
JAMES D. RODRIGUEZ, M.A.

PROFESSIONAL SUMMARY

Executive Leader and Military Veteran with an active **Top Secret SSBI Security Clearance** and over 30 years as a leader in the U.S. government, corporate sector, and United States Marine Corps. Possess a comprehensive background in program oversight, interagency collaboration, and policy development. Extensive senior level experience building and managing multi-million-dollar budgets while simultaneously managing risk while meeting the expectations of the President of the United States, the Department of Defense, and corporate enterprises. Demonstrated experience with leading and implementing international and national programs, resourcing, and operational planning. Possesses extensive knowledge in business development, program development and execution with a commitment to service excellence and oversight. Recipient of multiple awards for outstanding performance and professionalism at every level. Career supported by vast leadership experience as a Presidential Appointee, a corporate level executive, and senior military leader coupled with extensive professional development training to include the attainment of a **Master of Arts in International Commerce and Policy**.

- Executive Leadership
- Corporate Strategy
- Policy Development
- Service delivery
- Talent Acquisition
- Strategic Plan Development
- TS/SSBI Security Clearance
- Executive Level Communication
- Quality Assurance Oversight

PROFESSIONAL EXPERIENCE

Deloitte Consulting LLP, Washington D.C. / Austin, Tx.
Specialist Executive

October 2018 – Present

Serves as a senior executive within the firm to support the Government and Public Sector practice within the Business Operations offering. Serves as a customer relationship and business development executive for Deloitte leadership at the Department of Defense, the Department of Veterans Affairs, and the Defense Health Agency with an emphasis on the development of new sales and account opportunities.

Developed and maintained a business pipeline budget of \$300 million dollars while working in tandem with Deloitte's executive leadership in strategy development across various portfolios with an emphasis on the future of work across the federal government. Serves as a subject matter expert and senior advisor on projects and programs designed to build and implement best in class advanced and predictive analytics programs, human capital design portfolios while simultaneously supporting digital and service now strategies with various teams of 10 to 100 personnel. In concert with Firm leadership, devised strategies to drive long-term revenue while ensuring service quality across-functional programs in order to deliver award-winning IT solutions. These efforts have resulted in the award of multi-year and million-dollar contracts for the Firm in government agencies which were previously not part of the overall business portfolio.

Supports the corporate win strategies with an emphasis on the identification of large and small business teaming partners for federal government proposal responses. During my time with the Firm, I have established new partnerships with more than 30 small businesses and ten large corporations in the pursuit of federal contracts. Based on these partnerships, we have been able to go to market with partners who bring innovative ideas and resources to support our government clients. And, as a member of the VA account and DHA account executive team, participates in account annual planning, as well as business opportunity planning, pricing and capture review sessions for multi-million-dollar proposal responses.

Provides executive and faculty support to the Deloitte CORE (Veteran training program), internal Veterans Business Resource Group and Employer Boot Camp offering that is provided to Wounded Warrior Project as a Firm pro-bono initiative. Additionally, as part of Deloitte University visiting faculty, I support the professional development and leadership training programs for first year managers and third year senior managers. Furthermore, I have been tasked with developing a Deloitte Military Health System account support program for Hispanic practitioners while working with the Black Lives Elevate Initiative to advance Firm support for underrepresented minorities.

**ProSphere, Alexandria, Va. / Round Rock, Tx.
Vice President, Department of Defense programs**

February 2017 – October 2018

Recruited by the CEO and Chairman of the Board to be the very first VP for DOD programs within this Service-Disabled Veteran Owned Small Business charged with building a program from initial operating capability to full mission capable. Designed and built a business unit to establish a footprint in the DOD space while providing state of the art information and technology programs to support IT infrastructure development and IT life cycle maintenance. Responds to inquiries from government clients to ensure all projects are meeting service deliverables while managing risk across the entire account. Drove ground-breaking success by driving performance and productivity while propelling revenue growth and cost savings within my first year.

Directs the overall mission and operations of profit & loss (P&L) for the division within the company. Responsible for both service delivery operations and business growth while providing oversight and direction to five subordinate managers in order to ensure a high degree of customer satisfaction and project performance. Responsible for managing the \$10 million dollar division budget while building a pipeline of new business opportunities totaling \$30 million dollars. Develops corporate teaming strategies while identifying large and small business partners for federal government proposal responses.

