
Harlan Kooima



Product Director, Air Wing I&I and EW Effects Naval Air Warfare Center Weapons Division



Harlan Kooima is the product director for Air Wing Integration and Interoperability and Electronic Warfare Effects at Naval Air Warfare Center Weapons Division. He has more than 30 years of combined experience in the private sector and the Department of Defense.

He began his career in private industry with the McDonnell Douglas Corporation in St. Louis, Missouri where he joined the F/A-18 Program and worked system integration activities on upgrade projects before moving to China Lake in 1990 to accept a field assignment as the McDonnell Douglas lead systems engineer for all F/A-18 flight test programs.

Five years later, Kooima became a government employee working at the F/A-18 & EA-18G Advanced Weapons Laboratory (AWL) as a project manager for major systems upgrades. His first assignment was fielding System Configuration Set (SCS) 09C to the U.S. Navy, U.S. Marine Corps, and seven foreign countries. He then managed the next \$150M upgrade (SCS 13C) through its entire life cycle. Both projects were finished at a cost, schedule, quality, and performance level that rivals the best in the industry.

From 1998-2003 Kooima led the conversion of the F/A-18E/F SCS from Assembly Language to Higher Order Language with SCS H1E. This involved convert over 1.5 million source lines of code and has made the development of subsequent SCSs much more cost effective. He was then selected as the AWL's project manager for the development, test, and evaluation of the EA-18G Growler. The multi-million dollar Growler program came in ahead of schedule and below cost, providing the warfighter with an upgraded, state-of-the art electronic warfare platform.

In 2008, Kooima became the NAVAIR F/A-18 AWL Integrated Product Team Lead responsible for the development, test, and evaluation of the legacy F/A-18 A/A+/B, current F/A-18 E/F, and EA-18G aircraft, a role he held until his appointment to the Senior Executive Service. Kooima provided the vision and strategic leadership to the workforce while focusing on critical investment and capability strategies for future readiness, and managing well over \$518M annually as well as Foreign Military Sales projects partnering with over 25 countries.

Kooima is a magna cum laude graduate of Iowa State University where he earned his Bachelor of Science degree in Electrical Engineering in 1988. Mr. Kooima's awards include the Ned Conger F/A-18 Distinguished Service Award, the Michelson Laboratory Award, the Dr. L.T.E. Thompson Memorial Award, and the David Packard Excellence in Acquisition Award.