



**Pasquale (Pat) M. Tamburrino, Jr**  
**Deputy Assistant Secretary of Defense (Civilian Personnel Policy)**



Mr. Tamburrino serves as the Deputy Assistant Secretary of Defense for Civilian Personnel Policy. His responsibilities include policy and oversight of civilian personnel plans, policies and programs that affect over 700,000 defense employees worldwide. Mr. Tamburrino's portfolio includes the full spectrum of the Human Capital Lifecycle to include: talent acquisition, development and sustainment, performance management, strategic workforce and succession planning, leader development and Senior Executive Service Leadership Programs and the Civilian Expeditionary Workforce (CEW). Mr. Tamburrino is also responsible for policies and program guidance for the Department's 136,000 non-appropriated funded employees worldwide.

Mr. Tamburrino was appointed to the Senior Executive Service in February 1997 and has 27 years of Federal Service.

Mr. Tamburrino served as the Assistant Deputy Chief of Naval Operations (Fleet Readiness and Logistics) from December 2006 through December 2010. He was the senior civilian responsible for policy, program and resource allocation for world-wide U.S. Navy Readiness and Logistics and served as the Chief of Naval Operations' (CNO) principal advisor for the management of the civilian executive cadre.

Mr. Tamburrino served as the Executive Director, Naval Sea Systems Command from May 2005 through November 2006. In this capacity, he served as the senior civilian in the Navy's largest System Command with direct responsibility for a professional and industrial workforce numbering over 83,000 with an annual operating budget of \$30B+.

Mr. Tamburrino served as the Assistant Deputy Chief of Naval Operations (Resources, Requirements, and Assessments) from February 2003 through April 2005. In this capacity he was the senior civilian advisor to the Chief of Naval Operations (CNO) on all issues related to the development of the Navy Program Objective Memorandum, Department of the Navy Strategic Planning and related issues.

Mr. Tamburrino was selected as the Deputy Program Executive, Submarines in July 1998, and was appointed as the Executive Director of Team Submarine, serving as the senior civilian within that organization. In this capacity he provided oversight to the Seawolf and Virginia Class Submarine new construction programs as well as life cycle support to the entire active submarine Fleet. Mr. Tamburrino also served as the Chairman of the NAVSEA Change Committee and was responsible for directing the implementation of command-wide efforts such as e-business strategies and a re-vamp of the professional support services contracting processes.

In February 1997, Mr. Tamburrino was selected for appointment to the Senior Executive Service (SES). Mr. Tamburrino's initial assignment was as the Director, Cost Engineering and Industrial Analysis, Department of the Navy, Naval Sea Systems Command. In this capacity he supported all Navy shipbuilding, and associated weapons and systems, programs in terms of cost engineering, economic analysis and related issues.



Mr. Tamburrino was employed by EG&G, Inc, Wellesley, Mass. from 1983 through 1989 where he held various management positions in financial/contract management and strategic planning. He started his civilian service in 1989 and held various positions within the Submarine Combat Systems Directorate of the Naval Sea Systems Command. In 1991, he assumed responsibility as the Deputy Program Executive Officer, Submarines for Acquisition and Financial Management. In the spring of 1996, Mr. Tamburrino was selected as the Deputy Program Manager for Submarine Combat Systems, Naval Sea Systems Command (NAVSEA) where he was charged with the modernization of the SSN688/SSBN 726 Class Submarine combat systems to meet the Navy missions of the 21st Century.

Mr. Tamburrino attended Officer's Candidate School in Newport, RI and was commissioned as an Ensign, United States Navy in December 1977. Following commissioning and various Navy schools, he reported to *USS Sam Rayburn* (SSBN 635(B)) in September 1978 where he qualified as a Submarine Warfare Officer and Strategic Weapons Officer. Subsequently, he reported to the Naval Submarine School, Groton, Conn. for duty as Department Head, Strategic Weapons Training Department. Mr. Tamburrino left active duty Naval Service as a Lieutenant in July 1983.

He attended the New York Institute of Technology and graduated in 1977 with a bachelor's degree in chemistry. Mr. Tamburrino holds a master's in business administration degree from Rensselaer Polytechnic Institute, Troy, New York. He is a graduate of the Program Managers Course, Defense Systems Management College, Fort Belvoir, Virginia, and is a Certified Material Professional.

Mr. Tamburrino's naval decorations include the Navy Achievement Medal (two awards), Meritorious Unit Commendation and Sea Service Deployment Ribbon. Mr. Tamburrino was awarded the Navy Civilian Meritorious Medal in 1996 and Navy Superior Service Medals in 2003 and 2005. He was awarded the Presidential Rank of Meritorious Executive in September 2001 and was recognized with the Presidential Rank of Distinguished Executive in both 2004 and 2009 – one of only two Navy Executives to be recognized twice at this level. Mr. Tamburrino was also recognized with the Department of Defense 52<sup>nd</sup> Annual Distinguished Civilian Service award in November, 2007.