

Paul Cyr

Ketchikan, AK 99901 • [REDACTED]

Professional Summary

Dynamic and results-driven General Manager with over 20 years of leadership experience in seafood operations management, regulatory compliance, and financial oversight. Proven track record of building high-performing teams, streamlining operations, and driving sustainable business growth. Exceptional communicator with a strong focus on customer relationships and operational excellence.

Core Competencies

- Team Leadership & Staff Development
- Seafood Sales (Fresh, Frozen, Value-Added)
- Contract Negotiation & Management
- Regulatory Compliance (EPA, OSHA, DEC, NOAA, etc.)
- Financial Management & Reporting
- Operational Strategy & Process Improvement
- Customer Relationship Management (Internal & External)
- Fleet and Facility Management

Professional Experience

Seagrove Oysters & Kelp, Ketchikan AK.

General Manager
January 2026 – Present

- Mariculture
- Operations Management, Executive Operations Oversight
- CEO Support & Strategic Execution
- Capital Project oversight & Infrastructure development

E.C. Phillips & Son, Ketchikan, AK

General Manager
December 2009 – December 2025

- Oversee corporate operations with 8 direct reports and 260+ employees.
- Develop and implement strategic initiatives in collaboration with ownership.
- Manage seafood production specifications for quality and cost efficiency.

- Direct construction, renovation, and equipment installation projects.
- Ensure compliance with EPA, PSM, OSHA, DEC, NOAA, DOL, ADF&G, and ADNR.
- Manage AP, AR, invoicing, payroll, and financial review as Corporate Treasurer.
- Serve as company representative to municipalities, regulatory agencies, and public stakeholders.
- Former Treasurer, Executive Board Member – Southern Southeast Regional Aquaculture Association (SSRAA).

Salmon Falls Resort, Ketchikan, AK

General Manager

March 2007 – December 2009

- Directed operations for restaurant, hotel, fishing charters, gift shop, and jet boat tours.
- Led staffing, training, compliance, and customer experience initiatives.
- Upgraded financial and POS systems from manual to electronic.
- Created annual budgets and business plans, overseeing capital improvement projects.

Earlier Professional Experience

McKinstry Co., Portland, OR — Service Operations Manager (May 2003 – March 2007)

- Managed HVAC and boiler technicians, sales staff, and office personnel.
- Grew service department revenue from \$2.7M to \$5.5M.

Siemens Building Technologies, Bellevue, WA — Group Operations Service Supervisor (May 2000 – April 2003)

- Supervised HVAC and DDC controls service operations.

Safeway, Inc., Bellevue, WA — Maintenance Representative (July 1999 – May 2000)

- Co-managed maintenance and repair for 230 stores across four states.

The Seattle Times, Seattle, WA — Facility/Security Coordinator (January 1994 – July 1999)

- Directed environmental compliance programs and physical security systems.

Education

- University of Washington, Seattle, WA — Bachelor's in Business Administration (GPA 3.78)
- Washington State University, Vancouver, WA — MBA Coursework (85% Complete)
- Greater New Bedford Vocational High School — Diploma

Military Service

United States Navy — Nuclear Submariner (Honorable Discharge)

- Top Secret Security Clearance, PRP Member
- Certified Instructor