

Ventris Cassandra Gibson

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Chief Executive or Chief Operating Officer

Executive with significant experience in conceiving, developing, and leading successful organizations, strategies, and initiatives necessary to drive revenue, growth and change. Successful in providing for the stewardship and strategic vision in delivering quality, customer-driven services.

Consistently improves operations and service delivery; regularly recognized for adding value in all endeavors. Able to create/execute leadership plans, cost savings initiatives, strategic approaches to resource and forward-thinking operational challenges. Noted for inspirational leadership style that builds and retains high-performance and improved discretionary effort through innovative project management, process improvement, learning and development, motivation, and mentorship.

EXPERIENCE

Director

United States Mint

Department of the Treasury

Washington, DC

10/21 to Present



Provide executive leadership over the world's largest coin (currency) manufacturer, the United States Mint, by producing and distributing circulating, precious metal and collectible coins, national medals, and providing security over those assets entrusted to the Mint to protect, through a national workforce comprised of nearly 1700 highly talented and dedicated professionals and a non-appropriated budget of \$5.3 billion. Lead six facilities across the United States. Each facility performs unique functions critical to our overall operations. Responsible for delivering 7 to 10 billion circulating coins each year to the Federal Reserve for further distribution to financial institutions. Ensure the full protection of all facilities and the United States Bullion Depository at Fort Knox where we store and safeguard the United States gold bullion reserves. Have direct and primary oversight of a large and highly skilled police force that perform the full complement of law enforcement responsibilities 24 hours per day, seven days per week. Serve on numerous committees, boards, and associations. Championed the first, in American History, program featuring trailblazing women on quarters. Through monthly program and operational reviews, ensure the success of manufacturing, sales and marketing, numismatic affiliations, data analytics, economic forecasting, policing, health and safety, supply chain management, information technology, cybersecurity, budget formulation and execution, diversity and inclusion, procurement integrity, risk management, sustainability, and human capital. The Mint is the recipient of numerous international awards for gold and silver coins, sustainable and automated manufacturing initiatives. Featured in most national media markets and appeared on Good Morning America. Featured on the cover of the Spring edition of the 2023 Chief Executive Officer Magazine and had the honor of ringing the bell at the NY Stock Exchange.

**Director of Human Resources (CHRO)
for the District of Columbia
Washington, DC
08/15 to 10/21**



Appointed to the Mayor's Cabinet and confirmed by the District's City Council. I served as the senior most executive responsible for District-wide strategic and corporate leadership in the delivery of innovative and transformational human capital programs, policies, and services that affected 37,000 District of Columbia government employees. This included 80 different agencies to include the Executive Office of the Mayor, City Administrator, Education, Public Safety and Justice, Operations and Infrastructure, Economic Development, and Health and Human Services. Further, I provided leadership over the District's billion-dollar health and life insurance programs, the City's automated HR Information Systems, trauma informed care and employee wellness programs, employee safety and security, employment law, emergency planning and operations, talent acquisition and management and lean six sigma projects. Created the District of Columbia government's first City University for employees and managers; and received approval from the U.S. Department of Labor for several apprenticeship programs. Provided oversight of five different retirement programs and the Police and Firefighters Disability Relief Board. Served as an active member of various boards, commissions and committees to include Other Postemployment Benefits, ICMA-RC Executive Committee, Aging, Homelessness, Veterans Affairs, Childcare, Inauguration and Council of Governments Human Capital Committee. Successfully presented and defended the Department's budget before the Mayor and the City Council on 6 different occasions.

**Associate Deputy Assistant Secretary for HR (CHRO)
Department of Health and Human Services
Washington, DC
05/14 to 08/15**



Ensured the successful deployment of enterprise-wide strategic human capital programs, policies, and services for 92,000 employees worldwide. Through a professional and dedicated nationwide staff, led the effective delivery of core services and expertise that included an array of programs. These programs encompassed talent acquisition, talent development, workers compensation, diversity and inclusion, workforce and succession planning, HR analytics, employee and labor relations, benefits, rewards and recognition, organizational design, employee engagement, performance management, compensation, executive resources, and position management and classification. Ensured compliance and full deployment of a \$200 million dollar HR Information Systems architecture and modernization project, and continuity of operations/continuity of government. Provided guidance and policy direction to 10 different centers totaling over 800 HR staff (Food and Drug Administration (FDA), National Institutes of Health (NIH), Indian Health Service (IHS), Centers for Disease Control (CDC), Centers for Medicare and Medicaid (CMS), and a host of other operating divisions).

Director of Administration
National Labor Relations Board (NLRB)
Washington, DC
1/13 to 05/14



Served as the C-Suite executive over all Board administrative operations. These included, procurement, occupational health and safety, physical and personal security, facilities and property management, and human resources. Responsible for servicing 52 national offices, emergency preparedness, and the execution of a \$45 million-dollar operating budget.

