



APPLICATION FOR COUNTY OF ORANGE
BOARD, COMMISSION OR COMMITTEE

Return to: Clerk of the Board of Supervisors
400 W. Civic Center Dr., 6th Floor
Santa Ana, California 92701
Email: response@ocgov.com
Website: <https://cob.ocgov.com/>

Attachment A

(FOR COUNTY USE ONLY)

Instructions: Please complete each section below. Be sure to enter the title of the Board, Commission or Committee for which you desire consideration and attach a resume. For information or assistance, please contact the Clerk of the Board of Supervisor's Office at (714) 834-2206. Please print in ink or type.

NAME OF BOARD, COMMISSION, OR COMMITTEE TO WHICH YOU ARE APPLYING FOR MEMBERSHIP. SEE LIST AT <https://cob.ocgov.com/boards-commissions-committees/bcc-name-list-and-contact-information>

Workforce Development Board

SUPERVISORIAL DISTRICT IN WHICH YOU RESIDE: ☐ First ☐ Second ☐ Third ☐ Fourth ☒ Fifth

APPLICANT NAME AND RESIDENCE ADDRESS:

Stephen (Steve) John Richards

First Name

Middle Name (Optional)

Last Name

Street Address

City

State

Zip Code

Home Phone Number

Cell Phone Number

Email Address

CURRENT EMPLOYER: Sapphire Technologies Inc

OCCUPATION/JOB TITLE: Vice President, Engineering & Operations

BUSINESS ADDRESS:

BUSINESS PHONE NUMBER:

☐ **EMPLOYMENT HISTORY:** Please attach a resume to this application and provide any information that would be helpful in evaluating your application. **A RESUME MUST BE ATTACHED TO YOUR APPLICATION.**

ARE YOU A CITIZEN OF THE UNITED STATES: ☒ YES ☐ NO

IF NO, NAME OF COUNTRY OF CITIZENSHIP:

ARE YOU A REGISTERED VOTER? ☒ YES ☐ NO

IF YES, NAME COUNTY YOU ARE REGISTERED IN: ORANGE COUNTY

LIST ALL CURRENT PROFESSIONAL OR COMMUNITY ORGANIZATIONS AND SOCIETIES OF WHICH YOU ARE A MEMBER.

<u>ORGANIZATION/SOCIETY</u>	<u>FROM (MO./YR.)</u>	<u>TO (MO./YR.)</u>
Sustain SoCal	Dec 2022	Current
Institute Mechanical Engineers (IMechE)	June 1999	Dec 2023
VISTAGE Leadership program	Sep 2023	Current

WITHIN THE LAST FIVE YEARS, HAVE YOU BEEN AFFILIATED WITH ANY BUSINESS OR NONPROFIT AGENCY(IES)? ☐ YES ☒ NO

DO YOU OWN REAL OR PERSONAL PROPERTY OR HAVE FINANCIAL HOLDING WHICH MIGHT PRESENT A POTENTIAL CONFLICT OF INTEREST? ☐ YES ☒ NO

HAVE YOU BEEN CONVICTED OF A FELONY OR MISDEMEANOR CRIME SINCE YOUR 18TH BIRTHDAY? YOU ARE NOT REQUIRED TO DISCLOSE ANY OF THE FOLLOWING: ARRESTS OR DETENTIONS THAT DID NOT RESULT IN A CONVICTION; CONVICTIONS THAT HAVE BEEN JUDICIALLY DISMISSED, EXPUNGED OR ORDERED SEALED; INFORMATION CONCERNING REFERRAL TO AND PARTICIPATION IN ANY PRETRIAL OR POSTTRIAL DIVERSION PROGRAM; AND CERTAIN DRUG RELATED CONVICTIONS THAT ARE OLDER THAN TWO YEARS, AS LISTED IN CALIFORNIA LABOR CODE § 432.8 (INCLUDING VIOLATIONS OF CALIFORNIA HEALTH AND SAFETY CODE SECTIONS 11357(B) AND (C), 11360(C) 11364, 11365 AND 11550 – AS THEY RELATE TO MARIJUANA)?

☐ YES ☒ NO

IF YES, PLEASE EXPLAIN AND ATTACH ADDITIONAL SHEETS, IF NECESSARY.

PLEASE BRIEFLY EXPLAIN WHY YOU WISH TO SERVE ON THIS BOARD, COMMITTEE, OR COMMISSION. ATTACH ADDITIONAL SHEETS, IF NECESSARY.

