



Mr. Justin “JK” Kinnaman

Office of the Under Secretary of War for Personnel and Readiness (OSW(P&R))
Defense Human Resources Activity (DHRA)
Defense Civilian Personnel Advisory Service (DCPAS)



Mr. Justin "JK" Kinnaman serves as the Acting Deputy Director at the DCPAS, where he is a senior strategist, advisor, and operational leader. JK oversees the day-to-day operations and functional support that deliver Human Resources, policies, programs, and services to the Department's civilian workforce of over 800,000 employees. His responsibilities include policy development, training, consultation, operations management, and strategic planning for programs, budgets, and high-visibility initiatives. A champion of human resources innovation and process improvement, JK leads long-range planning, integrates complex organizational activities, manages strategic communications, and fosters a culture of excellence.

With more than 25 years of distinguished service across military, private sector, and federal civilian roles, JK has dedicated his career to advancing public service excellence. His strategic and innovative approach to human resources consistently transforms organizational visions into actionable initiatives that enhance performance, drive growth, improve customer service, and elevate employee engagement. JK is a firm believer in "people-first" strategies that foster innovation and engagement in the modern workplace while driving meaningful organizational change. Widely respected as a results-driven leader, JK has a proven track record of leading enterprise-wide transformations through strategic collaborations and partnerships. He excels in human resources management, personnel leadership, and operations in dynamic, fast-paced environments, combining masterful communication skills with the ability to build effective coalitions and deliver exceptional results.

JK's career includes progressively responsible leadership positions within the Office of the Secretary of War and Department of the Army, such as:

- **Director of Human Resources**, Headquarters Department of the Army
- **Director of Mission Support and Strategies**, Office of the Under Secretary of War (Personnel and Readiness)
- **Director of the DoW Civilian Expeditionary Workforce**
- **Hiring Heroes Program Manager and DoW Veterans Employment Officer**
- **Congressional Liaison and Program Manager for DoW Civilian Force of the Future**
- **Strategic Advisor** to the Senior Oversight Committee for the Wounded, Ill, and Injured
- **Director of Wounded Warrior Programs and Innovation**, Armed Forces Services Corporation

Known for challenging conventional thinking, JK champions open innovation and develops strategic collaborations to address complex organizational challenges. Colleagues consistently praise his genuine passion for people and his human-centered leadership style. As JK often emphasizes: *"Taking care of people is what we do—how we do that is just as important as what we do. After all, the word Human is in our title."*

A defining moment in JK's life came during the September 11, 2001, attack on the Pentagon, where he was stationed as an Army Combat Medic and staff Physical Therapist at the Anthony DiLorenzo Health Clinic. During that fateful day, JK ran toward the danger, serving as both a survivor and first responder. Witnessing extraordinary people respond to unthinkable circumstances shaped his character and crystallized his life's mission: to serve those who serve. As JK reflects, *"Resilience isn't about bouncing back—it's about moving forward with purpose, bringing others with you."*

JK earned a Bachelor of Science in Business Administration from Strayer University in Virginia and has been honored with numerous civilian and military awards throughout his career. He resides in northern Virginia and has five children—three daughters and two sons; and two grandchildren.