



## Experience Timeline / Accomplishments

### Core Expertise

*Business Development and Marketing / Strategy Planning and Alignment  
Team Mentoring / Business Operations / Financial Management  
Change Management / Business Plan Development*

### Consulting Business Leader - Robert Curtin AIA

2011 – 2016



#### PALADINO AND CO.

2014–2016

SEATTLE; WASHINGTON, D.C.; AUSTIN, TEX.; NEW YORK

- Redesigned company organization
- Developed vertical market business plans
- Designed and staffed marketing and business development team
- Targeted vertical markets
- Set sales goals and profit targets
- Increased employee participation rates from 36 hrs./wk. to 48 hrs./wk.
- Increased employee utilization from 36% to 85%
- Increased employee realization rates from breakeven to +50%
- Implemented BillQuick financial software
- Developed mentoring programs
- Expanded Washington, D.C. office

#### OPPENHEIM ARCHITECTURE

2012–2014

MIAMI, NEW YORK

- Developed vertical market business plans
- Designed and staffed marketing and business development team
- Targeted market verticals
- Set sales goals
- Set profit margins
- Developed mentoring plans
- Implemented BillQuick financial software

#### EWINGCOLE

2011–2012

WASHINGTON, D.C.; PHILADELPHIA; BEIJING

- Spearheaded expanding business to China
- Developed vertical market business plans
- Designed and staffed marketing and business development team
- Targeted market verticals
- Retained business development staff for D.C. office

#### CONTACT INFO

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#### LICENSE & REGISTRATIONS

- American Institute of Architects (AIA) member
- National Council of Architectural Registration Boards (NCARB) certified
- Current architect registrations: California, Nevada, Maryland, New Jersey, New York, Pennsylvania and Washington, D.C.
- LEED GA accredited

#### EDUCATION

- Bachelor of Architecture & Environmental Design  
*California State University*  
San Luis Obispo, Calif.  
Graduated cum laude
- Foreign Study Program  
*L'Ecole des Beaux-Arts*  
Château de Fontainebleau, France
- Summer Study Program  
*Harvard Graduate School of Design*  
Hotel and resort planning



## Prior Firm Experience

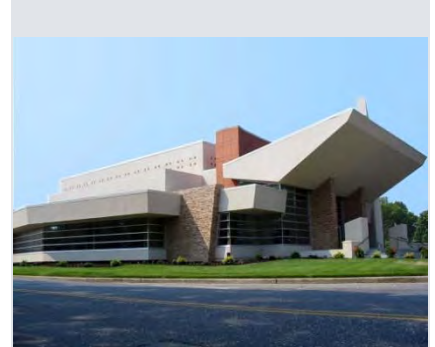
### CURTIN DESIGN GROUP

ATLANTIC COUNTY, N.J.

- Served as designer in charge of all projects
- Managed client relations
- Managed senior staff
- Managed profits and losses
- Managed marketing, public relations and business development
- Managed human resources
- Retained staff for over 10 years
- Won contact for the Atlantic County Justice Complex
- Won contract for the FAA NextGen research center

1998 – 2010

*Owner and  
President*



*Faith Baptist Church, Atlantic County, N.J.*

### SHOWBOAT DEVELOPMENT CO.

ATLANTIC CITY N.J.; LAS VEGAS; NEW ORLEANS; CHICAGO; SYDNEY

- Conducted global project site research
- Created design concepts
- Hired consultants
- Negotiated contracts
- Administered budget and managed scheduling
- Led design and project management on a variety of \$100 million design and building projects including expansions and renovations
- Managed construction of land-based and water-based facilities
- Took responsibility for yearly budgets for four properties
- Won Sydney Harbour Casino (Star City) design competition
- Administered Sydney Harbour Casino construction
- Won East Chicago competition

1994 – 1998

*Vice President  
of Development  
for Design and  
Construction*

### KEY ABILITIES

- Creating and communicating business strategies
- Administering budgets and making value-based decisions
- Developing strategies to maintain client relationships
- Building internal relationships across departments and work sites
- Assessing competitive strategies for proposals
- Hiring, developing and evaluating staff and vendors
- Effectively navigating local political landscape
- Managing portfolio of projects and ensuring timely completion
- Managing multidisciplinary teams

### THE HILLIER GROUP (RMJM)

PRINCETON, NEW JERSEY

- Established Hillier's first hospitality studio
- Grew hospitality group to be the highest-earning branch in company
- Led design and business development
- Shared human resources management and financial responsibilities
- Made impact on management and business development
- Added to Fortune 500 client list

1985 – 1994

*Studio Principal*

### NOBUTAKA ASHIHARA ASSOCIATES

NEW YORK

- Served as senior designer in charge
- Administered staff assignments
- Oversaw client development
- Developed client presentations
- Led presentations

1979 – 1985

*Senior Associate*



*Windsor Gardens Casino, Windsor, Ontario*



## Expanded Experience Details

### Consulting Business Leader Contracts - Overview

As a consultant to other firms, I share my expertise in business development, team alignments, management and financial reporting. I help my clients increase their market share in their current locations and position themselves for future growth in new markets. Some of the services I provide for my clients include:

- Assessing staff/talent
- Improving participation, utilization and realization rates of employees
- Introducing new financial software (BillQuick) for project reporting
- Analyzing strengths and weaknesses
- Developing and implementing business plans
- Creating opening and closing C-suite presentations
- Analyzing business development and market penetration
- Mentoring employees and creating educational development plans

In addition, I also spearheaded international expansions, several of which were to China, where I used my business development expertise to help my clients open new offices.

