
Marcie L. McLaughlin



Director, Human Resource Systems and Analytics, Office of Civilian Human Resources



Ms. Marcie McLaughlin is the Director, Human Resources Systems and Analytics, Office of Civilian Human Resources (OCHR), Department of the Navy (DON). In this position, she serves as the DON's technical authority and leader for all civilian Human Resource (HR) systems, data analytics, common business processes and process improvement programs, to include the full compendium of development, delivery and operations. She provides policy development and program management, oversight and direction for the DON civilian HR systems and infrastructure and continual process/productivity improvement program for OCHR and its HR delivery structure including oversight of HR service delivery common business processes.

Prior to her selection as a Senior Executive in September 2019, Ms. McLaughlin served over 25 years in progressively more senior positions in Command Operations at the Naval Air Systems Command (NAVAIR) culminating as Department Director, Command Strategies, Force Planning, and Analysis. In this position, she led four divisions responsible for workload and force planning, manpower planning and programming, community health assessments, and Total Force workload/force models and enabling tools for a 40,000 plus person organization. As the Department Director, she was the NAVAIR lead for manpower planning and programming and the principle interface with OPNAV N1, N98 and Deputy Assistant Secretary of the Navy for Research Development and Acquisition (RD&A) with regards to the emerging national focus on manpower adjustments, acquisition workforce development, and contractor services.

As a leader in both the Naval Aviation Enterprise and NAVAIR Human Capital transformation efforts, she was tasked with implementation of Human Capital Management at the Navy level and was consulted as an expert advisor by OPNAV N1. Ms. McLaughlin led the NAVAIR effort in executing the ASN RD&A directed Total Force efforts to align, for the first time, the workforce to functional areas providing insight to quantities of Total Force across all Navy Acquisition Commands.

Ms. McLaughlin holds a Bachelor of Science Degree from the University of Maryland, University College. Her career record has been exemplary receiving many Outstanding Performance Awards and several Letters of Appreciation, including twice a recipient of the NAVAIR Commander's Award for data fusion and business transformation efforts and the Department of Navy Meritorious Civilian Service Award.