



Chief Human Capital Officer

Deborah A. Kircher

In October 2011, the Director of National Intelligence appointed Deborah Kircher as the Assistant Director of National Intelligence for Human Capital and the U.S. Intelligence Community's Chief Human Capital Officer. In this position, Ms. Kircher leads the design, development, and execution of human resources strategies, plans and policies in support of the men and women who serve in our nation's intelligence agencies.

Ms. Kircher joined the Office of the Director of National Intelligence at stand-up in April 2005, and was selected as the Deputy Director, Office of Legislative Affairs in 2006. In this capacity, her responsibilities included overseeing all aspects of day-to-day office management, directed congressional engagements, informed ODNI senior officials on particularly sensitive intelligence matters, and provided legislative counsel and steerage to a diverse range of senior officers. Before this assignment, Ms. Kircher held congressionally related positions on behalf of the ODNI and the Central Intelligence Agency's Office of Congressional Affairs.

Prior to developing her congressional focus, Ms. Kircher held various positions over the course of twenty-five years with the CIA. These positions included assignments with the former Community Management Staff, the Office of Congressional Affairs, the National Intelligence Council, the National Counterintelligence Center, the Office of Information and Privacy, the Office of Science and Technology, and the former Directorate of Administration, Office of Personnel.

Ms. Kircher received a Bachelor of Science in Management from National Louis University. She is a graduate of the Harvard Kennedy School for Senior Executives in National Security, Georgetown University Government Affairs Institute, and the EXCEL Program from the Kellogg School of Management. Ms. Kircher is the recipient of the National Intelligence Exceptional Achievement Medal.