



HEIDI RAY

Senior Vice President
Director of Engineering & Sustainability

Heidi brings 25 years of facilities, construction, and maintenance leadership in commercial building environments. She is directly responsible for Kidder Mathews' building engineering teams and drives our clients' progressive energy management and sustainability initiative. Her experience managing highly regulated industries, including life science labs, drug manufacturing facilities, and healthcare services, provides clients with precision facilities management. Heidi will utilize her extensive knowledge of primary building infrastructure and critical equipment to develop a team that is right for each client.

Heidi is a big picture enthusiast with diverse experience in operations, facilities, planning, development, construction, security, and real estate. She builds proactive work environments by applying best-in-class technologies and team-building strategies and focuses on creating partnerships to benefit organizational culture and well-being.

EXPERIENCE

Before joining Kidder Mathews, Heidi was the senior director of facilities, operations, and EH&S at Silverback Therapeutics. In this position, her responsibilities included:

- Supporting and leading RFP process for design and construction of selection. Fostering partnerships for achieving timeline, scope, and budget on important projects, events, and improvements.
- Directed operational teams involving procurement, shipping and receiving, facility maintenance, and large-scale construction project management.
- Determined and controlled annual operational, capital budget, and forecasts.
- Represented front facing relationship with property management, service contractors, government, and local municipalities for business continuity, permitting, and code adherence.
- Advocated and governed facility infrastructure for current and future modifications to incorporate specific lab needs (Mass Spectrometry, ADC handling, Vivarium buildout).
- Identified, implemented, maintained, and documented control programs with state, local, and federal code adherence for occupational and environmental health and safety, sustainability, and emergency preparedness procedures.

EDUCATION

USCG BASc in electrical, electronics, and communications engineering

USCG EMERGENCY MANAGEMENT EMPP graduate

SEATTLE COLLEGE HVAC / R-Design, and controls

CAREER EXPERIENCE

SILVERBACK THERAPEUTICS

Sr Director of Facilities & Operations
NYSE: SBTX

EMERGENT BIOSOLUTIONS

Director of Facilities & Operations
NYSE: EBS

APTEVO THERAPEUTICS

Director of Facilities & Operations
NYSE: APVO



T 425.450.1130

24 HR 877.445.6782

heidi.ray@kidder.com

500 18th Avenue NE
Suite 2400
Bellevue, WA 98004