

EMILY ARROWAY SHILLING

STRATEGIC EXECUTIVE LEADER – PROGRAM MANAGER – TEST PILOT – COMBAT VETERAN

California MD. 20619
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EmilyArroway@gmail.com

EXECUTIVE SUMMARY

Accomplished executive leader with over 20 years in aerospace engineering, program management, and strategic innovation. Adept at translating public-sector expertise into business value, operational efficiency, and streamlining processes for private industry. Proven success in delivering high value programs, fostering inclusive leadership, and navigating complex organizational challenges. Results driven strategist with a commitment to operational excellence and cultivating high-performing teams.

CORE COMPETENCIES

- Strategic Operations & Program Management
- Budgeting and Financial Oversight (\$800M+)
- Analysis & Planning / Risk Mitigation
- Aerospace & Software Systems Engineering
- Extensive Top Secret & Special Access Program experience
- Cross-Functional Team Management
- Agile/Safe Software Development
- Stakeholder and Coalition Building
- Extensive technical expertise, coding, hardware, and manufacturing experience
- Vendor & Contract Negotiation

PROFESSIONAL EXPERIENCE

Deputy Program Manager *United States Navy | Washington, D.C.*
Unmanned Carrier Aviation (PMA-268) *2023 – Present*

- Directed an \$800M+ portfolio encompassing hardware and software solutions, overseeing 250+ personnel and multiple high-value contracts to deliver mission-critical capabilities.
- Launched and scaled the integration and deployment of the Unmanned Carrier Aviation Mission Control System (UMCS) to 13 aircraft carriers, 4 shore facilities, and 2 international partnerships.
- Established lasting inter-agency and international strategic partnerships, ensuring on-time and under-budget delivery of critical capabilities.

Deputy Program Manager *United States Navy | Washington, D.C.*
Next-Generation Mission Planning Systems (PMA-281) *2020 – 2023*

- Pioneered the Navy's largest Software Acquisition Framework program, delivering on-time, under-budget mission relevant results with zero audit discrepancies, earning congressional recognition.
- Championed Agile-SAFE collaboration between USAF, Joint Program Office, and Foreign Military Sales, driving rapid development of interoperable capabilities; portfolio budget of over \$1.5billion.
- Directed system-wide upgrades across 17 mission planning environments, integrating stakeholder feedback to optimize hardware compatibility and mission performance.

Project Manager *United States Navy | Washington, D.C.*
Next-Generation Air Defense (NGAD, 4.0M NAVAIR) *2017 – 2020*

- Led multi-agency and industry collaboration to advance next-generation air defense technologies, delivering prototype solutions tailored to emerging threats.
- Leveraged mid-tier acquisition authority to expedite Analysis of Alternatives, ensuring cost-effective and rapid innovation in defense capabilities.

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- Developed Mission-Aligned, Acquisition-Viable, and Engineering-Realizable (MAE) solutions, addressing critical national security challenges.

Test Pilot & Project Officer *United States Navy | Washington, D.C.*
Air Test and Evaluation Squadron VX-23 *2013 – 2017*

- Executed high-risk flight tests for advanced systems requiring real time risk mitigation. Balanced technical acumen with operator experience to communicate system performance and discrepancies in early product development.
- Directed Airborne Electronic Attack Test Projects for EA-18G and EA-6B platforms, enhancing fleet capabilities in electronic warfare.
- Awarded 'Best Development Test Thesis' at the U.S. Naval Test Pilot School.

Naval Officer / Combat Aviator *United States Navy | Washington, D.C.*
VAQ-131 / VAQ-129 *2005 – 2013*

- Total Flight Hours: 1,714 | Combat Missions: 60 (350.9 hours) | Arrested Landings: 242 (105 night)
- Aircraft Platforms: EA-6B Prowler, EA-18G Growler, F/A-18E/F Super Hornet

Associate Engineer (Keplar Space Telescope) *Ball Aerospace | Boulder CO.*
2004 – 2005

Machinist (CNC & Manual) *Colorado Space Grant | Boulder CO.*
2002 – 2004

EDUCATION & CERTIFICATIONS

- **Professional Certification** – Model-Based Systems Engineering – MIT (2017)
- **Certified Naval Test Pilot** – United States Naval Test Pilot School (2015)
- **M.S., Systems Engineering** – Naval Postgraduate School (2014)
- **B.S., Aerospace Engineering Sciences** – University of Colorado, Boulder (2005)

BOARD LEADERSHIP & COMMUNITY IMPACT

- President, SPARTA: Leads professional development initiatives for 2,300+ military members, driving organizational resilience, retention, and recruitment.
- Board Member, Out & Equal: Advocate for workplace inclusion and efficiency.
- Frequent speaker on innovation, leadership, and building resilience.

AWARDS & RECOGNITION

Civilian

- Top 50 - Out Executives (2023 & 2024)
- Curve Power List - 50 LGBTQ+ Women and Nonbinary Trailblazers (2024)
- Out & Equal LGBTQ+ Corporate Advocate of the Year (2022)

Military

- Meritorious Service Medal – For program leadership
- Air Medal (3x) – Combat operations, Iraq/Afghanistan
- Navy Commendation Medal (2x)
- Navy & Marine Corps Achievement Medal (3x)
- Order of Daedalians Distinguished Airmanship Award