



Jose Conejo

Office of the Under Secretary of Defense for Personnel and Readiness
Defense Human Resources Activity
Defense Civilian Personnel Advisory Service



Mr. Jose Conejo, a member of the Senior Executive Service, is the Deputy Director, Defense Civilian Personnel Advisory Service, Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness. In this capacity, Mr. Conejo is responsible for providing policy development, program management guidance, and advisory support for Human Resources operational functions and strategic programs for a workforce of more than 900,000 Department of Defense employees worldwide. Mr. Conejo's portfolio spans the full spectrum of Human Capital Management, to include workforce planning, talent acquisition and management, development and sustainment, performance management, labor and employee relations, and leader development.

The Defense Civilian Personnel Advisory Service supports the Military Departments and Defense Agencies as the enterprise leader in the development and delivery of civilian personnel policies and human resources solutions that strengthen the nation's mission readiness.

Prior to this assignment, Mr. Conejo served as the SES Senior Advisor and Assistant Director, Personnel Services Division, Washington Headquarters Services (WHS), Human Resources Directorate (HRD). He led five teams of human resources specialists who administered the full range of consultative and advisory services for Staffing and Recruitment, Classification, Onboarding, Special Employment Programs, and Personnel Actions Processing.

Mr. Conejo's experience includes leading and executing complex and multi-disciplinary programs and projects in diverse Executive and Legislative branch agencies at all organizational levels. He has led and managed national programs, resources, and staff. He has over 20 years of experience as a functional and supervisory human capital professional engaged in all aspects of human capital work in field offices, at division offices, and at headquarters; with agencies ranging in size from 1,000 to 330,000 employees.

Previous positions include Assistant Director, Labor Management & Employee Relations, Washington Headquarters Services (WHS), Human Resources Directorate (HRD). Director of Policy, Director of Employee Relations, Director of Administrative Investigations, and performed the duties of the Ombudsman and Deputy Chief Human Capital Officer, at the U.S. Government Publishing Office (GPO), formerly known as Government Printing Office. Chief, Labor Relations, Employee Relations, and Training with the Department of Labor. Other key assignments include serving as Labor Relations Officer, Employee Relations Officer, and Administrative Investigator with the U.S. Department of Transportation, Maritime Administration and U.S. Merchant Marine Academy; as senior advisor to the Executive Director and Civilian Human Resources Command Inspector with the U.S. Army Contracting Command; serving as Senior Civilian Personnel Advisor for U.S. Army South and transforming it into a numbered Army (6th Army); and serving as Senior Civilian Personnel Advisor on the Headquarters Department of the Army and Assistant for Administration to the Under Secretary of the Navy staffs.

He began his career in the federal service in 2001 as a Department of the Army, Civilian Human Resource Management (CHRM), CP-10 Intern. Mr. Conejo holds a Master's Degree in Management with a minor in Human Resources from Wayland Baptist University. He is a 2006 graduate of the Department of Defense Executive Leadership Development Program; a 2016 graduate of the Partnership for Public Service Excellence in Government Fellows Program; a 2018 graduate of the Office of Personnel Management Senior Executive Assessment Program; and a graduate of the Federal Executive Institute's Leadership in a Democratic Society. Before serving the Department of Defense as a civil servant, Mr. Conejo was an active duty Air Force Security Forces Member and served with the 2nd and 24th Security Forces Squadrons.