

OSHAE WILLIS

Operations & Revenue Leader | \$259M Platform | SAP | Working Capital | Order-to-Cash
oshae.willis@gmail.com | 301-804-7152 | [linkedin.com/in/oshaewillis](https://www.linkedin.com/in/oshaewillis) | [OshaeWillis.com](https://oshaewillis.com) | Houston, TX

PROFESSIONAL SUMMARY

Enterprise operations leader driving revenue acceleration, capital efficiency, and cash conversion across a \$259M+ national platform. Delivered 27% revenue expansion while compressing excess deployed capital 84% (\$7.4M to \$1.2M), releasing \$6.2M in working capital. Reduced Order-to-Cash 62%, improved billing accuracy to 98%, and identified \$5.8M in SAP data integrity failures before they compounded. Scaled a distributed commercial network from 80 to 90 agencies without increasing deployed capital.

CORE COMPETENCIES

Revenue Cycle & Order-to-Cash	SAP S/4HANA & ERP Data Integrity	Billing Operations & Dispute Resolution
Supply Chain & Inventory Governance	Executive KPI & Dashboard Design	Distributed Network Leadership
Working Capital Optimization	Lean Process Redesign	Demand & Capacity Planning

PROFESSIONAL EXPERIENCE

Paragon28 (Zimmer Biomet)

Senior Field Operations Manager

Dec 2024 - Present

- Lead national commercial infrastructure supporting \$259M+ annual revenue across 90 distributorships
- Drove 84% reduction in excess field inventory (\$7.4M to \$1.2M), releasing \$6.2M in working capital while sustaining 27% YoY revenue growth
- Reduced Order-to-Cash cycle 62% (9.0 to 3.4 days), accelerating cash realization and improving billing accuracy to 98%+
- Built executive dashboards used by VP of Operations and Product Directors to govern allocation, validate revenue growth, and prioritize constrained supply decisions
- Partnered with executive leadership on revenue forecasting alignment, working capital allocation, and capital deployment efficiency
- Scaled governance model through 12% network expansion without degrading revenue cycle velocity or adding deployed capital

Paragon28

Inventory Operations Manager

Aug 2023 - Apr 2024

- Recovered \$5M in lost field inventory in 9 months (\$3M in first 4 months); reduced supply chain purchases \$1.6M over 18 months
- Discovered SAP write-on defect creating \$5M in phantom field inventory over 3 years; diagnosed root cause, documented financial exposure, drove full remediation
- Identified inventory calculation defect overstating distributor inventory by \$800K; corrected formula and realigned all downstream reporting
- Achieved 106% Field Audit Accuracy; rebuilt billing operations to eliminate revenue bottlenecks and dispute exposure

Arthrex

Regional Operations Manager

Feb 2022 - Jun 2023

- Supported \$42M regional revenue portfolio across 8 sales teams and 40 representatives; contributed to revenue growth from \$38M to \$42M YoY
- Increased DC productivity 25% and improved on-time delivery 60% through lean process redesign
- Implemented biologics controls protecting margin and reducing expired inventory exposure

Samsung Austin Semiconductor

Warehouse Manager

Oct 2019 - Apr 2020

- Improved demand forecasting accuracy 30%, reduced inventory carrying costs 39%, increased inventory accuracy to 90%

CERTIFICATIONS

APICS CPIM | Lean Six Sigma Green Belt | Certified Supply Chain Manager (CSCM) | Agentic & Generative AI, Anthropic (Mar 2026)

TECHNICAL SKILLS

Systems: SAP S/4HANA | Salesforce | Power BI | SQL | Advanced Excel

Operations: Revenue Cycle Management | Order-to-Cash | Inventory Governance | Lean Process Design | KPI Architecture | Demand & Capacity Planning