



Max R. Wyche

Director, HR Strategic Programs and Advisory Services



Mr. Max R. Wyche is the Executive Director, Strategic Programs and Advisory Services, Defense Civilian Personnel Advisory Services (DCPAS). DCPAS is aligned under the Deputy Assistant Secretary of Defense, Civilian Personnel Policy and is a component of Defense Human Resources Activity. Mr. Wyche, a member of the Senior Executive Service, is responsible for policies and program development affecting over 800,000 Department of Defense Civilian employees. Mr. Wyche is responsible for the management of programs in civilian senior executive management, leadership, learning and development, strategic analysis and reporting, strategic human capital planning, human capital program assessment and accountability and enterprise recruiting and outreach.

Prior to his current assignment, Mr. Wyche was Deputy Director for the Civilian Force Management Directorate, Department of the Air Force (HAF/A1C). Mr. Wyche was responsible for developing policy for appropriated (APF) and non-appropriated fund (NAF) civilian airmen assigned to active and reserve component and total force organizations. His directorate was responsible for civilian personnel policies, work-year management, strategic workforce planning, employee engagement, and implementation and sustainment of all civilian personnel systems including alternative personnel systems and demonstration projects. Mr. Wyche oversaw the implementation of policies related to recruitment, employment and placement, work/life balance, classification, compensation, leave management, official travel, performance management, benefits, and deployment of civilians.

Mr. Wyche received his undergraduate from Alabama A&M University in 1999 and his Masters from Georgia College and State University in 2002. He began his civil servant career in 2000 as an Equal Employment & Staffing Specialist at Warner Robins Air Logistics Center. He held a variety of assignments at Robins in the areas of Staffing, Employment, Delegated Examining, Workforce Resources, Manpower and Strategic Planning, ultimately culminating in his assignment as the Director of Manpower and Personnel. Mr. Wyche then accepted a position with Headquarters Air Force at the Pentagon overseeing Total Force Personnel Services Delivery Transformation and Chairman for the Air Force Total Force Service Center Board of Directors. There Mr. Wyche was responsible for developing, coordinating and implementing long-range strategic plans for Air Force personnel services delivery impacting active duty, guard, reserves civilians and retirees. He also managed the Air Force Human Resources Information Technology portfolio and certification processes.

Mr. Wyche and his wife Kia have two children, Sydney and Austen.