Attached

DATE: 6/25/2026

APPLICANTS SIGNATURE:

DocuSigned by:

Steve Richards

9C8F03E945B4495...

CLERK OF THE BOARD OF SUPERVISORS USE ONLY – DO NOT WRITE BELOW THIS LINE

Date Received: _____ Received by: _____ Deputy Clerk of the Board of Supervisors

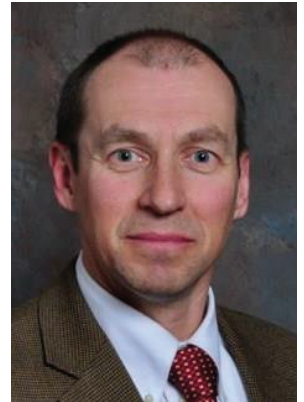
Date referred: _____

To: ☐ BOS District 1 ☐ BOS District 2 ☐ BOS District 3 ☐ BOS District 4 ☐ BOS District 5
☐ All BOS ☐ BCC Contact Person Name _____

Stephen John Richards MSc, MBA, CEng, FIMechE

Cell: [REDACTED]

e-mail: [REDACTED]

**Summary**

- An international business leader with a proven track record of leveraging local team culture and strengths while maintaining alignment with global goals and policies to deliver outstanding results
- Demonstrated ability to take technology for low maturity levels through to product launch
- Experience securing government funding in UK (ETI & ATI) and USA (DoE, DoD, State of CA)
- General Management expertise spanning all commercial and operational business aspects required to successfully lead and grow a business unit
- Developed and executed customer and partner framework agreements

Sapphire Technologies Inc, California - Dec 2022 to presentVP Engineering and Technology

- Leading all aspects of technology development and coaching the engineering team
- Establishing the team and creating a global presence for the product
- Leading the multi-generation product road-map

High Temperature Composites Inc, California - Aug 2016 to Dec 2022President and General Manager HTC Inc

President of HTC Inc and Global head of Ceramic Matrix Composite program

- Delivering a multi-year technology development and industrialization program of over \$1bn
- Leading a global team with team members in USA, UK and global supply chain
- Establishing and executing a technology roadmap to go from base research to product insertion
- Serving a mix of internal customers and external customers spanning from Small and Medium sized enterprises through to contracts with government agencies.
- Site operational leadership

Rolls-Royce Marine, Ålesund, Norway - Oct 2013 to Aug 2016VP Engineering Operations

Member of Marine Operations Executive team with Marine sector-wide responsibility for Engineering Operations covering 1600 engineers.

- Driving excellence in New Product Introduction and Research and Technology project execution through stronger project management capability
- Leading Capability development through approaches such as Do / Buy assessment
- Creation of new, integrated engineering center in India for Marine and Power Systems (MTU)
- Ensuring world class engineering tools, and leveraging corporate best practices aligned to meet Marine sector needs

Rolls-Royce Energy Systems Inc, Mt Vernon, Ohio, USA - 2003 to Oct 2013Engineering Executive for the Packaging and Driven Equipment Business Unit - 2011 to Oct 2013

Functional and resource management responsibility for the entire engineering team of 250 full time employees plus 50+ subcontractors. Main accountabilities include:

- Provide technical leadership in the planning and executing of customer projects

- Creation of resource plans to meet overall delivery commitments and ensuring world class resources are available via recruitment or through subcontractors
- Ensuring processes, methods and tools are maintained, controlled and continuously developed to achieve benchmarked world class levels

Product Director RB211, Avon and Compressors - 2007 to 2011

Product leader for the RB211, Avon and Compressor product lines.

Chief responsibilities included:

- Understanding and documentation of customer requirements
- Defining the product development strategies and executing the New Product Introduction programs on-time and within budget
- Successful launch of new products into the market to grow the business
- Delivering on all product attributes including product cost
- Developing multi-year financial plans
- Key customer account management

Business Development Director - 2005 to 2007

- Defined the entire product strategy for the whole of Rolls-Royce Energy Division
- Long range market analysis and development of business cases to justify the recommended direction.

