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Jim Parry is the Owner and Chief Executive Manager of Compass Consultants, LLC – specializing in training and testing solutions. Jim was as the Test Development and e-Testing Manager at United States Coast Guard (USCG) Training Center Yorktown, Virginia, USA. Additionally, Jim served as system manager for the USCG test development and management system. Compass Consultants, LLC maintains a consulting partnership agreement with Questionmark® Corporation, a major, worldwide provider of technologies and services that enable organizations to measure knowledge, skills, and attitudes securely and achieve successful learning outcomes.

Jim is a native of Rock Hall, Maryland. After spending many days of his childhood on the waters of the Chesapeake Bay he joined the US Coast Guard in 1971 at the age of 17. Mr. Parry served his country for over twenty-two years and retired from the Coast Guard in 1993 after attaining the rank of Chief Warrant Officer Four Boatswain (CWO4 Bosn). While on active duty, Jim served on a variety of cutters, a Group and a District office and was assigned as an instructor and course designer at several US Coast Guard schools. While serving as the Technical Advisor at the National Aids to Navigation (NATON) School, he co-authored a technical paper about aids to navigation training that was presented at an International Association of Lighthouse Authorities (IALA) conference in Amsterdam.

After retirement from the Coast Guard he worked as a crane inspector and instructor for over five years at Crane Inspection and Certification Bureau, Inc. (CICB). While with CICB he performed Occupational Safety and Health Administration (OSHA) safety inspections on over 5000 cranes and hoists, several hundred aerial lifts, forklifts and other materials handling equipment and trained over 1000 operators and riggers. Jim designed and developed major rigging training programs for National Aeronautics and Space Administration (NASA), General Electric, Inc. and the United States Department of Energy. He also served as lead investigator for two crane accidents involving fatalities.

Mr. Parry was Vice President of Training and Marketing at Chesapeake Marine Training Institute (CMTI), a major merchant mariner's training facility in Gloucester, VA, where he remained for over seven years. He holds, in continuity, a USCG License as Master of Steam, Motor and Auxiliary Sailing Vessels. Mr. Parry also holds an Able Seaman/Lifeboatman (Unlimited) document and an STCW-95 Certificate for Master (including ARPA) and Rating Forming Part of a Navigational Watch (RFPNW). In addition to the many USCG approved courses that he developed at CMTI, he actively participated in the design and development of a three-week training program in cooperation with Hampton Roads Maritime Association for pre-employment training for the tug and barge industry. Additionally, he designed an advanced navigation and seamanship course for U.S. Navy Special Warfare Boat Team Twenty (SBT-20) boat captains. Jim received two US Coast Guard Meritorious Team Commendations for his training presentations and participation at the annual Towing Vessel Safety Seminars for the Port of Hampton Roads, Virginia. He presented a professional paper on tug and tow simulation at a towing industry conference that was ultimately published in a major industry magazine.

As Owner and Chief Executive Manager of Compass Consultants, LLC, Jim has developed and presented several courses ranging from liquefied natural gas facility safety, to shipboard and shore side crane and rigging safety. Jim has conducted test development workshops at several locations in the United States and Canada. He also performs crane and rigging inspections for the Virginia Institute of Marine Science on an annual basis.

During his employment at the USCG Training Center, Jim managed the initial design and development or update of several high visibility courses. As the recognized expert, Mr. Parry developed new Standard Operating Procedures establishing testing policies and procedures to be used throughout the Coast Guard. He has published and presented several papers at the International Society for Performance Improvement (ISPI) annual conference, Coast Guard Human Performance Technology (HPT) conference and the Questionmark Corporation annual user's conference. Jim received several awards for his superior performance while employed by the US Coast Guard.

Jim holds a professional certification as a Certified Performance Technologist (CPT), a Master of Education in Educational Leadership/Human Performance Technology from the University of West Florida, a Bachelor of Science in Business Administration and Computer Information Systems and Associate of Arts in Human Resources Administration from St. Leo University. Jim is a past president of the Armed Forces Chapter of ISPI, Chairman of the Yorktown Foundation Tall Ships Committee, and information technology and event coordinator for the Giving Garden Foundation, a non-profit organization, in Gloucester County, VA.