Serves as the Executive-in-charge for opportunity identification pursuit decisions in coordination with the CEO, President, and executive committee. Directly oversees the capture and writing of responses during the submission of award-winning proposals to increase the division revenue from zero to \$10 million while maintaining a balanced budget and business process through the use of Salesforce. Leads the professional development and the mentoring of all staff within the division in order to ensure all projects are fully staffed with highly skilled, qualified, and forward-thinking teams.

**DEPARTMENT OF DEFENSE, THE PENTAGON – Washington, D.C.
Deputy Assistant Secretary of Defense, Office of Warrior Care Policy**

June 2014 – January 2017

Advised the Under Secretary of Defense (Personnel and Readiness), the Assistant Secretary of Defense (Health Affairs), and DoD stakeholders on policy, plans, and programs directly in line with Secretary of Defense strategies and initiatives. Serves as the principal point of contact and represents the USD (P&R) and ASD (HA) in leading WCP programs in DoD and the VA. Oversaw the \$200M Department of Defense budget for the Office of Warrior Care Policy; led and managed a large diverse team to integrate complex issues into a unified policy framework while implementing organizational vision

Developed and instituted a first of its kind 3 to 5 year strategic roadmap to align business processes and procedures for WCP that established specific program milestones and objectives with detailed reporting requirements and goals based on the President's national security strategy and the Secretary of Defense's national defense strategy. Served on 5 interagency senior leadership committees between the DoD and the VA two of which I co-chaired, to develop and implement processes and procedures to advance military programs for service members and veterans during their transition from active duty to veteran status. Lead senior governance bodies, working groups, task forces, and ad hoc groups designed to build consensus for Department of Defense policies and programs with interagency partners, military leaders and allied nation partners. Served as the senior US diplomat to the inaugural Invictus Games in partnership with Prince Harry and the United Kingdom Minister of Defense's office of personnel while also working directly with Allied nations to support adaptive sports competitions for combat wounded service members.

Built the Warrior Care in the 21st century international coalition which initially consisted of 11 allied nations in 2014 and had grown to 21 countries represented upon my departure in 2017. I hosted the first annual coalition meeting in Washington DC to bring this group together to share information on Wounded Warrior care programs and create a repository for the distribution of programmatic development information. Supported research and publication of recovery care coordination programs and disability evaluation systems for all coalition partners to utilize to develop and or improve their support for their Wounded, Injured, and Ill servicemembers.

Responsible for a large and diverse team of 7 career senior program directors while being supported by 95 headquarters full time employees. Directly responsible for 400 recovery care coordinators employed across the United States and at overseas military installations and 20 regional program coordinators dispersed across the ten regions of the United States. Developed and implemented strategic plans, programmatic objectives and policy to improve care and oversight on non-medical case management for recovering service members, their families, and caregivers.

Determined the requirements and directed the preparation and submission of budget estimates for WCP programs and managed the administration of funds appropriated annually from Congress for program operations to include the management of all Congressional adds to the budget. Oversaw the quality assurance for program assessments within all aspects of the care continuum to ensure congressional legislation and Department of Defense mandates and initiatives were met while integrating complex issues into a unified policy framework and successfully implemented the resulting policy initiative. Represented Warrior Care Policy in public settings, and lead/managed negotiations with counterparts at the White House, across the Department of Defense, with C-Level corporate leaders and with leaders of other federal agencies as well as in all areas of public affairs and media relations to ensure resources for Wounded Warriors, their families, and all caregivers were met.

BAE SYSTEMS, INC. – Arlington, VA
Director, Government Relations

April 2009 – June 2014

Tasked with building a program from scratch that resulted in an award-winning internal and national program for hiring and retaining Veteran employees within a \$32 billion dollar enterprise that is established across 30 states. During my five and half years at the company, we hired more than fifteen hundred Veterans and developed a corporate wide program that was emulated by partners and competitors alike. Representing the CEO and board, served as the corporate liaison for the White House Joining Forces Initiative, to Congressional representatives, and to senior civilian and military leadership within the Department of Defense, and the Department of Veterans Affairs.

