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## Steven L. McShane



### **Executive Director, Total Force Management (N1) U.S. Pacific Fleet**



Mr. McShane was appointed to the Executive Director, Total Force Management position in August 2020. In this role, Mr. McShane serves as the principal advisor to the Commander, U.S. Pacific Fleet on all matters relating to the over 140,000 military (active duty and reserve), civilian and contractor personnel employed throughout the Pacific Fleet's area of responsibility.

Total Force Management responsibilities include setting the strategic direction for managing human resources with a focus on ensuring associated policies and practices are aligned to COMPACFLT's mission. Mr. McShane is responsible for determining requirements; allocating resources; managing personnel acquisition; and developing, distributing and retaining COMPACFLT's Total Force. He serves as Program Manager for an annual personnel budget of approximately \$12B. Mr. McShane also serves as COMPACFLT's representative on U.S. Pacific Command's Joint Labor Policy Committee for foreign national compensation and employment policies. Working with Mr. McShane is a staff of 42 military and civilian personnel supported by Force, Numbered Fleet, Navy Region and Human Resource Office HR staffs. He was appointed to the Senior Executive Service in August 2020.

From 2011 to August 2020, Mr. McShane served as the Director for Manpower and Personnel Readiness to the Commander Submarine Force Atlantic (CSL N1). His responsibilities included optimizing personnel readiness associated with ~24,000 active duty military, government civilian and contractor personnel in support of submarine operations; and supporting the lead Type Commander in the development and execution of comprehensive force wide personnel related programs and policies (e.g., the integration of women into the Force).

Prior to his government civilian service, Mr. McShane served as an active duty Naval Officer. His sea duty assignments included tours as Commanding Officer of USS MAINE (SSBN 741) Gold where he made five strategic deterrent patrols; Executive Officer aboard USS PASADENA (SSN 752) and USS LOUISVILLE (SSN 724), both in support of *Operation Southern Watch* in the Arabian Gulf; and as a Flag Tactical Action Officer aboard the USS AMERICA (CV-66) during *Operation Desert Shield* and *Operation Desert Storm*.

Ashore, he served as a senior detailer in charge of the Navy's nuclear and submarine enlisted distribution, and subsequently as the Deputy and Chief of Staff to Task Force Warrior. His efforts during this period were focused on supporting the Chief of Naval Operations' Sea Power 21 vision, including a human resource initiative known as Sea Warrior.

Mr. McShane retired from active duty in 2006 and transitioned to industry where he served as a corporate executive for a small federal contractor and later as an independent consultant. His contracting experiences were focused on assisting Navy and Air Force clients in developing innovative solution alternatives to complex business challenges.

Mr. McShane earned a Bachelor of Science degree in Oceanography from the United States Naval Academy, and a Master of Arts in National Security and Strategic Studies from the Naval War College.

His decorations include the Navy Meritorious Civilian Service Award, and several Active Duty awards including the Legion of Merit with two gold stars, Defense Meritorious Service Medal and Meritorious Service Medal with gold star.