Power System Engineering Director - 2003 to 2005

- Functional capability leadership for 130 engineers spread across a wide range of disciplines
- Defined R&D budget and objectives which up to now had been poorly developed and managed
- Project managed Controls consolidation activity (closing a site in Europe and consolidating the activity in Ohio, USA)

Rolls-Royce Canada Ltd, Montreal, Canada - 1998 to 2003

Chief Engineer, Rolls-Royce Industrial engine fleet - 2001 to 2003

Total technical accountability (including safety) for the Rolls-Royce industrial engine fleet. This included an annual budget of around \$10m and a team of 50 people.

Chief of Performance and Controls, Industrial Trent - 1998 to 2001

Relocated to Montreal for this position. Team size was 25. In this role I gained experience of managing a major, complex work package that we sub-contracted to a key supplier.

Rolls-Royce plc, Ansty, England - 1985 to 1998

Chief Project Engineer WR21 Performance, Controls and Systems - 1996 to 1998

In my first role after graduation I developed the strategy for Computational Fluid Dynamics use in the Industrial gas turbine division and led the deployment of the capability.

I had managerial responsibility for a team of 15 people that covered the engine performance, and control systems (air and oil systems, thermal analysis and management).

Education, Professional Memberships and Interests.

Cambridge University, England

Masters in Engineering – 1st Class Honors

Open University, England

Masters in Business Administration

Chartered Engineer and Fellow of the IMechE

Hobbies include spending time with my family and outdoor activities including running, mountain biking, skiing, hiking, camping.



Dear Members of the Board of Supervisors and Workforce Development Leadership,

It is my pleasure to strongly recommend Steve Richards for appointment to the Orange County Workforce Development Board (OCWDB).

As President of Sustain SoCal, I have had the opportunity to work with leaders across business, workforce, economic development, and sustainability sectors throughout Southern California. Steve stands out as a thoughtful and mission-driven leader with a strong commitment to innovation, regional economic growth, and workforce advancement.

Steve brings a valuable combination of business leadership, strategic thinking, and community-minded engagement that would make him an excellent addition to the OCWDB. His professional experience includes building partnerships across industries, supporting organizational growth, and understanding the evolving workforce needs facing employers and communities alike. He has consistently demonstrated the ability to connect long-term economic opportunity with practical workforce solutions.

Importantly, Steve understands the critical role workforce development boards play in strengthening talent pipelines, supporting job seekers, and helping employers adapt to changing economic conditions. His perspective would be particularly valuable as Orange County continues to invest in resilient industries, future-focused workforce strategies, and inclusive economic opportunity.

Beyond his professional accomplishments, Steve is collaborative, dependable, and deeply engaged in the broader Southern California business and civic community. I am confident he would approach board service with professionalism, integrity, and a genuine desire to contribute meaningfully to the residents and businesses of Orange County.

I strongly support Steve's appointment to the Orange County Workforce Development Board and believe he would serve the County with distinction.

Please feel free to contact me if additional information would be helpful.

Sincerely,

A handwritten signature in dark ink, appearing to read "Scott Kitcher", with a stylized initial "S" and "K".

Scott Kitcher
President & CEO
Sustain SoCal



Steve Richards: Why I Would Like To Serve on the OCWDB

I am interested in serving on the Orange County Workforce Development Board because I believe workforce development is one of the most important drivers of long-term economic opportunity and regional resilience. Throughout my career, I have seen firsthand how strong partnerships between industry, education, and public institutions can create meaningful pathways for both businesses and job seekers to succeed. I am particularly motivated by the opportunity to help strengthen talent pipelines, support innovation across key industries, and contribute to workforce strategies that prepare Orange County for the future economy. I would be honored to bring my professional experience, collaborative approach, and commitment to community impact to support the Board's mission and the residents and employers it serves.

Steve is the Vice President of Engineering & Operations at Sapphire Technologies. He has extensive international experience leading technology and product development programs as well as building and maturing world leading engineering teams.

Steve joined Sapphire Technologies in December of 2022, heading up all aspects of engineering and technology & product development.

Before joining Sapphire Technologies, he was the President of Rolls-Royce High Temperature Composites Inc where he led the activity to develop a lightweight, high temperature material system and industrialize the manufacturing process. During his career with Rolls-Royce spanning nearly 4 decades he held a number of senior engineering and product roles including Chief Engineer, Product Director and VP of Engineering. He started his career in the United Kingdom before spending time in Canada, Ohio (USA), Norway and California (USA).

Steve has a Masters in Engineering Science from Cambridge University and a MBA from the Open University (both in the UK).