



**Dr. Victoria Watlington, PE, PMP**  
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## **EDUCATION & CERTIFICATIONS**

PhD, Infrastructure and Environmental Systems, University of North Carolina at Charlotte, (2023)  
*Dissertation: Multi-Objective Optimization for Economic Mobility Budget Policy for Local Urban Government*  
Public Policy Research and Analysis Graduate Certificate, University of North Carolina at Charlotte, 2023  
MS Engineering Management, University of North Carolina at Charlotte, 2013  
BS Mechanical Engineering, University of Florida, 2009

Registered Professional Engineer (NC, SC)  
Certified Project Management Professional  
Licensed Building Contractor, North Carolina  
LEAN Six Sigma Black Belt

## **WORK EXPERIENCE**

*Trane Technologies, Davidson, NC, 2024-present*  
Innovation Initiatives Leader (2024-present)

- Led technical development completion of five design sprint team stories in China, India, and US to address quality of life barriers for displaced people
- Led enterprise communication strategy and content asset delivery to memorialize Operation Possible 2023-2024 Challenge
- Led feasibility and conceptual development (led executive stakeholder engagement, strategy development, recruitment and training for SBU PM resources) for three SBU crowdsourcing initiatives (Innovation Day EMEA 2025, CHVAC Innovation Grove idea repository pilot, and EH&S regional ideation challenge)
- Presented as panelist as part of 2024 Early Talent Program and inaugural 2024 Purple Team Summit to drive innovation as a culture within the enterprise
- Leading Residential innovation projects (HEMS and VPP) through Gate 0 and Gate 1
- Leading scanning & screening for innovation venture capital and partnership opportunities in conjunction with M&A

*The Coca-Cola Company, various locations, 2018-2024*

Director, Equipment Innovation (2022-2024)

- Leads technical strategy and innovation activity integration for global beverage refrigeration equipment R&D program across sustainability, connectivity, and user experience workstreams to deliver The Coca-Cola Company's carbon footprint reduction targets (in compliance with global regulatory requirements) and increase system revenue in the cold beverage category worldwide
- Leads global Connected Coolers innovation strategy, technical specification development and global technology partner identification for basic and advanced product offerings that support Coca-Cola's Internet of Things ecosystem, advanced analytics, and monetization of consumer insights
- Leads NPD project team to deliver HoQ/product specification by market segment for Next Generation Coolers based on consumer market research and compelling business need
- Leads stakeholder engagement across four global Operating Units for 2030 Next Generation Cooler innovation strategy & product development pipeline
- Owned commercial and R&D relationship management for strategic global beverage equipment innovation partners including NDA, MSA, and SOW negotiations
- Led project team of internal and external resources for global sustainability initiative to achieve 1.1 kWh/day beverage equipment energy targets through material, component, and connectivity improvements, optimizing for business case (40% cost avoidance versus unconstrained OEM offerings)

Regional Service Operations Manager, Mid-Atlantic/Program Manager (2018-2022)

- Led cross-functional juice category regulatory reformulation initiative (Brand, R&D, Finance, Procurement, Commercialization, Co-Manufacturing, Planning, SRA, SIS)
- Led cross-functional tea category regulatory reformulation initiative (Brand, R&D, Finance, Procurement, Commercialization, Co-Manufacturing, Planning, SRA, SIS)
- Led \$300K cross-functional, multi-site Design-to-Value packing cost savings initiative
- Led cross-functional team of sales support, IT, and PMs to build SP capacity map tool and capacity planning framework to enable improved project scheduling and management (impact: reduction in dry runs, OT, AIC effort hours; improvement in customer service)
- Led joint business planning and performance management program with service providers to include SLA analysis, identification of opportunity areas, corrective action plans, fields audits, etc (54 SPs across five state region)
- Supports the planning and execution of innovation (equipment, parts, tools, etc.) with provider network (conduct assessment, support activation and training, issue resolution)

*Sealed Air Corporation, Charlotte, NC, 2016-2018*

Program Manager, Senior Mechanical Project Engineer (2016-2018)

- Led \$10M global cross-functional (Marketing, Supply Chain Business Partner, R&D, Engineering, Logistics, Procurement, Manufacturing) development program for \$1B product line [manufacturing cost opportunity analysis and scope development, raw material sourcing, product/process/package development, manufacturing/equipment development]. As program manager, owned cost/scope/schedule and reporting, accountable to the Chief Operating Officer, the project sponsor.

- As Technology Workstream leader on director-level cross functional team, developed \$1B global supply chain strategy analysis for mailer product line (market study, volume forecasting, capacity analysis, brownfield/greenfield site selection, supplier analysis, manufacturing footprint/capital & operating cost, logistics/distribution channels & freight cost, hiring/separation costs)
- Led scope development for \$8.5M capacity increase project to procure and install broadbream cross-linking equipment (facility upgrades, structural addition, converting equipment)
- Led (as project manager and lead engineer) three additional capital projects (total \$2.6M) to upgrade and install manufacturing equipment in North American plants

*Procter & Gamble, various locations, 2008-2016*

Engineering Project Manager, Technology Leader (2013-2016)

- Led \$7M in capital equipment projects via cross-functional, multi-site teams across three countries (R&D, quality, eng, manufacturing, construction) to enable stops reduction, reliability increase, scrap, and productivity savings (scope development, cost estimating, forecasting, schedule development, design basis, best value option analysis, vendor sourcing and contracts, invoice tracking, asset management, financial analysis, technology transfer and training, manufacturing standards development)
- Led site Engineering Work Process system to eliminate start-up losses in portfolio initiatives due to lack of standard engineering practices

