

---

## **Tony TorresRamos**



### **Director, Office of Civilian Human Resources**



Tony TorresRamos is the Director of the Office of Civilian Human Resources (OCHR).

As the Director of OCHR, 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. He provides the technical authority (as delegated by the SECNAV) for HR systems, civilian HR policies and programs, and hiring for 21 Major Commands and the United States Marine Corps. Annually, he manages a diverse portfolio of HR programs for more than 200,000 civilian employees across the globe, to include foreign nationals. His operations fill approximately 47,000 vacancies, issuing 1.7 million certificates of eligibility, processing close to 1.2 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, 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.

Previously, as the Director of the DON HR Transition Management Office 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. 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 U.S. Marine Corps Manpower and Reserve Affairs Office, 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.

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

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.