

GARRETT FEHRMAN

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PROFESSIONAL SUMMARY

Integration and deployment leader with 5+ years delivering large-scale warehouse automation and material handling systems for retail, e-commerce, grocery, automotive, heavy equipment, 3PL, and industrial distribution customers. Direct people leader of 10 Integration Managers and Integration Engineers and owner of the department's standard integration, testing, and resourcing processes. Built the resourcing processes that drove department growth from 10 to 30 FTEs, created the Integration Manager role, is standing up a Solution Architect function for upstream system design, and reduced customer-facing defects per test case by 70.4% by standardizing testing across 5+ business units.

PROFESSIONAL EXPERIENCE

Bastian Solutions – A Toyota Automated Logistics Company

Project Integration Engineering Team Lead

June 2024 – Present

Team Leadership & Organization

- Direct people leader of 10 Integration Managers and Integration Engineers across 15+ concurrent automation deployments, owning commissioning, testing, resourcing, budgets, design changes, and contractor utilization
- Created the Integration Manager role, defining its scope, responsibilities, and career path; the role owns integration timelines and test plans and eliminated duplicate onsite testing across Controls, Software, Robotics, and Autonomous Vehicle teams
- Expanding the team into system design by defining the Solution Architect role and a Description of Operations (DOO) design-governance process, with 3 Solution Architects being hired to own holistic system design through handoff to integration
- Established resourcing and capacity-planning processes that identified department resourcing gaps, driving growth from 10 to 30 FTEs while maintaining 80% project utilization
- Instituted and revamped department training plans and structured onboarding to bring new team members to project-ready status
- Implemented workforce planning models and standards that reduced leadership meeting time by 50%, and built position-specific and department-wide 5–7 year roadmaps

Process Ownership & Standards

- Own and enforce standard integration and testing processes; reduced customer-facing defects per test case by 70.4% within one fiscal year by standardizing testing across 5+ business units
- Designed and deployed a company-wide test case management and reporting system, improving visibility, consistency, and quality of test execution on all projects
- Directed company-wide Hoshin initiatives to improve internal and external testing standards, procedures, and templates

Technical Delivery

- Led end-to-end integration of third-party automation technologies (e.g., AutoStore), including design modifications for onsite feasibility and throughput, network whitelisting and database configuration, test planning, and commissioning of controller PCs and AutoStore robots
- Review engineering designs for commissioning feasibility and safety, and improved company standards for throughput validation and uptime reporting of implemented technologies
- Estimate testing and commissioning timelines for projects in the sales phase; improved commissioning calculators to reduce estimating meeting time

Project Engineer / Project Manager

July 2021 – June 2024

- Managed software scope, resources, schedules, and budgets for warehouse execution system (WES) implementations up to \$55M and 24,000 labor hours
- Served as interim product manager for standard software offerings, approving enhancements, resolving customer-facing issues, and developing product documentation, SOPs, and internal wikis
- Negotiated customer scope changes and set daily execution priorities for cross-functional project teams across multiple concurrent projects

- Tested and integrated WCS software with diverse material handling technologies while improving project and company documentation standards

RESEARCH & TECHNICAL EXPERIENCE

HIRRT Laboratory, Purdue University

May 2019 – December 2020

Intern and Research Assistant

- Designed, produced, and evaluated assistive devices for a variety of patients

XYZT Laboratory, Purdue University

June 2020 – August 2020

Robot Motion Image Processor

- Developed C++ algorithms to process 3D images from high-end sensors for autonomous vehicles, 3D video conferencing, and additive manufacturing

EDUCATION

Purdue University – West Lafayette, IN

August 2017 – May 2021

B.S. Mechanical Engineering, Minor in Global Engineering Studies | GPA 3.90/4.0

Dean's List and Semester Honors (all semesters); Study Abroad: ESTACA, Paris (Global Professional Practice)

Scholarships: W. Coleman Atkins Alumni, SAIL, and Mechanical Engineering Department Scholarship

Universitat Politècnica de València – Valencia, Spain

January 2020 – May 2020

Higher Technical School of Design Engineering; one-semester exchange in Aerospace Engineering

LEADERSHIP & TECHNICAL PROJECTS

Senior Design – TRP International

January 2021 – May 2021

- Designed and built a dynamic testing structure to safely measure braking torque on a modified electric drum brake
- Performed calculations and FEA to verify redesigned components; final prototype increased mechanical advantage by 45%

Engineers Without Borders, Purdue

January 2018 – May 2021

New Member Design Team Lead / Technical Sub-Team Lead

- Led the redevelopment of the New Member Design Team and its structure
- Led development and analysis of a water distribution unit for a rural community in Bolivia

SKILLS

Integration & Delivery: Automation deployment and implementation, test planning (FRT/ORT), commissioning, test case management, WCS/WES integration, AutoStore, system design review

Leadership & Process: Team and role development, capacity and workforce planning, training program development, Toyota Production System (TPS), Kaizen, Hoshin Kanri, mentorship

Project & Product: Project and program management, integration management, product management

Technical: SQL, Excel, MS Project, C/C++, MATLAB, SolidWorks

Certifications: AutoStore certifications including Grid Designer

Languages: English (native), Spanish (B2)

HOBBIES

Traveling, downhill skiing, pickleball, cooking (and eating), hiking, camping, reading