



Biography

DEFENSE COMMISSARY AGENCY

1300 Eisenhower Avenue,
Fort Gregg-Adams, Virginia 23801-1800

Craig R. Smith **Director, Human Resources**



Craig R. Smith is director of human resources for the Defense Commissary Agency, with headquarters at Fort Gregg-Adams, Va. He oversees the agency's human resource management programs and operations, which include the following: employee and labor relations, workers' compensation, staffing and classification, training and development and personnel data systems management. DeCA operates 235 commissaries and has more than 14,000 employees across 45 states and 13 countries. His selection was effective March 12, 2023.

Prior to his current position, Mr. Smith had served since 2014 as the director for IT Corporate Support at the Defense Contract Management Agency (DCMA). There, he was the principal advisor to the executive director of Information Technology and Chief Information Officer (CIO). Mr. Smith also developed policy and provided guidance and leadership on a wide range of Human Capital functions: staffing and recruitment plans, position classification, grievance prevention and resolution, certification and professional development programs, and resource management for a workforce spread across 80 business locations worldwide. Under his leadership, DCMA developed an IT cross-training program.

Before joining civil service, Mr. Smith served in the U.S. Army for 28 years, retiring as a lieutenant colonel. From 2010 to 2014, he served as the deputy director, Operations at Employer Support of the Guard and Reserve (ESGR), under Office of the Secretary of Defense (Personnel & Readiness). His roles at ESGR included representing OSD and Department of Labor to business leaders and human resource professionals across the country to increase voluntary compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Mr. Smith's military career also included multiple roles at the U.S. Army Human Resources Command: deputy director, Operations and Readiness Directorate; program manager of the Individual Ready Reserve muster program, and director of Personal, Admin and Logistics. His service was highlighted with the creation of a groundbreaking Army Muster Program to proactively connect service members with post-military benefits, monitor medical and mental wellbeing, and enroll service members in Department of Veterans Affairs (VA) programs.

Mr. Smith's additional early military assignments included G3 (operations and training) plans officer at the 19th Theater Support Command, U.S. Army Garrison Daegu, Camp Henry, South Korea; Battalion S3, U.S. Army Recruiting Battalion-Des Moines, Des Moines, Iowa; commander, 471st Postal Company, Fort Dodge, Iowa; and multiple key assignments within the 1st of the 410th Infantry Battalion, Fort Snelling, Minn.

His awards and decorations include two Excellence in Government awards from the St. Louis Federal Executive Board, the Defense Meritorious Service Medal, the Army Meritorious Service Medal with 3 oak leaf clusters, the Army Commendation Medal with 4 oak leaf clusters, the Republic of Korea Service Medal and two superior unit awards.

EDUCATION

2006, Masters of Business of Administration, with distinction from Lindenwood University, St. Charles, Mo.

1986, Bachelor of Arts, History, Western Illinois University, Macomb, Ill.

2007, Logistics Executive Development Course (Honor Graduate), Army Logistics University, Fort Lee, Va.

2006, Command and General Staff College (Honor Graduate), Fort Leavenworth, Kan.

2011, Defense Strategy Course, U.S. Army War College

CAREER CHRONOLOGY

2014 - 2023, Director, IT Corporate Support, Defense Contract Management Agency, Fort Lee, Va.

2010 - 2014, Deputy Director for Operations, Employer Support of the Guard and Reserve under OSD (Personnel & Readiness), Washington, D.C.

2007 - 2010, Deputy Director, Operations and Readiness, Army Human Resources Command, Alexandria, Va.

2004 - 2007, Director, Personnel, Admin, and Logistics, Army Human Resources Command, Alexandria, Va.

2001 - 2004, G3 Plans Officer, 19th Theater Support Command, U.S. Army Garrison Daegu, Camp Henry South
Korea
1998 - 2001, Battalion S3, Des Moines Recruiting Battalion, Des Moines, Iowa
1989 - 1998, Various military Human Resources Specialist positions

(Current as May 2024)