

JAXSON HAYLEY

Austin, TX | 512-986-0918 | jaxson@jaxsonhayley.com

jaxsonhayley.com — Access Code: Zenith (Full portfolio and appointment scheduling)

Dear Hiring Manager,

Innovation, execution, and purposeful leadership have defined my career for over three decades. I have consistently delivered measurable results by shaping high-performance organizations and scaling revenue engines across high-purity manufacturing, global B2B markets, and entrepreneurial ventures.

My experience spans global brand repositioning, operational restructuring to unlock new value, and building enterprise-wide alignment to seize emerging opportunities. As both a trusted executive advisor and hands-on leader, I am known for turning complex challenges into actionable strategies that drive immediate impact and lasting resilience.

I bring a unique ability to connect technical vision with operational excellence, consistently bridging rigor with creative problem-solving. My leadership style centers on empowering people—whether guiding cross-functional teams through global growth or mentoring the next generation through philanthropic work.

Rooted in servant leadership and authentic collaboration, I have cultivated trust-first cultures that foster innovation and align organizational purpose with meaningful business outcomes. Through philanthropic initiatives and community engagement efforts, I am dedicated to breaking generational barriers, advancing digital literacy, and building sustainable opportunities for underserved youth.

I am excited about the possibility of bringing my executive experience, operational expertise, and mission-driven leadership to your organization. I look forward to discussing how I can help drive your continued growth and lasting impact.

Thank you for considering my application. I look forward to connecting soon.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jaxson Hayley', with a stylized, flowing script.

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TECHNOLOGY CAN CONNECT THE WORLD, PURPOSEFUL LEADERSHIP TRANSFORMS IT

Transformational leader with 30+ years building scalable organizations and revenue engines across manufacturing, global B2B, and innovation-driven startups. Proven track record in M&A, global expansion, and digital transformation. Recognized for fostering trust-first, purpose-driven cultures, and uniting strategic vision with operational excellence. Passionate philanthropist, committed to aligning profit with purpose for lasting business and community impact

EXPERIENCE

Hayley International Holdings, LLC. – Austin, TX

Venture Architect | Fractional CTO & Technical Strategy Advisor | January 2017 – Present

Founded and led a venture studio building scalable, acquisition-ready technology ventures aligned with enterprise technical, operational, and integration standards for strategic exit.

- Advanced multiple innovation tracks within a unified studio, ensuring each entity was disciplined, validated, and market-ready for entry or transfer.
- Engineered platform infrastructure with clear value propositions, monetization strategies, and competitive advantages to drive acquisition readiness and market differentiation.
- Positioned the DevMark portfolio as a modular suite of strategic assets, each developed for flexible exit options—including carve-outs, roll-ins, or licensing within enterprise ecosystems.

Arc Machines, Inc. – Pacoima, CA

Vice President Global Sales & Business Development | February 2015 – August 2016

Director Global Solutions – Fusion Technology | March 2014 – February 2015

Arc Machines, Inc. (AMI) is a global leader in designing, manufacturing, and distributing advanced orbital welding systems and solutions. As a pioneer in the field, AMI offers the most comprehensive range of orbital welding technologies, serving over seventy-five countries across various sectors, such as aerospace, semiconductor, biotechnology, nuclear, defense, food and beverage, chemical processing, shipbuilding, and power generation.

- Served as a key contributor during operational restructuring and global growth, driving cross-functional initiatives that increased enterprise value and market competitiveness that aligned with anticipated acquisition.

- Led global brand repositioning and go-to-market transformation, scaling growth strategies across five continents through channel expansion, enterprise sales, and improving global brand equity.
- Increased quarterly revenue by \$2M and reduced operating costs by 35% through restructuring and optimization, enhancing EBITDA and supporting valuation during acquisition due diligence.
- Contributed to the enhancement of the Model 217 Power Supply and authored technical white papers that secured executive and board approval for the development of the Model 217P Power Supply, Fusion M217 Remote Pendant, Fusion Switch Box Assembly, Purge Oxygen Sensor, and M16 Exel Weld Heads.

Orbital Technologies Inc. – Austin, TX

Founder & CEO | January 2000 – November 2013

Founded and led a manufacturing company specializing in turnkey ultra-high-purity gas and chemical delivery systems for semiconductor, aerospace, and pharmaceutical sectors.

