

DAVID BACHRACH – SECRET CLEARANCE HR CONSULTANT

SUMMARY

Loyal, upbeat and extremely effective program director. Management consultant with 20 years' experience providing services in the civilian, military, law enforcement and intelligence sectors. Four years of Federal service as an analyst with the Justice Department, followed by consultation on the design, implementation and evaluation of alternative personnel systems for Federal agencies. Extensive experience with 20+ federal agencies in the areas of staffing and classification at the senior level. Secret Clearance since 2014.

PROFESSIONAL ACHIEVEMENTS

HR POLICY

Interpreted, taught and applied the provisions of federal HR policy

- U.S. Customs & Border Protection – Enhanced Retirement Eligibility, Classification
- Coast Guard and USMC – Staffing, Classification, Employee Relations, EEO
- United States Department of Labor – HRIS Migration, FLSA, Employee Relations, Hiring Flexibilities
- National Gallery of Art – Compensation, Staffing, Classification, HRIS Migration
- United States Department of Commerce – Pay and Leave Administration, Benefits, Grievance, Clearances

HR INFORMATION SYSTEMS

- Oversaw components of two (2) procurements of Shared Services by DOL, at both DOI/NBC and Treasury
- Oversaw components of a procurement of Shared Services by NGA, at USDA/NFC
- Experienced in using Monster Hiring Management, USA Staffing and Natural Talent ATS
- Designed and oversaw large eOPF project, covering conversion and quality control of 20,000 paper employee folders

HR OPERATIONS

- Shortened federal time-to-hire by weeks or months; extremely difficult to do
- Dramatically raised customer satisfaction with services received
- Designed, organized and brought about lean organizational models for clients
- Served as: mentor; trainer; advisor; editor; writer; research analyst; facilitator; dispute resolver; presenter. For management, subordinates and clients.
- Designed and taught two graduate-level courses for a university degree in Federal HR management
- Taught HR leadership courses for the U.S. Office of Personnel Management (OPM)

MANAGEMENT

- Interviewed, hired, managed, fired and rewarded (not all at once) employees and subcontract resources
- Completed pricing, capture, kickoff and closeout activities on a range of Federal contracts, both labor-hour and fixed-price
- Supervised staff directly and through subordinate supervisors, without any grievances or validated complaints
- Managed up to 47 concurrent project budgets; 100% within-budget completion
- Developed and deployed project metrics to show contract effectiveness/improvement

WORK HISTORY

INNOVATION GROUP, LLC, 2016 – PRESENT (INCORPORATED IN 2020)

- Serve as a subject matter expert on matters of government personnel management
- Directly guide, advise and assist federal agencies in implementation of new programs, processes, HRIS software and policies
- Recent classification clients include Customs and Border Protection, Small Business Administration (SBA), General Services Administration (GSA) and Drug Enforcement Administration (DEA)
- Recent staffing clients include Office of Personnel Management (OPM), USDA/Food & Nutrition Service, Department of Labor (DOL), DHS/Cybersecurity and Infrastructure Security Agency (CISA) and the National Gallery of Art

INSTRUCTOR, CATHOLIC UNIVERSITY OF AMERICA, 2013 – 2016

- Developed curriculum for 17-week classroom course and separate 8-week online course
- Selected texts, developed exams and all learning activities
- *MBU637 Strategies and Practices in Federal Staffing*
- *MBU594 Independent Study*
- Part of the graduate program of the Metropolitan School of Professional Studies

DIRECTOR OF MANAGEMENT SERVICES, FYI – FOR YOUR INFORMATION, INC., 2005 – 2016

- Hired and supervised up to 40 employees and subcontract resources at one time
- Wrote proposals, including budgets, technical approach, resources, milestones and timelines
- Developed new offerings including training programs and consulting services
- Built division from three part-time resources to 40 FTE; from 1% to 80% of company staff
- Provided technical and advisory services to federal clients on a daily basis
 - Commerce OIG – HR Policy
 - NASA – Specialized Recruiting
 - National Gallery of Art – HR Policy, Specialized Recruiting and Position Management
 - Bureau of Engraving and Printing – Classification
 - Equal Employment Opportunity Commission – Staffing
 - Coast Guard – HR Business Process Improvement
 - Occupational Safety & Health Administration – HR Policy, Selection

PROGRAM MANAGER, MONSTER GOVERNMENT SOLUTIONS, 2004 – 2005

- Provided recruitment consulting services and software implementation support
- \$2.3 million in accounts managed, including: Customs and Border Protection and CIA

HUMAN RESOURCES CONSULTANT, FEDERAL MANAGEMENT PARTNERS, 2001 – 2003

- Supported projects in workforce improvement design and evaluation
- Projects included designing alternative personnel systems, A-76 research, workforce planning and organizational studies, improving recruitment, and succession planning

EDUCATION

MASTER OF ARTS, SAM HOUSTON STATE UNIVERSITY, HUNTSVILLE, TX

Criminal Justice and Criminology

BACHELOR OF ARTS, ALFRED UNIVERSITY, ALFRED, NY

Criminal Justice Studies

ADEPT-15™ WORKSTYLE ASSESSMENT CERTIFIED

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