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## Harlan Kooima



### **Director, Software and Mission Systems Integration Naval Air Warfare Center Weapons Division Naval Air Systems Command**

Mr. Harlan Kooima currently serves as Director for the AIR-4.9 Software and Mission Systems Integration Department at the Naval Air Warfare Center Weapons Division (NAWCWD), China Lake, California. As the Director, he leads a team of approximately 720 Civilian personnel, 25 program teams, as well as leadership responsibilities for over 400 contractor and 1,200 support code personnel. The Department's mission is to establish and execute NAVAIR software and mission systems integration policies, technical directives, best practices, processes, guidance, and instructions across NAVAIR competencies and products.

Mr. Kooima has more than 30 years of experience in both the private sector and as a civilian in the Department of Defense. He began his career in private industry with the McDonnell Douglas Corporation in St. Louis, Missouri where he joined the F/A-18 Program and worked system integration activities on upgrade projects before moving to China Lake in 1990 to accept a field assignment as the McDonnell Douglas lead systems engineer for all F/A-18 flight test programs. After a short period of time he recognized the world class research and development workforce at China Lake and extended his stay.

Five years later Mr. Kooima became a Government employee working at the F/A-18 & EA-18G Advanced Weapons Laboratory (AWL) as a project manager for major systems upgrades. His first assignment was fielding System Configuration Set (SCS) 09C to the U.S. Navy, U.S. Marine Corps, and seven foreign countries. He then managed the next \$150M upgrade (SCS 13C) through its entire life cycle. Both projects were finished at a cost, schedule, quality, and performance level that rivals the best in the industry.

From 1998-2003 Mr. Kooima led the conversion of the F/A-18E/F SCS from Assembly Language to Higher Order Language with SCS H1E. This involved a conversion of over 1.5 million source lines of code, and has made the development of subsequent SCSs much more cost effective.

In 2003, Mr. Kooima was selected as the AWL's project manager for the development, test, and evaluation of the EA-18G Growler. The multi-million dollar Growler program was extremely

successful, coming in ahead of schedule and below cost, providing the warfighter with an upgraded, state-of-the art electronic warfare platform.

From 2008 until his selection to AIR-4.9, Mr. Kooima served as the NAVAIR F/A-18 AWL Integrated Product Team Lead responsible for the development, test, and evaluation of the legacy F/A-18 A/A+/B, current F/A-18 E/F, and EA-18G aircraft. He provided the vision and strategic leadership to the workforce while focusing on critical investment and capability strategies for future readiness, and managing well over \$518M annually. Mr. Kooima also managed Foreign Military Sales projects partnering with over 25 countries.

Mr. Kooima is a magna cum laude graduate of Iowa State University where he earned his Bachelor of Science degree in Electrical Engineering in 1988. Mr. Kooima's awards include the Ned Conger F/A-18 Distinguished Service Award, the Michelson Laboratory Award, the Dr. L.T.E. Thompson Memorial Award, and the David Packard Excellence in Acquisition Award.