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## **Tony TorresRamos**



### **Acting Deputy Assistant Secretary Civilian Human Resources**

As Acting Deputy Assistant Secretary of the Navy for Civilian Human Resources (DASN (CHR)), Mr. TorresRamos is the senior advisor to the Under Secretary and Assistant Secretary (Manpower and Reserve Affairs) of the Navy on policies and programs impacting the entire civilian workforce. He has worked across two services and 20 Major Commands to direct the implementation of the Secretary's Human Capital Strategy and serves as the senior HR community leader for the Secretariat, US Marine Corps and US Navy Commands. He leads strategies and assessment of policies, programs and activities required to attract, train, motivate and retain a civilian workforce of quality, skills and diversity in support of the warfighter.

Additionally, he is responsible for the delivery of Human Resources (HR) Information Technology (IT) systems, processes and support for the two services, Major Commands and the more than 200,000 civilian employees. He also manages the Career Lifecycle Management Program for the DON's senior executives to include onboarding, talent management, succession planning, executive development and performance management. Further, his duties include leadership of the Equal Employment Opportunity (EEO) program for the department, providing training and career development and advocating diversity and equality of opportunity for the entire DON civilian workforce.

Prior to being named Acting DASN (CHR), Mr. TorresRamos was director of the Office of Civilian Human Resources. In this capacity he provides leadership to OCHR and the Human Resources community at large. OCHR is an Echelon II Command comprised of a headquarters staff and five Operations Centers with a total of more than 1,200 employees. OCHR develops and implements HR policy on behalf of the Deputy Assistant Secretary of the Navy, Civilian Human Resources, manages a diverse portfolio of human resources programs, and delivers HR services and support to DON organizations and approximately 200,000 civilian employees. This includes filling approximately 41,000 vacancies and processing close to a million transactions a year, and managing 11 separate civilian personnel systems with more than 500 different hiring authorities.

Appointed to the Senior Executive Service in June 2013, Mr. TorresRamos has 36 years of federal service to include more than 23 years of active service in the United States Marine Corps. Prior to his current assignment, he was Director of Human Resources (HR) Systems and Analytics with the Office of Civilian Human Resources (OCHR). In that role he was responsible

for the DON's response to the President's Hiring Reform, the Business Systems Modernization for Civilian Human Resources, serving as the technical authority for HR systems, continued process improvement, common business process initiatives, HR analytics and the operation and maintenance of a 24/7 systems operations center.

He previously was Director of the DON HR Transition Management Office where he led the design, planning and implementation of the DON's new approach to delivering HR services across the enterprise. He also led the DON's successful transitions both in and out of the National Security Personnel System (NSPS) pay for performance program for close to 70,000 civilian employees. Mr. TorresRamos also briefly served as the Director of the Executive Management Office, leading DON's efforts to provide a comprehensive approach to managing senior executive resources.

During his civilian service at the US Marine Corps Manpower and Reserve Affairs Office, Mr. TorresRamos led the Workforce Development Department in overseeing the professional development of civilian Marines worldwide. In addition, he developed and implemented policy for the Marine Corps regarding Civilian Marine training, civilian career and leadership development and the consolidated civilian career training program. He was instrumental in the strategic planning, development and implementation of NSPS at Headquarters Marine Corps and bases worldwide.

Mr. TorresRamos' private sector experiences include Business Process Reengineering, Smart Card development strategies, business development support, information technology strategy, and program management.

Mr. TorresRamos is a 2010 graduate of the Federal Executive Institute and he holds a bachelor's degree in human resources management and has completed graduate work in Leadership. He received the Navy Superior Civilian Service Awards in 2007 and 2011.