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## Cynthia G. Snyder



### Chief

### Naval Intelligence Civilian Human Capital Officer

Ms. Cynthia G. Snyder is the Naval Intelligence Civilian Human Capital Officer (CHCO). In this role, she assess workforce planning and design and implement strategic human capital plans for Naval Intelligence civilian personnel. Analyze human capital management initiative and recommend policies, procedures and guidelines for cost-effective human capital programs. Manage and executes strategic workforce planning programs and develop supporting personnel policies. Develop programs that support and advance diversity in the workforce. Monitor and manage the implementation of the Defense Civilian Intelligence Personnel System (DCIPS) for Department of Navy. Provide guidance and direction to command-level Directors of Civilian Human Resources.

Before assuming her current position, Ms. Snyder served as the National Geospatial-Intelligence Agency's (NGAs) Human Development (HD) Director of Strategies Office. She ensured the agency's workforce strategies aligned with its strategic objectives in support of the National System for Geospatial-Intelligence (NSG), the Department of Defense (DoD), and the Intelligence Community (IC). Her areas of responsibility included strategic workforce planning, manpower, information analytics, metrics, organizational development & design, HD policy and instructions, employee climate survey, centralized position management, oversight and management of performance pay, performance management, occupational advancement & developmental program promotion process, monetary/time-off award budgets, and compensation processes across NGA.

She also served as NGA's Security and Installation Operations Directorate's Director of Installation Operations. She was responsible for managing operations at two major NGA installations, to include engineering and construction, facility operation and maintenance, logistics, emergency management, force protection, conference center management, general administration, physical security, and medical and food services.

Ms. Snyder previously served as the Architect of the Capitol's Director of Congressional and External Relations.

Ms. Snyder served 25 years active duty in the U.S. Air Force where she held multiple leadership positions at the installation level, Major Command, Headquarters Air Force, Air Force Secretariat, and the Joint Chiefs of Staff. She garnered extensive leadership and management experience after four commands and numerous installation and staff positions.

Ms. Snyder is a retired U.S. Air Force Colonel. She holds a Bachelor of Science degree in Civil Engineering from Tennessee State University, a Master of Science Degree in Operations Management from the University of Arkansas, and a Master of Science Degree in National Resource Strategy from National Defense University.