



## Department of Veterans Affairs Senior Executive Biography

### **Rondy L. Waye**

#### **Executive Director, Human Capital Programs Office of the Chief Human Capital Officer**

Mr. Waye currently serves as the Executive Director, Human Capital Programs, Office of the Chief Human Capital Officer (OCHCO), Department of Veterans Affairs (VA). He provides leadership in the development, implementation, and assessment of HR policies and programs for a workforce of 440,000. This includes identifying emerging policy requirements and collaborating with stakeholders to develop strategic plans to enhance HR programs.



Mr. Waye was appointed to the Senior Executive Service in 2011 as the Director, HR Policy and Programs, Office of Civilian Human Resources, Department of the Navy (DON). In this position, he led senior-level staff in developing policies and programs affecting a workforce of 250,000 civilians on behalf of the Assistant Secretary of the Navy (ASN) for Manpower and Reserve Affairs (M&RA). While heading up the DON's HR Operations East from 2005 to 2011, he led a team of 300 professionals responsible for delivering centralized services to 40,000 and managed the Navy's consolidated Civilian Benefits Center responsible for providing retirement and benefits support for 200,000. He was a catalyst in the Navy's multi-year effort to reform hiring processes.

From 2003 to 2005, Mr. Waye served as Director of HR Operations for the U.S. Naval Forces Europe. He planned and implemented the realignment of assets across Europe and the Middle East in support of European Transformation and the Global War on Terror and served as Chairman of European Command's Joint Civilian Personnel Committee, the tri-service group responsible for foreign national employment. Additional positions held by Mr. Waye include Director, HRO, U.S. Naval Activities, Spain, Director, HRO, Naval Activities United Kingdom, and Director, Labor and Employee Relations, Naval Submarine Base, Kings Bay, GA. His awards include two Department of the Navy HR Excellence Awards (1995 and 2009), the Nathaniel Stinson EEO Achievement Award (2005), two Meritorious Civilian Service Awards (2007 and 2011), and a Superior Civilian Service Award (2014).

#### **CAREER CHRONOLOGY:**

2015 - present	Executive Director, Human Capital Programs / Policy Advisor, OCHCO, Washington, DC
2014 – 2015	Human Capital Officer, Federal Law Enforcement Training Centers, Brunswick, GA
2011 – 2014	Director, Navy HR Policy & Programs, Washington, DC
2005 – 2011	Director, Navy HR Operations East, Norfolk, VA
2003 – 2005	Director, Navy HR Operations Europe & Middle East, London, England
2000 – 2003	Director, Navy HR Office, Rota, Spain
1994 – 2000	HR Operations Officer, Washington, DC Director, Navy HR Office, London, England Supervisory HR Officer, European Region, London, England
1988 – 1994	Human Resources Specialist, Naval Submarine Base, Kings Bay, GA

#### **EDUCATION:**

1990	Master of Public Administration, Valdosta State University, Valdosta, GA
1988	Bachelor of Business Administration, Valdosta State University, Valdosta, GA