Manufacturing Project Leader, Duracell Quantum & Project Engineer, CAVS (2013)

- Led manufacturing launch team for North America AA commercial formula upgrade including site validation protocols, operational readiness, training, maintenance standards development, and roll out process and equipment qualifications
- Led seven high-speed manufacturing equipment upgrades and operations process improvement projects to enable stops reduction and reliability increase including sourcing, 3D-modeling design, procurement, and implementation

Operating Department Leader, GNATs (2012)

- Directly managed 42 P&G personnel and 12 contractors in manufacturing production department to deliver North America AA battery volume
- Led department Hoshin gap analyses and masterplan development to deliver productivity and cost savings
- Developed and implemented maintenance infrastructure to enable M&R cost reduction
- Developed and implemented training program to target capability gaps in organization (troubleshooting, root cause analysis, standards development)

Site IWS Continuous Improvement Manager (2011-2012) & Operating Department Leader, Testing (2011-2012)

- Led continuous improvement methodologies in manufacturing environment across 400-employee site, coaching site leadership executives, front-line managers, and operating technicians (Gemba walks, E&T, org design, 5S, Kanban, rapid improvement events/Kaizens, root cause analysis, PDCA, Value Stream Mapping, autonomous and progressive maintenance, quality assurance & control, standard work)
- Directly managed 26 P&G personnel and 30 contractors in operations & logistics department
- Qualified 150 employees on Autonomous Maintenance Steps 1-3 to drive revenue and reduce cost through existing assets
- As member of Site Leadership Team, responsible for annual business strategy development to deliver global category portfolio growth targets
- Led re-chartering of site-wide team to identify and eliminate work process waste (inventory, rework, over-processing losses), and build capability in leadership and technician teams on the floor improve human work processes
- Developed and deployed site Run-to-Target strategy to drive capability and rigor in execution down to the team level in critical daily management systems:

Process Engineer, Cell Assembly & Testing Value Streams (2009-2011)

- Provided engineering technical support to manufacturing operations to drive revenue and reduce cost through existing assets and low to moderate risk growth opportunities
- Led capital equipment projects through design, change control, funding, installation, and commissioning
- Led maintenance, technician training, and continuous improvement plans across department
- Managed cost and quality control through reliability engineering analyses and equipment and maintenance specifications

Project Engineer Intern, *Albany, GA* (2008)

*Hallmark Cards, Inc, Kansas City, MO* (2007)

Retail Product Development Engineer Intern

## **COMMUNITY LEADERSHIP EXPERIENCE**

*City of Charlotte, Charlotte, NC* 2019-present

City Council Member At-Large

- Performs Constituent Services for 900K constituents (zoning, safety, housing, code enforcement, solid waste, etc)
- Chairs the Great Neighborhoods Committee, leading strategy and implementation of city-wide policies impacting neighborhoods
- Drafted the SAFE Charlotte policy framework to re-imagine policing and reduce violence in the community (adopted 2020)
- Championed Corridors of Opportunity policy to invest in infrastructure, business, housing stability, and grassroots organization investment in historically disadvantaged corridors (initial \$25M investment, adopted 2020)
- Works with the Mayor and staff to set strategic vision and focus areas for Charlotte, NC, the nation's 15th largest city, home to over 800,000 residents
- Directly manages the City Manager (who manages 8,000 City staff), City Attorney, City Clerk
- Oversees the annual \$2.6B budget, setting the tax rate and approving the financing of all city operations
- Authorizes contracts on behalf of the City

- ASHRAE member (2024-present)
- UNCC William States Lee College of Engineering Board of Advisors (2022-present)
- Discovery Place Board (2019-present)
- Delta Sigma Theta Sorority, Incorporated (2018-present)
- National Society of Black Engineers (2010-present)

*Past:*

NC Building Code Council, CharlotteWorks Board, United Way Central Carolinas Young Leaders Council, Programming Committee Co-Chair (2018-2019), North Carolina New Leaders Council Fellow (2018-2019), City of Charlotte Civil Service Board, Vice Chair (2017-2019), City of Charlotte Business Advisory Committee (2017-2019), West Blvd Neighborhood Coalition Board, Land Use Committee Chair (2017-2019), Elevation Church Outreach Team (2012-2018), NMBAA Leaders of Tomorrow Speaker, AA Political Caucus of MCDP Panelist, CLT Sustainability Summit Panelist, Sealed Air Toastmasters Club Charter Member, Vice President Public Relations (2017), Sealed Air United Way, Supply Chain Department Liaison (2017), Westover Hills Neighborhood Association, Secretary (2014-2017), National Society of Black Engineers Charlotte Professionals; Programs Chair (2013-2014), Evening of Excellence Committee (2016), City of Charlotte Civic Leadership Academy Graduate, CMPD Citizens' Academy Graduate, City of Charlotte Community Planning Academy Graduate, City of Charlotte CLT International Airport Aviation Academy Graduate

**AWARDS**

UNCC Black Alumni Excellence in Leadership Award (2024)  
UF Alumni Association 40 Gators under 40 (2024)  
Charlotte Business Journal 40 Under 40 (2019)  
Mecklenburg Times 50 Most Influential Women (2019)  
UNCC Alumni Association Outstanding Young Alumna (2019)  
Elevate Lifestyle Future Leaders of Charlotte 30 Under 30 (2018)  
Pride Magazine Outstanding Millennial (2018)  
Charlotte Chamber Young Professionals Business Leader - Large Enterprise (2017)  
Charlotte Neighborhood Leadership and Exchange Award, for Westover Hills (2015)