

# OMAR AWAN

## BIOGRAPHICAL STATEMENT

Title/Affiliation: Founder, HillClimbers.org



**Professional Background:** Omar Awan is the **founder of HillClimbers.org**, a salary analysis and workforce platform focused on House staffing launched in 2025. HillClimbers transforms publicly available House data into salary and staffing insights for Member Offices, current staffers, job seekers and others.

Mr. Awan recently retired from the House having served for over 22 years at the CAO, most recently as **Director of Strategy**. There, he transformed the landscape of the Legislative Branch by creating a culture of strategy, and customer experience, leading efforts for the CAO and numerous Congressional Offices. During his tenure, Mr. Awan was recognized for modernizing services, saving millions in House operations, and setting Government-wide benchmarks through gaining approval for and implementing House-wide initiatives. In 2017, he orchestrated a remarkable CX journey for CAO services guided by a vision for Member-centric service, creating the Customer Experience Center, active survey programs, and a cohesive brand identity driving satisfaction from low 90s to a steadfast 98%.

As a mathematician and data scientist, Mr. Awan successfully incorporated modern data practices into legislative branch operations. In late 2022, Mr. Awan modernized Member Representational Allowance (MRA) formulation and set bespoke budgets for the House's 441 Member Offices for LY2023. For the salary component, his salary analysis directly informed the first meaningful and major funding adjustment in more than a decade, increasing the Clerk Hire **from \$994,000 to \$1.434 million per Member Office**.

Prior to the House, as a senior consultant at Booz|Allen|Hamilton and other boutique consulting firms, he led outsourcing/privatization, and process improvements for federal agencies and helped create rcjobs for Roll Call.

**Education and Recognition:** Mr. Awan holds an MBA from the University of Mary Washington, a Bachelor's in Pure Mathematics from George Mason University, a Certificate of Specialization in Strategy from Harvard Business School Online, and a Certificate in Data Skills for Congress from UC Berkeley, Goldman School of Public Policy. He has received multiple awards, including the 2023 CAO Excellence Award and 2019 House Team Player Award.

Areas of Focus:

- Legislative Branch Appropriations and Budget Formulation
- Congressional Staff Salaries, Retention, and MRA Policy
- Organizational Strategy, Data Analytics, and Customer Experience

Through HillClimbers.org and his longstanding commitment to congressional modernization, Mr. Awan continues to advocate for data-driven policies that strengthen institutional knowledge, reduce turnover, and enhance the effectiveness of the People's House.