Designed and facilitated the warrior integration program effort for BAE Systems, Inc. Worked with business line Presidents, departmental leadership, program managers, and other stakeholders such as HR representatives to implement best practices throughout the national enterprise with the intent of putting veterans back to work through collaborative public and private partnerships. Developed and implemented the operational business plan for employing veterans, service members, and wounded warrior populations; monitored performance directives set by the executive leadership team and board members. Monitored program execution through the integration of the company's strategic recruiting plan; ensured key milestones, program deliverables, and financial parameters were met efficiently and effectively in alignment with evolving leadership goals and priorities.

Monitored program execution through the integration of the company's strategic recruiting plan; key milestones were exceeded each quarter and annually which resulted in the ability to expand the program effectively and efficiently. Briefed Congressional, state and local officials on corporate best practices for the employment of veterans and service members while emphasizing the private and public partnership required for long-term program success. Worked collaboratively with leaders of numerous non-governmental organizations to develop philanthropic initiatives through creative thinking and innovation that resulted in profound impacts on program resources and utilization.

Collaborated with senior staff, and marketing departments to design targeted communication strategies to attract a diverse veteran talent pool through career fairs and BAE's military recruitment website portal. Led operational components and aspects for general marketing activities in conjunction with corporate communications to maintain alignment with established veteran branding strategies and served as corporate spokesperson on all veteran program initiatives both locally and nationally. Served as a corporate representative to various national think tanks and corporate veteran employment executive committees to develop strategies for the successful employment and retention of veterans to include development of policy initiatives for workplace accommodations for service members with disabilities that ultimately supported policy improvements for all persons with disabilities.

University of Maryland Global Campus, Adelphi, Md.
Associate Adjunct Professor, Political Science & Government department

April 2017 – Present

Career professional who actively engages in program development within respective field with subject matter expertise in all areas of government and political science disciplines. Serves as a teacher and mentor whose goal is to help the next generation of professionals grow in their knowledge and expertise through education and advocacy. Actively engages students through classroom interaction that motivates them to succeed and conveys a genuine energy and enthusiasm for their learning relevant to program objectives and career goals. Guided students in active collaboration and the application of their learning in problem and project-based learning demonstrations through various platforms which include in-person, online and hybrid classrooms. Provides rich and regular constructive feedback on all assignments, projects, and final papers while utilizing rubrics effectively for the assessment of student work. Acknowledges student accomplishments while supporting diversity of thought in classroom discussion and formal writing assignments. Utilizes comprehensive political, business, and government subject-matter expertise while supporting students in their academic success in order to engage in comprehensive public policy debates with an emphasis on research and political climate. Provide end of course feedback and recommendations to the program chair on curricular improvements via quarterly departmental forums.

UNITED STATES MARINE CORPS, Numerous Leadership Positions – Worldwide September 1988 – April 2009

EDUCATION

Master of Arts, International Commerce and Policy, George Mason University, Fairfax, VA
Bachelor of Science, Political Science, University of Maryland University College, Adelphi, MD
The Government Affairs Institute at Georgetown University, Washington D.C.
Harvard Kennedy School of Government, Boston, Ma. (Accepted: January 2021)

CERTIFICATIONS/PROFESSIONAL COURSES

The White House, President's Leadership Workshop
The White House Presidential Appointee Senior Leadership Training
Camp David Retreat for the President's Leadership Workshop Training
Advanced Legislative Process, Georgetown University, Government Affairs Institute
Congressional Operations, Georgetown University, Government Affairs Institute
Driving Business Performance, Babson Business College
Executive Managers Essentials Course, BAE Systems, Inc.
Project Managers for Professionals Course, BAE Systems, Inc.
Executive Communications Skills Course, Communispond Inc. New York, NY

SELECT AWARDS

The Office of The Secretary of Defense Medal for Exceptional Public Service
BAE Systems Chairman's Award, Warrior Integration Program, Bronze x 2
Wounded Warrior Project, Carry Forward Award Finalist
U.S. Chamber of Commerce, Hire Our Heroes Award
Fisher House Foundation, Patriot Award
United Services Organization, Circle of Stars Award

BOARDS

Board of Advisors – Combined Arms, Austin, Tx.
Board of Advisors – Allied Forces Foundation, Washington D.C.
Race Director 9/11 Heroes Run – Travis Manion Foundation, Austin, Tx. Chapter