### Two-year Contract

Joining Paladino and Co., a national thought leader in real estate and LEED sustainability, was a natural extension of my own lifelong interest in the organic design principles of Frank Lloyd Wright. At Paladino, I function as an expert strategist in building teams; I guide the coordination and positioning of technical staff, project managers and specialists to serve client projects and markets. I hone the expertise of leaders, equipping them with the core competencies they need for business development as well as the ability to maintain strong, trust-based client relationships. My ability to sharpen Paladino's professional aptitude enables the company to offer clients the industry's top talent. My thorough understanding of business models and management of financial performance has helped accelerate Paladino's success and growth into New York and California.

### Two-year Contract

Oppenheim is an internationally renowned modern design practice. The firm's projects and design theory have won awards all over the world. My contract assignment was to analyze the company's partners and their effectiveness in business development, produce a firm-wide talent assessment and make implementation recommendations for reorganization and realignments. The overall objective was to prepare the firm for changes so as to set a path for future growth. I realigned the financial reporting systems to aid in project management effectiveness, updated written position descriptions to for needed infill of talent, including a permanent COO, and written employee mentoring and education plans. mentoring and education plans.

**Robert Curtin, AIA, NCARB**  
**Consulting Architect**  
Washington, D.C.

**2011 – 2016**

**Paladino and Co.**  
**Sustainability Consulting**  
Washington, D.C.; Seattle; Austin,  
Tex.; New York

**2014 – 2016**

**Oppenheim Architecture**  
Miami, New York

**2012 – 2014**



## Two-year Contract

Based in Philadelphia, EwingCole is a 50-year practice with 300 employees and expertise in health care and continuing care retirement communities (CCRC). EwingCole had plateaued; revenues had not grown for about five years. The company hired me as principal of corporate strategic development to instill a proactive entrepreneurial focus into the firm's business model. I wrote business plans across various market segments and mentored staff members. I focused on repositioning the Washington, D.C. office by spearheading a new business plan process and working with the president of the company. Another of the company's major endeavors was to develop a startup business platform in Beijing to enter the health care and CCRC markets. I represented EwingCole at international conferences in China and forged their startup relationships.

## Owner and President

Prior to consulting for other firms, I was the owner and president of Curtin Design Group (CDG) for 12 years. CDG was a locally focused boutique architecture and interior design firm. I based CDG in southern New Jersey as a lifestyle choice following many years of intense international travel. After designing for large-scale budgets and programs for several years, I relished the challenge of designing for more modest budgets and for clients who were not as sophisticated in design theory. I developed new business opportunities in markets including commercial offices, justice facilities, hotels, restaurants and retail establishments and maintained a staff of ten for over a decade. Most of my employees remained at my side for the entire life of the company. As owner, I was the designer in charge of all projects. I also managed senior staff, profits and losses, publicity, human resources and marketing.

As was the case with many small firms, CDG closed after the national economic downturn.

## Vice President of Development for Design and Construction

As a wholly owned subsidiary of a Las Vegas operator, Showboat Development Co. was formed to expand hotel and casino sites globally. I personally led project site research, concept design and all aspects of consultant hiring, including contract negotiation, budgeting and scheduling. I led design and project management for a variety of \$100 million design and building projects as well as expansions, renovations and re-theming. We built four major properties in the United States and negotiated gaming agreements in several foreign countries. Our largest project was the \$1.2 billion Sydney Harbour Casino (Star City), which was the result of a winning design in the international competition called *Star City*. I produced this competition as the lead designer in association with the Australian firm Cox Richardson. I then assembled the development team for the project and maintained it for three years. This position ended when Harrah's Entertainment Inc. bought Showboat at twice its NYSE trading value and absorbed its assets.

### EwingCole

Philadelphia; Washington, D.C.;  
Beijing CN

2011 – 2012

### Curtin Design Group Architecture and Interior Design

Atlantic County, N.J.

1998 – 2010

### Showboat Development Co. Hotel and Casino Development

Atlantic City, N.J.; Las Vegas; Chicago;  
New Orleans; Sydney

1994 – 1998



## Studio Principal

As a co-leader in the corporate studio for the Hillier Group, I was involved in major projects such as building headquarters for UPS Corporation. I served as a studio principal, leading mostly the business development efforts of the team. An opportunity arose and I branched into another area of interest and started Hillier's first hospitality studio. As the sole design and business development leader in the startup group, I had direct control of management, market growth and profitability. With our client list growing and a full-time staff of 50 people, the hospitality group became the highest-earning branch in the company. Showboat Development Co., which had been a client, wanted my team to work for the company on an exclusive basis, a request that Hillier could not grant as a private practice. However, after many approaches, Showboat asked that I lead its international expansion effort and offered me the position of vice president of development for design and construction.

