



Biography

DEFENSE COMMISSARY AGENCY

1300 Eisenhower Avenue,
Fort Lee, Virginia 23801-1800

Craig R. Smith **Chief, Human Capital Division** **and Deputy to Human Resources Director**



Craig R. Smith is chief, Human Capital Division and deputy to the Human Resources director for the Defense Commissary Agency, with headquarters at Fort Lee, Virginia. He oversees the agency's human resources policy, programs and systems. DeCA operates 235 commissaries and has more than 14,000 employees across 45 states and 13 countries. His selection was effective April 2026.

Prior to this position, Mr. Smith served as director of the Human Resources Directorate from March 2023 to April 2026.

Before coming to DeCA, 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.

EDUCATION

Masters of Business of Administration, with distinction from Lindenwood University, St. Charles, Missouri
Bachelor of Arts, History, Western Illinois University, Macomb, Illinois
Logistics Executive Development Course (Honor Graduate), Army Logistics University, Fort Lee, Virginia
Command and General Staff College (Honor Graduate), Fort Leavenworth, Kansas
Defense Strategy Course, U.S. Army War College

CAREER CHRONOLOGY

2014 - 2023, Director, IT Corporate Support, Defense Contract Management Agency, Fort Lee, Virginia
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, Virginia
2004 - 2007, Director, Personnel, Admin, and Logistics, Army Human Resources Command, Alexandria, Virginia
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 of April 2026)