

AFC Human Capital Directorate develops workforce of the future

By Maureena Thompson, Army Futures Command October 16, 2023



Army Futures Command Human Capital personnel engage in recruiting activities across the United States, and earlier this year participated in a recruitment fair at the 2023 BEYA STEM Conference.

AUSTIN, Texas – Preparing for the Army of tomorrow requires a resilient, diverse and highly capable Army workforce today.

At Army Futures Command (AFC), human resources experts are implementing new systems and processes to ensure that Army personnel have the right tools and professional support they need to thrive.

“I’ve always wanted to help people,” said Marlowe Richmond, a human resources specialist with AFC’s Human Capital Directorate. “I know the work we do is very important to the outcomes of today’s Army and the future Army, as well as the current employee structure and the culture of the organization.”

Richmond serves as an enterprise program manager, mapping out how the command will roll out more modern talent management methods under its recently obtained Science Technology Reinvention Laboratory (STRL) designation, which affords more flexibilities in hiring, staff promotions, employee development and facility upgrades.

“This program has allowed me to touch practically every area in a personnel system, and I have found it very rewarding and look forward to the organization conversion into the STRL Demonstration Project,” Richmond said.

As an Army Veteran and current Department of the Army Civilian, Richmond knows how important it is to support Army personnel with dynamic resources and opportunities.

“I am very much invested in the success of it,” she said of the STRL program at AFC, which she has participated in and led from its start two years ago to its current state of awaiting Federal Register Notice publication.

Members of the Army Futures Command (AFC) Human Capital Directorate gather at the command’s Round Rock, Texas, office.

Kimberly Stewart, also a human resources specialist with the command, serves on the talent acquisition and staffing team at AFC.

Through her role, she supports the strategic and operational needs of the command, ensuring that the right people are hired to tackle some of the Army’s most pressing future design challenges.

“I enjoy working for AFC because it’s a new organization that allows the employees opportunity for growth, expansion, and also an opportunity for innovation,” Stewart said.

“What we do is focused, definitely, on prioritizing people,” she added, highlighting that the Human Capital team wants employees to be able to expertly apply their skills, to have access to modern flexibilities such as hybrid work environments, and to “be an asset to AFC and the Army as a whole.”

Stewart and her colleagues coordinate with the Army Civilian Career Management Activity to recruit new Department of the Army staff at various recruiting events nationwide, always seeking to ensure diversity and fairness in outreach and hiring.

She finds the work – including the chance to contribute to future workforce development aims and the Army’s overarching goals – both exciting and rewarding.

“Army Futures Command has a mission that is global and is a top priority for the Army,” Stewart said, adding that the commitment of AFC staff to furthering shared objectives is part of what makes the AFC team great.

Richmond agrees.

“We are very strong when it comes to experienced personnel. We come with a lot of knowledge, a lot of education and a lot of great ideas for how we want to support the Army in the future,” she said.

“Bringing in new ideas and setting new standards for not only the Army but for the DoD – that’s what we’re looking to do as Army Futures Command,” Richmond underscored.

“We’re always looking for better ways, different ways to do things.”

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