As President of Inflow, Mr. Hayes is responsible for executing all facets of business operations to support the company's goals and vision. Mr. Hayes has held a wide variety of operational leadership roles in both the federal government and commercial markets. In the fiercely competitive federal arena, he has won awards for his dedicated leadership and ability to direct and grow broad, multi-dimensional portfolios. Mr. Hayes led numerous operational teams, exceeding 500 people, with revenue streams from $10M to nearly $1B. He has extensive operations, capture and proposal, and M&A experience within the Defense Industry. The bulk of his experience is within National Security and Anti/Counter Terror spaces and he is a highly-respected, well-known and published international expert in Forensic Intelligence, Weapons Technical Intelligence (WTI), Electronic Forensics, Crime Gun Intelligence (CGI), Counter-Proliferation, Counter-Narcotics, Maritime Interdiction Operations (MIO), Weapons of Mass Destruction (WMD) Proliferation and Unconventional Warfare.

Prior to launching Inflow, Mr. Hayes gained extensive experience across the Department of Defense (DoD), Department of Justice (DoJ), Department of State (DoS), and Intelligence community, acting as the principal advisor on Weapons Technical Intelligence (WTI) forensic collection operations, and focusing on the National and Strategic direction of WTI policy, doctrine, planning, operations, training, and program and resource management. Mr. Hayes served as the Deputy Technical Director of the Terrorist Explosive Device Analytical Center (TEDAC) from 2008 to 2010 in Quantico, VA. He additionally supported the Department of Justice (DoJ) in development of the Crime Gun Intelligence (CGI) initiative and performed high-risk boarding operations, conducting Maritime Interdiction and foreign aid operations, in support of Standing NATO Maritime Group-2 while serving in the U.S. Navy for 10 years.

Mr. Hayes earned his Bachelor's degree with honors, from the University of Mary Washington, in Fredericksburg VA and a Master's degree from the Massachusetts Institute of Technology (MIT) Sloan School of Management, in Cambridge MA.