



Acting Deputy Assistant Secretary of Defense Civilian Personnel Policy

Mr. Zev Goldrich is the Principal Director for Civilian Personnel Policy. He assumed the duties as the Acting Deputy Assistant Secretary of Defense for Civilian Personnel Policy on May 2, 2024. His responsibilities are to provide the development and oversight of civilian workforce plans, policies and programs that affect over 945,000 defense employees worldwide. His portfolio spans the full spectrum of the Human Capital Lifecycle, to include talent acquisition, development, and sustainment, systems evaluation and improvement, performance management, strategic workforce and succession planning, and leader development.



Prior to this appointment, Mr. Goldrich served as the Deputy Assistant Director of National Intelligence for Human Capital at the Office of the Director of National Intelligence (ODNI), where he was responsible for the design, development, and execution of workforce solutions for the Nation's intelligence agencies. He assumed the role of Acting Assistant Director of National Intelligence for Human Capital in September 2021.

Mr. Goldrich was appointed as a Senior Executive initially in the Intelligence Community in 2017, where he served as the Chief Intelligence Human Capital Officer for Naval Intelligence, the senior advisor to U.S. Navy and Marine Corps leadership on civilian and select military intelligence workforce matters. Mr. Goldrich has held various leadership positions, he served as the Director, Civilian Human Resources for Naval Intelligence, where he and his team developed and implemented a range of innovative human capital products and services to support and grow the Navy's intelligence workforce. Mr. Goldrich has held multiple positions at the DoD, including as the Deputy Director of Human Resources and the Director for Strategic Planning and Management at the Defense Finance and Accounting Service (DFAS), as well as HR Advisor at the Defense Civilian Personnel Advisory Service.

Mr. Goldrich holds a B.A. from Rutgers University, and an M.A. from Columbia University in organizational psychology. In addition, he is a graduate of the DoD Executive Leadership Development Program, a Lean Six Sigma Blackbelt, and served as an Executive Fellow at the Brookings Institution, Executive Education Program.