

2013 Roger W. Jones Award for Executive Leadership
Nomination of Scott Poyer
Biography

Prior to joining Pipeline and Hazardous Materials Safety Administration (PHMSA) Scott served as the Director of the Federal Motor Carrier Safety Administration's (FMCSA) Eastern Service Center in Glen Burnie, MD, which oversaw FMCSA field operations in 13 States, the District of Columbia, Puerto Rico and the U.S. Virgin Islands. In this capacity he was responsible for administration and oversight of functions including Enforcement, Hazardous Materials, State Programs, and Administration. He directed the region's financial and operational oversight of over \$30 million in annual grants to States and was involved in many innovative projects, including: development of a staffing model which tied staffing levels to performance objectives for over 800 field positions; development of the first nation-wide in-service training for over 800 field staff; development of a personnel hiring library covering all field positions; and development of the Agency's first Grants Management Manual which established uniform processes and procedures for all of the Agency's grant programs totaling over \$300 million per year.



Scott previously served as the Chief of the Strategic Planning and Program Evaluation for FMCSA, where he had a leading role in developing the Agency's annual \$500 million budget request, including creation of the first budget request to fully integrate the budget with the Agency's strategic plan and include performance goals and performance measures for every element in the budget request. He began his work with FMCSA in 2002 as a Management and Program Analyst in the Office of Strategic Planning and Program Evaluation.

Prior to joining FMCSA, Scott served as Vice President of Operations for Performance and Results International LLC, a management consulting company in Vienna, Virginia. In previous positions he served as the Acting Director of Development and Logistics for the Saint Lawrence Seaway Development Corporation, and as Chief Economist in the Merchant Vessel Personnel Division of the U.S. Coast Guard's Office of Merchant Marine Safety, Security, and Environmental Protection. Scott holds a Master's degree in economics from George Mason University, a Master's degree in management from American College, and a Bachelor of Science degree in government from the U.S. Coast Guard Academy. He is also a graduate of the Defense Intelligence College Post Graduate Program in Strategic Intelligence, and retired from the Coast Guard Reserve after 20 years of active and reserve service.

Scott Poyer has superior leadership that has resulted in outstanding organizational achievement by providing direction for human resources management and development programs, organizational planning and management, and competitive sourcing. Some of his accomplishments are as follows:

- Overseeing the agency's contracting activities and directing the procurement and management of real and personal property, transportation and supplies, general administrative, support and information technology services, and equipment.
- Advising the Administrator on all budget, financial management, and performance integration issues.

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- Working closely with the executive team to understand how changing risks affect our agency mission, stakeholder expectations, and the implications for PHMSA; and with the executives individually and collectively to guide our financial planning and execution to rise to the many challenges of the agency's mission.
- Serving as the agency's chief advocate on financial matters with the Government Accountability Office, the Office of Management and Budget and the Authorizing and Appropriating Committees of Congress.

While serving in this capacity some of his accomplishments include:

- Cutting the Agency's vacancy rate more than half in one year and moving PHMSA from a position of having the slowest hiring times in DOT to the fourth fastest in DOT.
- Exceeding all goals in awarding acquisitions to small and disadvantaged businesses, contributing to DOT receiving a rating of "A" in FY 2011 on the U.S. Small Business Administration (SBA) scorecard.
- Developing an enhanced honor awards program with record levels of participation from employees throughout the organization.
- Standardizing the policy development process and streamlined the time to complete the review and approval process from 2 years to 120 days.
- Implementing Commitment Accounting resulting in an overall PHMSA cost savings of more than \$300,000.
- Implementing a Reorganization of the entire agency involving the realignment of over 300 personnel.

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