

## Contact

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[www.hud.gov](http://www.hud.gov) (Company)

## Top Skills

Program Management  
Employee Relations  
Strategic Planning

## Certifications

DAWIA Level III - Contracting  
DAWIA Level III - Program Management

# Ronald Flom

Principal at RCF Consulting Group  
Washington, District of Columbia, United States

## Summary

I am an accomplished professional with over 40 years of experience in the leadership and management of diverse organizations. I have extensive knowledge in contracting in the federal sector, logistics management, organizational leadership, strategic planning and analysis, project management, information technology, human resources management, and emergency preparedness. My significant strengths are my abilities to solve complex problems, produce results, build effective teams, negotiate successful outcomes, and develop and deliver training. I have led organizations with over 6,000 people, \$475 million operating budget and \$400 billion procurement budget oversight, with multiple customers. I have the ability to communicate effectively on acquisition, procurement, logistics, human resources, and a broad range of business issues. I have significant experiences in acquisition, procurement, logistics and human resources organizations serving a variety of customers.

Specialties: Organizational leadership, strategic planning, federal government operations, acquisition & contracting in the federal sector, program management, human resources management, education & training, supply chain management, information technology, emergency preparedness.

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## Experience

RCF Consulting Group  
Principal  
October 2011 - Present (12 years)  
Washington D.C. Metro Area

Senior executive consultant on Federal Government Contracting & Acquisition Management, Program Management, Executive Leadership, and Education & Training. I started my consulting practice in 2011 and advised numerous clients both in the Federal Government and the private sector. I took a 3 1/2

year leave of absence from March 2019 to October 2022 to return to a Senior Executive Service position in the Federal Government.

### Partnership for Public Service

Strategic Advisor to Government Executives (SAGE) Program Member  
December 2011 - Present (11 years 10 months)

Washington D.C. Metro Area

Chief Acquisition Officer (CAO) SAGE and formerly Chief Human Capital Officer (CHCO) SAGE. I took a 3 1/2 year leave of absence from March 2019 to October 2022 when I went back to work for the Federal Government. The Partnership for Public Service's Strategic Advisors to Government Executives (SAGE) program connects senior-level executives in government with their predecessors who are now in the private sector, providing them an opportunity to leverage prior public sector experience to transform government and improve its performance.

### Procurement Round Table

Director

January 2013 - Present (10 years 9 months)

Washington D.C. Metro Area

The PRT is a nonprofit organization chartered in 1984 by former federal acquisition officials concerned about the economy, efficiency and effectiveness of the federal acquisition system. Its Directors and Officers are private citizens who serve pro bono with the objective of advising and assisting the government in making improvements in federal acquisition.

### U.S. Department of Housing and Urban Development

3 years 8 months

Special Advisor to the Deputy Secretary for Top Management Challenges

April 2022 - October 2022 (7 months)

Washington, DC

### Chief Procurement Officer

March 2019 - March 2022 (3 years 1 month)

Washington D.C. Metro Area

Senior Procurement Executive (SPE), responsible for acquisition planning and execution of a \$1.8 billion annual procurement budget. HUD's mission is to create strong, sustainable, inclusive communities and quality affordable homes for all. HUD is working to strengthen the housing market to bolster the economy and protect consumers; meet the need for quality affordable rental

homes; utilize housing as a platform for improving quality of life; build inclusive and sustainable communities free from discrimination, and transform the way HUD does business.

### Reffett Associates

#### Managing Director

May 2010 - August 2014 (4 years 4 months)

Managing Director, Public Sector & Acquisition Practice at Reffett Associates, a nationally recognized, fully retained executive search firm. As one of the premiere boutique firms in the executive search industry, we work with you to build a stronger organization by incorporating the most effective leaders of today into your firm of tomorrow.

### U.S. Office of Personnel Management

6 years 2 months

#### Associate Director for Management Services

November 2005 - January 2010 (4 years 3 months)

As the Associate Director, I provided executive leadership over the administration and operation of the Office of Personnel Management's internal human capital management, administrative services, information technology, equal employment opportunity, security, contracting, and business management functions. In this role I was also the Chief Human Capital Officer (CHCO) and Senior Procurement Executive (SPE) for this Federal Agency. I served as an advisor to the OPM Director and provided broad direction and oversight for the delivery of human capital and administrative management and support services. I established program emphases and goals, and produced results through strategic planning, developing operational plans and policies, and issuing pertinent regulations, guidelines, and instructions to successfully achieve desired goals. To accomplish my mission I had a staff of approximately 1,000 Federal and contractor employees and an annual operating budget in excess of \$100 million.

#### Deputy Associate Director, Contracting, Facilities & Administrative Services

December 2003 - November 2005 (2 years)

As the Deputy Associate Director, I provided executive leadership over the administration and operation of the Office of Personnel Management's nationwide procurement programs, contracting and competitive sourcing functions, building operations, real property management, printing, and mail distribution. In this role I was also the Senior Procurement Executive

(SPE) for this Federal Agency. I worked under the broad general direction of the Associate Director for Management Services & Chief Human Capital Officer. As the Senior Procurement Executive for OPM, I managed an annual procurement budget of over \$500 million in support of OPM's government-wide role affecting active and retired Federal employees, OPM's Federal Activities Inventory Reform Act (FAIR), OMB Circular No. A-76 (Commercial Activities), and procurement policy programs. I developed and implemented policy, operational plans, training, and evaluation of OPM's procurement programs. I established program emphases and goals, and produced results through strategic planning, developing operational plans and policies, and issuing pertinent regulations, guidelines, and instructions to successfully achieve desired objectives, outcomes, and operational goals.

