



**Joseph J. Castellino** is vice president of Performance Excellence and Operations (PE&O) for the Intelligence and Information Systems business of Raytheon Company.

In this position, Castellino is responsible for increasing the operational focus on key programs and overall operations to drive IIS product performance and business growth. In addition, he is responsible for collaborating with functional organizations to provide the operational infrastructure to ensure effectiveness across the IIS organization.

Prior to his current role, Castellino was the vice president of Engineering Evaluation for the Raytheon Company Evaluation Team where he conducted evaluations of programs, processes and practices across the Raytheon enterprise.

Prior to this role, Castellino was vice president and deputy manager for Network Centric Systems' (NCS) Engineering, Technology and Quality. In this capacity, he shared responsibility for oversight of engineering and engineering-related program management practices across the NCS business base of approximately 2,000 contracts. Program disciplines included air traffic management, satellite and radio communications, combat systems, command and control systems and secure networks. He routinely conducted assessments of program performance across program management and engineering, evaluating technical, cost and schedule performance, as well as risk on NCS programs.

As deputy manager, Castellino also shared responsibility for management of approximately 5,000 contributing engineers supporting the NCS business. In this capacity,

## Biography

he shared responsibility for engineering performance against technical, cost and schedule commitments to programs, budgeting and attaining engineering rates, staffing and overseeing performance on productivity initiatives such as Capability Maturity Model Integration (CMMI<sup>®</sup>) and Design for Six Sigma<sup>®</sup>.

Castellino has been with Raytheon for 37 years starting his career as a contributing software engineer and advancing through technical and management levels to his current position. He has managed programs with engineering staffs up to 200 personnel with a strong history of success. He spent two years at GTE Sylvania as a contributing engineer prior to joining Raytheon.

Castellino earned a bachelor's degree and master's degree in mathematics, as well as a master's degree in business administration with a specialty in human resource development.

Raytheon Company, with 2007 sales of \$21.3 billion, is a technology leader specializing in defense, homeland security and other government markets throughout the world. With a history of innovation spanning 86 years, Raytheon provides state-of-the-art electronics, mission systems integration and other capabilities in the areas of sensing; effects; and command, control, communications and intelligence systems, as well as a broad range of mission support services. With headquarters in Waltham, Mass., Raytheon employs 72,000 people worldwide.