## Senior Associate and Design Director

Nobutaka Ashihara Associates was a branch office of a Tokyo-based design firm. I was newly out of school when I joined Nobutaka Ashihara as a staff designer. I grew with the office, and eventually I was promoted to lead all of the design work. The office's client base was predominantly Japanese firms that were expanding into the United States. We produced Sony's first New York offices, Nitsuko America's telecommunications headquarters in Connecticut and the Marriott hotel at the World Trade Center in New York. We also were the interior architects alongside Morris Lapidus on the Benihana Hotel Casino. Our most prominent project, for which I was lead designer, was the Park Avenue flagship store for the Italian clothing brand Brioni.

**The Hillier Group**  
Princeton, N.J.

1985 – 1994

**Nobutaka Ashihara Associates**  
New York

1979 – 1985





## Community & Political Participation

- ❖ I have been active in past operations of the Atlantic Riding Center for Health (ARCH), a nonprofit organization that promoted therapeutic horseback riding for individuals with disabilities. I was instrumental in keeping funding in place to operate the center during difficult economic times by providing scholarship opportunities for families that did not have adequate resources to support their child's participation.
- ❖ I am well known for my involvement in county and municipal politics in Atlantic County, New Jersey. My 10-acre property and home were used quite frequently for large fundraisers during previous election years.
- ❖ I also have connections in Washington, D.C. On occasion, I am invited to attend informal meetings with New Jersey congressmen in the U.S. Capitol congressional dining rooms to discuss business and other issues facing business owners in New Jersey.
- ❖ While in Beijing, I developed close relationships with staff at the U.S. Embassy. I introduced the concept of an architect-led U.S. trade mission in China that was subsequently endorsed by former U.S. Ambassador to China Gary Locke. I organized and co-led the U.S. delegation in China, traveling to multiple provincial capitals with the ambassador and sharing U.S. architect expertise in the areas of health care and CCRC developments.

## What I Am Passionate About

- ❖ Vermont has been our second home for my wife and I for 20 years. It's a retreat—a place to recharge, ski, snowmobile, hike and enjoy my four-legged children (dogs). In Vermont, we've faced challenges such as Hurricane Irene, which brought a 500-year rainfall in one day, and last winter we had the lowest snowfall in history. Our connection to the environment is a reminder that we don't own the land; rather, we are trusted stewards and are responsible for its well-being. As architects, we must recognize these signs and use our observations to teach responsibility for climate change.
- ❖ Teaching today's newest professionals through direct mentoring is another passion of mine. My career in architecture has taken me all over the world many times. I have met some interesting people, some famous, some not famous, but all interesting. I have worked on significant projects with big budgets as well as significant projects with small budgets. I have counseled clients who trust in my advice, and my clients have taught me to be a better listener. Learning how to connect and communicate with clients as people rather than as recipients of email is critical for today's millennials.



*FAA NextGen, Atlantic County, N.J.*



*Rutgers University-Mixed Use Student Apartments New Brunswick, NJ.*



*New Jersey DOL Offices*



*Centurion Plaza Mixed Use, Atlantic City*



*Showboat Casino, East Chicago*



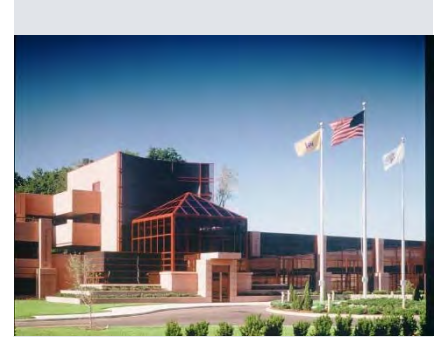
## Select Project Achievements

### UPS World Communication Headquarters

Mahwah, N.J.

\$200 million project, 400,000 sq. ft. office building and data center with 1,500 car parking garage

This facility was the company's first global data center.



*UPS World Communication Headquarters*

### Sydney Harbour Casino (Star City)

Sydney, Australia

\$1.2 billion project, 120,000 sq. ft. casino with 365 hotel rooms, 140 full-service apartments, 14 restaurants, 12 bars, a 200-seat theater, a 750-seat dinner theater, a health club and parking for 5,000 cars.



*Star City, Sydney, Australia*

### Atlantic County Justice Complex

Atlantic County, N.J.

\$65 million project, 180,000 sq. ft. with prosecutor's office, county sheriff's department and courtrooms.



*Atlantic County Justice Complex*

### Faith Baptist Church

Atlantic County, N.J.

An aspirational and iconic symbol, this facility serves as the spiritual and cultural center of the minority community in Atlantic County. The 300-seat auditorium was designed to function as a choral performing hall as well as a spiritual center.



*Faith Baptist Church, Atlantic County, N.J.*