Devin Long

Embedded Program Builder | Team and Operations Leadership | Special Projects

Kentucky - Remote

Phone: 502-221-3883 · Email: devin@rootspireworks.com

LinkedIn · Portfolio

Professional Summary

Embedded program builder and generalist operator who helps mission-driven teams clarify what is blocking progress, build and test practical solutions, develop the people who will own them, and leave behind durable capability. Founder of Rootspire Works LLC, a mission-driven program and project management consulting firm focused on conservation, community impact, and organizational strategy. Over the course of 19 years in the United States Air Force, led teams, managed multimillion-dollar resources, and built partnerships, training systems, and field-tested solutions in unfamiliar settings. Known for earning trust, setting standards, and adapting coaching to individual readiness. Also founder of Moonroot Sanctum LLC, an early-stage conservation and community venture.

Core Capabilities

Program and operations building · Cross-functional leadership · Stakeholder and user discovery · Special projects · Strategy-to-execution · Proof-of-concept design and delivery · Partnership development · Business planning and operating-model design · Training and team development · Financial modeling and scenario analysis · Research and decision support · Capability transfer and succession

Experience

Rootspire Works LLC 2026-Present

Founder | Embedded Program Building and Special Projects

- Defined service offerings and developed practical delivery approaches for embedded and project-based work, moving from problem discovery and research through program and process design, implementation, evaluation, and team development.

Moonroot Sanctum LLC 2026-Present

Founder | Research and Program Design

- Conducted field checks and property analysis to compare candidate sites' terrain and water features with conservation and community needs, revising site assumptions when field evidence changed the picture.
- Built financial models for property acquisition, operating costs, and future programs; adjusted financing approaches toward lenders whose priorities better matched the mission.
- Developed and positioned tailored funding packages for three financial institutions, matching mission, operating plans, and financial analysis to each institution's review needs.
- Built an interactive physical-and-digital proof of concept, then mapped audience-specific versions, use cases, and delivery options.
- Used artificial-intelligence tools to synthesize research, check conclusions against source material, and maintain human review and decision records.
- Designed land-stewardship and rural community concepts, including retreats and workshops that connect conservation priorities with local participation, hands-on learning, and community use of the land.

United States Air Force 2006-2024

Operations, Program, and Team Leadership

Progressed from technical operations into program ownership, people leadership, partnerships, training, evaluation, and senior operations support.

Ellsworth Air Force Base, South Dakota 2021-2024

Executive Operations Leadership and Management

- Managed a six-person administrative team and executive document flow, reviewing and routing organizational materials for senior-leader approval.
- Provided people support across a 300-person organization, coordinating emergency leave and travel exceptions, checking on members' living conditions, and helping people navigate personal and work-related challenges.

Kunsan Air Base, Republic of Korea 2019-2021
Team Leadership and Program Management

- Led an 18-person technical team across five work areas, managing $6.9 million in equipment and a $300,000 annual budget; shifted weekly workload to protect training while sustaining core operations.
- Rebuilt a stalled technical-training program with 400 hours of instruction and 86 hands-on exercises, qualifying six team leaders and cutting completion time by 40%; adapted coaching to each person's readiness.
- Forged a durable partnership between United States and Republic of Korea emergency-response teams, guiding a bilingual operating agreement through 18 months of legal, communications, and leadership review to enable shared training and response.
- Isolated coordination gaps across three response teams and partnered with Air Force research specialists to implement a shared digital coordination platform, putting live team locations and hazard areas on one map for three agencies.
- Led a local proof of concept for faster airfield recovery after damage, coordinating engineering teams to test an approach and carry validated lessons into recurring training and operating procedures.

F. E. Warren Air Force Base, Wyoming 2016-2019
Project Management and Interagency Training

- Managed a structured technical-training program for five technicians, overseeing 220 job tasks and 45 hands-on practice activities; reduced completion time by 33%.
- Led a $510,000 training-center project from identified need and funding proposal through design, construction acceptance, and use by multiple response organizations.
- Designed and led four joint hazard-mitigation practicals (hands-on exercises) with the Federal Bureau of Investigation and a local civilian bomb squad; debriefs improved shared checklists, call sheets, and recurring training.
- Partnered with Department of Energy experts to assess two technical manuals across 85 work steps, identifying 57 gaps and informing clearer guidance.
- Built a seven-organization emergency-response training program and led five disaster exercises to align responsibilities, strengthen coordination, and clarify recovery timelines.
- Led a 30-person team in a staged Alaska training-site restoration, sequencing road and target-area work so maintenance crews could rebuild 48 targets by section and enable 215 training flights.
- Coached four technicians through 17 hands-on certification events, preparing them to lead teams on overseas assignments.

Joint Base Charleston, South Carolina 2012-2016
Field Evaluation and Training Design

- Represented field users in an 18-month evaluation of 10 emergency-response robots, shaping realistic tests and giving engineers, vendors, and decision-makers feedback on reliability, communications, cameras, terrain, and setup.
- Partnered with a separate Air Force visual-media agency, bringing an outside field-user perspective to design and lead its first 80-hour preparation program for 200 personnel before overseas assignments.

Eielson Air Force Base, Alaska 2006-2012
Technical Operations and Partner Training

- Built a training program and 15 translated guides to prepare Iraqi Army teams for explosive hazard response, streamlining instruction and supporting continuity in a high-turnover environment.

Education and Leadership Development

- Associate of Applied Science, Explosive Ordnance Disposal (explosive hazard response) - Community College of the Air Force
- Airman Leadership School (leadership development) - United States Air Force
- Noncommissioned Officer Academy (supervisor and team-leadership development) - United States Air Force
- Senior Noncommissioned Officer Academy (advanced leadership development) - United States Air Force

Tools

Microsoft 365 · Google Workspace · Adobe · ChatGPT · Claude · Financial spreadsheets and scenario modeling · Source-checked research and synthesis