- Achieved Tier 1 supplier status with global industry leaders by consistently delivering top quality, reliability, and performance.
- Consistently achieved nearly 100% on-time delivery and zero non-conformance, earning multi-year contracts and preferred vendor status.
- Negotiated and executed an exclusive private-label agreement with Praxair Inc. to supply UHP gas systems globally.
- Oversaw full P&L, product development, lean production, and strategic accounts, driving sustained growth and profitability.
- Co-authored ISO-compliant SOPs and implemented rigorous QA/QC protocols surpassing customer and regulatory standards.
- Applied lean manufacturing to optimize efficiency, streamline workflows, and improve throughput and cost performance.

Orbital Engineered Designs Inc. – Austin, TX

Founder & CEO | March 1999 – August 2005

Founded and led a company specializing in the design, engineering, and commercialization of advanced manufacturing equipment for compliance-driven industries, including pharmaceutical, aerospace, and semiconductor manufacturing.

- Directed full product lifecycle from concept and R&D to engineering, patent filing, and market launch—driving innovation from ideation to commercialization.
- Secured a U.S. utility patent for high-purity gas and chemical delivery system manufacturing, leading all technical development and achieving major gains in throughput, reliability, and cost efficiency.

- Achieved international market entry in the first year, securing adoption by top semiconductor and aerospace manufacturers.
- Managed full P&L, overseeing operations, sales, delivery, and vendor partnerships to ensure profitability and scalable growth.

Orbitek Engineering, Inc. – Austin, TX

Production Supervisor | August 1995 – October 1998

- Developed manufacturing protocols to meet ultra-high purity standards for semiconductor processes, ensuring strict quality and reliability compliance.
- Led ISO and cleanroom compliance training programs, promoting a culture of precision, discipline, and continuous improvement.
- Created and validated manufacturing protocols as a Tier 1 supplier for Applied Materials, meeting ultra-clean process and orbital welding specifications.
- Led production team from pilot to full-scale operations, achieving over \$2M in monthly revenue within the first year.

PHILANTHROPY

Jaxson Hayley Foundation – Austin, TX

Founder & Chairman | 2023 – Present | jaxsonhayley.org/

Founded a 501(c)(3) organization dedicated to breaking generational barriers for underserved youth by providing essential resources and support systems. Committed to lasting community impact through strategic outreach, sustainable solutions, and collaborative partnerships that create equitable opportunities and brighter futures.

- Developed and launched Rivalry for Life, a statewide campaign transforming high school football rivalries into competitive blood drives that advance community health and provide life-saving transfusions for children.
- Awarded educational grants to promote academic achievement and civic engagement, strengthening community bonds and fostering a culture of giving back.
- Orchestrated family-focused events—such as Reading Under the Lights and Family FUNFest—featuring innovative activities that promote literacy, creativity, and school pride.
- Championed digital equity by advancing device access, online safety, and digital literacy initiatives to bridge the digital divide for underserved youth.
- Cultivated strong partnerships with educators, donors, and nonprofit leaders to align school spirit with health outcomes and long-term youth empowerment.

Operation Military Salute | 2008

USO Military Appreciation | 2009

Salute to Veterans | 2011

Special Liaison to Guest of Honor

- Notable and honored guests included Presidents George H.W. Bush (41st), and George W. Bush (43rd), Lieutenant General (Ret.) William Boykin, Major General (Ret.) Bob Dees, Medal of Honor recipient Mike Thornton, Sgt. Eric Maddox (Delta Force interrogator credited with capturing Saddam Hussein), U.S. Senator Brian Birdwell (9/11 Pentagon survivor), entertainer Wayne Newton, and Texans owner Bob McNair.

EDUCATION

Pennsylvania State University | Dean's List Recipient

B.S. in Information Sciences and Technology (Design and Development)

B.S. in Cybersecurity Analytics and Operations (Analytics and Operations)

In Progress, Cum Laude Expected

The University of Texas at San Antonio | 1991 – 1994

Business Administration (Management and Operations)

PROFESSIONAL DEVELOPMENT

Landmark Forum | 1999, 2005

Landmark Advanced Course | 2006

- Completed immersive leadership and organizational development training, acquired tools to drive breakthrough performance, elevate communication, and expand personal and professional impact.
- Advanced coursework focused on future-oriented leadership, possibility-based action, and intentional outcome design. Developed skills in distinguishing perception from reality, overcoming limiting beliefs, and aligning vision with purposeful action.

ASME Section IX - Welding Procedure & Performance Qualification | 1997

Certified in ASME Section IX, with advanced proficiency in welding procedure specification (WPS) and performance qualification (PQR) for pressure piping systems. Specialized in GTAW (orbital and manual), weld quality assurance, and strict code compliance for high-purity, regulated environments including semiconductor manufacturing, pharmaceuticals, and power generation.