent speaker at leadership engagements and panel member, volunteer to speak to every junior enlisted class at our training center.