### Defense Acquisition University

#### Commandant

April 2002 - November 2003 (1 year 8 months)

As commandant, the president of the university and I collaborated to provide executive leadership for the Defense Acquisition University (DAU), an organization with 540 civilian and military personnel located at five geographically-dispersed campuses. As the Department of Defense corporate university for acquisition training, my organization was responsible for developing and providing all congressionally mandated training requirements for the 130,000 members of the Department of Defense Acquisition, Technology and Logistics workforce. As chief operating officer (COO) for the university, I was responsible for the day to day operation of DAU, including the formulation and execution of a \$100 million annual budget, information technology, human resources management, administrative services, and equal employment opportunity. I led the development of an automated integrated management system for the university to better manage budget execution and mission performance across DAU. In my role as commandant, I provided for the annual training of over 50,000 students at five campuses (Fort Belvoir, VA; Patuxent River Naval Air Station, MD; Huntsville, AL; Wright-Patterson Air Force Base, OH; and San Diego, CA), and multiple on-site locations in the United States, overseas, and over the Internet.

### Defense Contract Management Agency

4 years 3 months

#### Commander, DCMA District East

September 1999 - April 2002 (2 years 8 months)

As the commander of the largest contract management district in the Defense Contract Management Agency, I was responsible for the leadership, command, and control of 32 geographically dispersed contract management offices with over 6,400 civilian and military acquisition professionals in 24 states. My command provided total acquisition support and contract management to all military departments, NASA, and other federal agencies for over 200,000 contracts at 12,000 contractors valued in excess of \$400 billion. I formulated and executed a \$475 million annual budget, provided human resources support to my organization as well as the agency headquarters, operated an information technology enterprise that connected 675 sites in 24 states into a seamless integrated network, and provided EEO support for over 6,700 employees in my organization and the agency headquarters. I reduced the size of my district by nine percent over three years while managing a contracting workload that grew by 22% during the same period. This effort delivered 34% more services from the same funding level with a significant increase in customer satisfaction. I issued contracting officer warrants to over 500 contracting and government property officers under my supervision. I was totally responsible for cost, schedule, performance, and operational readiness support to program executive offices, program managers and military service buying commands for major weapons systems including armor, artillery, ground mobility, surface ship and nuclear submarine, fighter and transport aircraft, helicopters, missiles, radar and command, control, communications and intelligence equipment.

#### Commander, DCMA Baltimore

February 1998 - September 1999 (1 year 8 months)

As the commander of the largest contract management office in the Defense Contract Management Command, I was responsible for the leadership, command, and control of over 500 civilian and military acquisition professionals in 15 locations throughout Maryland, Virginia and Washington, DC. My command managed over 80,000 government contracts for major weapons systems, goods, and services valued in excess of \$60 billion. I provided contract management services to all military departments, NASA, and other federal agencies involving 3,100 defense contractors in Maryland, Virginia, and Washington, DC. I provided program support services to over 35 major defense weapons programs. I stopped a six-month rise in the percentage of overage contracts in the command and improved the rate of contract closeout at DCMC Baltimore by 64% during my tenure, closing out over 33,000 physically complete contracts during a 12-month period. This allowed me to recoup over \$100 million in expiring funds on these contracts

and return them to my customers for reuse on other contracts before they would be returned to the United States Treasury.

**U.S. Total Army Personnel Command**  
**Chief, Military Acquisition Management Branch**  
August 1996 - February 1998 (1 year 7 months)

I was responsible for all human resources management for over 2,000 uniformed members of the Army Acquisition Corps. My organization provided full service personnel management to include: candidate recruitment, accessions into the corps, career development, advanced civil schooling, and assignments. I reviewed all acquisition-related personnel policies for the Army and served as the U.S. Total Army Personnel Command liaison to the proponent agencies for all acquisition functional areas and the Director, Acquisition Career Management. I coordinated all senior service college, command and staff college, Advanced Program Manager's Course, project manager and acquisition command slating. Additionally, I programmed acquisition officers for advanced civil schooling and monitored advanced education requirements utilization. I supervised a staff of eight military officers and six civilian employees.

**Stewart & Stevenson Services, Inc.**  
**Plant Commander**  
July 1992 - June 1995 (3 years)

I was the government plant representative responsible for total contract management support in a contractor manufacturing facility producing the Army's Family of Medium Tactical Vehicles (FMTV). This major production program was awarded in October 1991 and includes multiple contracts for 11,000 vehicles over 5 years with a value in excess of \$1 billion. I was responsible for the start up of production activities at the plant and delivered the first 2,000 production vehicles. I had supervisory responsibility for 27 government and over 800 contractor personnel. As the principal government focal point for production, my major customers included the U.S. Army Tank-Automotive and Armaments Command (TACOM) and the Project Manager, Family of Medium Tactical Vehicles. My command provided contract management, program and technical support, and quality assurance for the Project Manager, TACOM, prime contractor, and over 200 subcontractors and vendors.

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## Education

National Defense University

MS, National Resource Strategy · (1995 - 1996)

Florida Institute of Technology

MS, Contracting & Acquisition Management · (1980 - 1981)

University of North Dakota

BA, Political Science · (1970 - 1974)