



Joseph J. Castellino is vice president of Program Leadership and Mission Assurance for Raytheon Intelligence and Information Systems (IIS). Castellino's responsibilities include setting the strategic direction and leadership for program management, flawless execution, program planning, and mission assurance for IIS.

In his prior role as vice president of Performance Excellence and Operations (PE&O), Castellino was responsible for increasing the operational focus on key programs and overall operations to drive IIS product performance and business growth. In addition, he was responsible for collaborating with functional organizations to provide the operational infrastructure to ensure effectiveness across the IIS organization.

Prior to joining IIS, Castellino was the vice president of Engineering Evaluation for the Raytheon Company Evaluation Team, on which he conducted evaluations of programs, processes and practices across the Raytheon enterprise.

Previously, 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

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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, 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[®]) and Design for Six Sigma[®].

Castellino started with Raytheon in 1971 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.