



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
1900 E STREET NW, WASHINGTON, DC 20415

BIOGRAPHY

Jeff T. H. Pon

Jeff Tien Han Pon became the 11th Director of the United States Office of Personnel Management on March 9, 2018. Pon has over 25 years of experience in leading organizations and transforming talent management in the private and public sectors. Pon previously served as the Society for Human Resource Management's Chief Human Resource and Strategy Officer.

Prior to joining SHRM in 2012, Pon was the President and COO of Futures Inc., a talent management software company working to advance its mission to help find the right jobs for returning military, veterans, and their families. Previous to that position, he served as a Principal at Booz Allen Hamilton as a Strategic Human Capital Management Consultant in support of several important U.S. Federal Government clients.

In January, 2006, Pon was appointed to the Senior Executive Service as the Chief Human Capital Officer for the U. S. Department of Energy. In this position, he played a key role in fulfilling the Department's mission through improved strategic human capital planning and management.

During 2003-2005, Pon served as the Director and Deputy Director of eGovernment at the U. S. Office of Personnel Management. He led the implementation of ePayroll, USAJobs, eTraining, Enterprise Human Resource Integration, eClearance, and also the HR Line of Business. These six initiatives have transformed Federal HR business and saved taxpayers an estimated \$2.6 billion.

While in U.S. Federal Government service, he was honored with a number of awards. These include the 2004 Grace Hopper Award, the 2004 eGov Explorers Award, the 2005 Federal 100



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Award, the 2008 Gold Medal from the Director of National Intelligence for appreciation and support for Intelligence Community Human Resources Initiatives, and the 2008 Distinguished Service Award from the Administrator for the National Nuclear Security Administration.

From 1990 to 2002, Pon held executive positions and consulted for several private sector companies.

A native of San Francisco, Director Pon attended Saint Ignatius College Preparatory. Pon is a graduate of the University of Southern California where he received his Bachelors of Arts in Psychology. Pon earned his Doctorate in Philosophy (Ph.D., Industrial Organizational Psychology) and Master of Science Degree from the California School of Professional Psychology.

He lives in Ashburn, Virginia with his wife, Dr. Gillian Pon, and their two daughters.