Chief Executive Officer (CEO)
Gibson Associates Consulting
Bowie, MD
4/11 to 01/13

Provided executive level leadership advisory services governing human capital operational and policy excellence, and diversity and inclusion. These included Fortune 500 companies and Federal, state and local governments such as the Office of Personnel Management, Department of Veterans Affairs, Department of Transportation, Architect of the Capitol, and others. Examples of not-for-profit and private sector corporations included the Partnership for Public Service, Richmond Events-HR Forum, Crayola Crayons Incorporated, Federal Employee Associations, HR Solutions Incorporated, Performance Institute, and North Highland Company.

Assistant Administrator for Human Resources (CHRO)
Department of Transportation
Federal Aviation Administration
Washington, DC
11/03 to 04/11



Ensured an effective and efficient service delivery model that met the employment needs of those who separate and support air travel. Senior most executive responsible for providing human capital services to FAA employees through nearly 700 HR professionals and contractors located in 12 different geographical locations throughout the United States. Administered a \$115 million-dollar operating budget and an HR Information System (inclusive of payroll) for 50,000 employees. These included the nation's 16,000 Air Traffic Controllers and 5,000 Aviation Safety Inspectors. Served as one of 4 most senior agency officials that provided oversight of the FAA's strategic plan. Provided strategic direction in the development and administration of policies and programs for executive, managerial and employee training and development. Designed and implemented the agency's first HR performance dashboard. Led talent acquisition and management strategies, market-based pay, outreach, diversity advocacy, HR Information Systems and enterprise architecture. Directed a staff of nearly 400 labor and relation professionals and 300 employment, employee benefits and work life program specialists. Directed and managed 11 different facilities and 20 childcare facilities across the nation. Administered a complex pay for performance system encompassing performance management and compensation, executive incentives, and aerospace workforce forecasting. Provided executive oversight of 29 different collective bargaining agreements and 4 distinct and different pay systems. Created the Center for Organizational Excellence which focused on transformation, process improvement, and innovation.

**Deputy Assistant Secretary
for Human Resources and Resolution Management
Department of Veterans Affairs
Washington, DC
02/1980 to 11/03**



Directed the Federal government's second largest and most complex human resources program with a centralized headquarters operation and a decentralized field structure employing nearly 4,000 HR professionals that serviced approximately 230,000 employees. Led workforce and succession planning, change management, human resources information systems, oversight and compliance, recruitment and placement, professional development, work/life programs, healthcare staffing adjustments, and compensation programs for professional, administrative, technical and other occupations including over 300 nurse pay schedules, physicians specialty pay and retirement. Ensured the full development and deployment of emergency preparedness on, during, and post September 11th. Represented the Secretary and the Department before Congress, and other organizations (including the Federal government).

Created the congressionally mandated organization. Received an initial \$27 million dollar investment to establish the Office of Resolution Management. Directed the processing of complaints of unlawful employment discrimination. Managed 270 employees in 12 different geographic locations. Provided oversight in the development of complaint processing rules and policies. Named most outstanding in government for innovative practices to prevent workforce discrimination and in the timely and accurate processing of complaints. Served as the Department's spokesperson on all matters relating to complaint processing and advised the Secretary of Veterans Affairs on EEO matters within the Department. Testified before Congress on several occasions. Introduced mediation to VA's senior leadership cadre.

**Air Traffic Controller
United States Navy (Active Duty)
04/1974 to 08/1977**



Served as a certified air traffic controller in air traffic control radar and tower facilities in Millington, Tennessee, Guantanamo Bay, Cuba and Sigonella, Sicily. Awarded Sailor of the Year for utilizing extraordinary efforts to save several ships in distress by being the air traffic controller on duty who responded to the SOS calls and facilitated search & rescue.

Demonstrated Competencies

- ◆ Motivational Speaker
- ◆ Certified Generational Expert
- ◆ Enterprise Architecture
- ◆ Intellectual Capital
- ◆ Informatics & Data Analytics
- ◆ Sales & Marketing
- ◆ Budget Formulation and Execution
- ◆ Certified in Meyers Briggs
- ◆ Performance and Engagement
- ◆ Customer Excellence
- ◆ Process Improvement
- ◆ Facilities Management
- ◆ Law Enforcement & Protection

Education & Training

- ◆ University of Maryland University College, Maryland
- ◆ Atlanta School of Justice
- ◆ Aspen Executive Institute
- ◆ Federal Executive Institute
- ◆ USA Graduate School
- ◆ Leadership VA

Affiliations & Volunteerism

- ◆ International Mint Directors Association
- ◆ Fellow - National Association of Public Administration
- ◆ Partnership for Public Service
- ◆ American Legion
- ◆ American Numismatics Association
- ◆ Community Health Board for Amherst, Va

Awards/Achievements

- ◆ 2024 Coin World 100 Most Influential People (Leadership)
- ◆ 2024 Los Angeles Business Association's President's Award
- ◆ National Academy of Public Administration Fellow 2021
- ◆ Mayoral Executive Award 2021
- ◆ Department of Transportation's Presidential Transition Award
- ◆ Department of Transportation Secretary's Award
- ◆ Veterans Affairs Distinguished Service
- ◆ Veterans Affairs Meritorious Service
- ◆ 2010 FAA's Management Association's Leadership Award
- ◆ Numerous other executive awards and bonuses

References Furnished Upon Request