



DEFENSE COMMISSARY AGENCY

1300 Eisenhower Avenue,
Fort Lee, Virginia 23801-1800

Karen M. Davis **Deputy Director and Chief Operating Officer**

Karen M. Davis serves as the Deputy Director and Chief Operating Officer for the Defense Commissary Agency (DeCA). Ms. Davis leads integration of the Agency's strategic plan and corporate business model. Her responsibilities include overseeing operations, program management, engineering and support functions of DeCA's worldwide chain of 235 commissaries across 45 states and 13 countries. Her selection was effective October 20, 2024.

Immediately prior to this position, Ms. Davis served concurrently as the Naval Sea Systems Command (NAVSEA) Deputy Commander for the Supervisors of Shipbuilding and the Executive Director of Industrial Operations, where she led strategic efforts for oversight and integration of shipbuilding and nuclear ship depot maintenance projects.

Prior to that Ms. Davis served as the Executive Director for the Program Executive Office (PEO) for Aircraft Carriers where she was the senior civilian overseeing acquisition, construction, product support and sustainment, and deactivation of aircraft carriers. Her previous SES positions include a brief tour as Director for Surface Warfare, Office of the Under Secretary of Defense for Acquisition and Sustainment; a joint tour as the Executive Director, Joint Special Operations Command, Fort Bragg, North Carolina; Executive Director, Surface Warfare, NAVSEA; and Director for Integrated Combat Systems, PEO for Integrated Warfare Systems – both located at the Washington Navy Yard, D.C. Before selection to SES, she served as a Naval Program Manager and in computer, electronics and systems engineering positions including as an AEGIS Weapon System Engineer, leading at-sea test and trial events.

Ms. Davis is a Defense Acquisition Professional, certified in program management and engineering. Her leadership development includes certification in Business and Professional Coaching from North Carolina State University; the Executive Program, University of Virginia Darden School of Business; several Navy and Industry Acquisition and Business Seminars, University of North Carolina Chapel Hill Keenan Flagler Business School; American University Key Executive Leadership Program; Department of Army Force Management School Force Integration Course for Senior Leaders; and the Department of Defense VANGUARD Senior Executive Leadership Program.



EDUCATION

Master of Science Degree in Engineering Management, West Coast University, Los Angeles, California
Bachelor of Science Degree in Computer Engineering, Clemson University, Clemson, South Carolina.

CAREER CHRONOLOGY

2022 - 2024, Executive Director of Industrial Operations and Deputy Commander for Supervisors of Shipbuilding (2023), Naval Sea Systems Command, Washington Navy Yard, D.C.
2021 - 2022, Executive Director for Aircraft Carriers, Washington Navy Yard, D.C.
2021 - 2021, Director for Surface Warfare, Defense Pentagon, Arlington, Virginia
2019 - 2021, Executive Director, Joint Operation Command, Fort Bragg, North Carolina
2016 - 2019, Executive Director, Surface Warfare, Washington Navy Yard, D.C.
2014 - 2016, Director for Integrated Combat Systems, Program Executive Office, Integrated Warfare Systems, Washington Navy Yard, D.C.
2014 and prior, Program Manager and Engineer, U.S. Department of the Navy

AWARDS AND HONORS

Joint Chiefs of Staff Civilian Meritorious Service Award, 2021
Joint Special Operations Command Colors, 2021
Navy Civilian Superior Service Award, 2019
Navy Meritorious Unit Commendation, 2013
Navy Chief Information Officer Technology Excellence Award, 2011
Defense Civilian Meritorious Service Award, 2008

(Current as of July 2025).