

Polly Hall

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EXECUTIVE SUMMARY

Transformational federal acquisition executive with 16+ years of progressive leadership driving government-wide workforce capability, modernization, organizational performance, and policy-to-practice integration. Proven record advising a \$23.9B annual procurement enterprise and 15,000-member acquisition workforce; directing acquisition and logistics integration for a \$3B interagency mission; and creating nationally recognized workforce development and innovation models replicated across government. Builds high-performing coalitions, translates national priorities into executable strategies, modernizes systems and processes, and delivers measurable mission outcomes.

EXECUTIVE CORE QUALIFICATIONS (ECQs)

COMMITMENT TO THE RULE OF LAW AND THE PRINCIPLES OF THE AMERICAN FOUNDING - Advances accountable stewardship of taxpayer resources by integrating statutory, regulatory, appropriations, and public-policy requirements into complex acquisition strategies and government-wide modernization. As Executive Sponsor for the Revolutionary FAR Overhaul, partners with the OMB, OFPP, FAR Council, Senior Procurement Executives, practitioners, and industry to translate policy into transparent, practical implementation through acquisition workforce professional learning and development assets which strengthen professional judgment and mission delivery.

DRIVING EFFICIENCY - Modernized DHS OCPO budget formulation and execution, reducing unnecessary programs and securing \$8.1M for priority requirements; aligned resources to AI enablement, procurement modernization, and mission-critical operations. Directed enterprise assessments, workload modeling, and customer-feedback mechanisms that informed decisions to sunset duplicative strategy reviews, consolidate working groups, automate priority processes, and improve service delivery across DHS acquisition. Institutionalized an agile, human-centered knowledge management system that automated service delivery and visualized performance data for the Procurement Innovation Lab; solution subsequently scaled across OCPO.

MERIT AND COMPETENCE - Created and led the DHS Procurement Innovation Lab from concept through maturation, establishing a nationally recognized model for acquisition innovation and application-based learning; scaled modern acquisition competencies to thousands of government and industry professionals. Pioneered workforce training and development programs including PIL Boot Camps, Coaching Clinics, the Periodic Table of Acquisition Innovation. Champions the development of curricula and training pathways that enhances FAC-certification alignment to operational readiness, working in close partnership with FAI, OFPP, WarU/DAU, and agency acquisition leadership.

LEADING PEOPLE - Leads cross-functional coalitions of federal executives, acquisition professionals, policy leaders, industry, and interagency partners in high-visibility environments. Established communities of practice and leadership networks, including the DHS Acquisition Innovation Advocate Council and FAR Forward Alliance, to accelerate knowledge sharing, accountability, and culture change. Developed a Future of Work framework centered on organizational health, employee performance, and engagement, contributing to a nearly 50% reduction in attrition; shaped leadership retreats, workforce symposia, coaching programs, and recognition initiatives.

ACHIEVING RESULTS - Led high-profile, complex acquisitions for U.S. Customs and Border Protection's border wall strategy, implementing a flexible multiple-award IDIQs each valued at \$300M that leveraged prototype testing to finalize design specifications and support future border wall construction. Transformed acquisition innovation from concept into an institutional capability replicated across federal agencies; established DHS as a government-wide leader in procurement modernization and workforce development. Awarded and led major technology acquisitions, including a \$95M Agile services procurement and \$825M multiple-award IT systems and application development BPA. Driving RFO implementation through practitioner-informed policy integration, actionable resources, continuous feedback loops, and scalable workforce adoption.

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PROFESSIONAL EXPERIENCE

Chief Advisor for Acquisition, Innovation and Policy Integration, Senior Leader

Dec 2025–Present

General Services Administration, Office of Government-wide Policy

Washington, DC

Directs large-scale government-wide workforce development, manages multi-disciplinary FAI-aligned staff, and drives policy-to-practice integration, practitioner engagement, and cultural adoption of mission-focused procurement in partnership with OFPP, OPM, FAR Council, and Senior Procurement Executives.

Senior Advisor to the Chief Procurement Officer, Senior Leader

Jan 2022–Dec 2025

Department of Homeland Security, Office of the Chief Procurement Officer

Washington, DC

Advised on strategic human capital planning for a 15,000-member workforce. Leveraged workforce data analytics to inform enterprise-wide training investments, certification participation strategies, and competency-based professional development, directly supporting the mission-readiness of nine operational contracting activities. Led budget strategy, organizational performance, emerging technology, and service delivery programs. Detailed to GSA to serve as Executive Sponsor for the Revolutionary FAR Overhaul in February 2025.

Executive Director, Procurement Innovation Lab, Senior Leader

Feb 2016–Jan 2022

Department of Homeland Security, Office of the Chief Procurement Officer

Washington, DC

Founded and directed a nationally recognized acquisition innovation framework. Managed full-lifecycle development of application-based learning curricula, professional development programs, and experiential-learning training models. Collaborated with agency Acquisition Career Managers (ACMs) and OFPP to integrate innovative authorities into established training and certification pathways. Detailed to DHS Office of the Secretary from Aug 2021 - Jan 2022 to direct acquisition and logistics planning for a \$3B interagency mission.

Contracting Officer / Team Lead

Jul 2013–Feb 2016

Transportation Security Administration

Washington, DC

Led high-priority IT acquisitions and supervised Contract Specialists; awarded \$95M Agile services procurement and \$825M enterprise IT multiple-award BPA supporting digital transformation.

CERTIFICATIONS & AFFILIATIONS

FAC-Contracting (Professional) | Digital Services Credential | Agile Release Planning | Certified ScrumMaster

Faculty Associate Arizona State University (Sept 2021 – present), The City University of New York (Sept 2021 – Present), and The George Washington University (August 1998 – May 2000).

EDUCATION

University of Maryland

Post-Baccalaureate Certificate, Assessment & Evaluation

The George Washington University

Master's, Public Policy

Roanoke College

Bachelor's, Political Science

SELECTED AWARDS & RECOGNITION

Federal 100 (2025, 2019) | NCMA Fellow (2024) | DHS Secretary's Silver Medal (2023) | DHS Management Award for Leadership (2022) | W. Edwards Deming Outstanding Training Award (2021) | NCMA Innovation in Contracting (2021) | Agile 50 (2020) | Service to the Citizen Award (2020) | CGP Improving Transparency Award (2018)