



# Biography

Department of the Army



## **Michelle O. Francois**

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Ms. Francois currently leads the Benefits and Compensation Division (BCD) at the Office of the Assistant G-1 for Civilian Personnel (AG-1CP), where she has worked since 2018. The BCD has responsibility for developing implementation guidance, providing policy guidance and technical support to the Army Commands as well as Department of Army Civilian employees on civilian compensation, benefits, overseas allowances, official travel (Joint Travel Regulation), and Workers Compensation Program. BCD is additionally responsible for updating civilian human resources policies, guidance, and maintaining operational efficiencies.

Previously, Ms. Francois worked as a Human Resources Specialist for the Office of the Assistant Secretary of the Army, Manpower and Reserve at the Civilian Senior Leader Management Office, located at the Pentagon in Washington DC. She was responsible for Army Senior Executive Service (SES) recruitment, retention and technical advisory service and assistance in various HR program areas such as staffing, compensation, benefits, overseas allowances and entitlements.

Prior to moving to the Washington, DC area, Ms. Francois was a Staffing (Recruitment) and Classification Specialist at the Kaiserslautern Civilian Personnel Advisory Center (CPAC) in Germany and Area II (Seoul) CPAC at USAG Yongsan Army base in Yongsan, South Korea. In 2006, Ms. Francois began her Human Resources career with the United States Army Garrison Yongsan base in South Korea, working in all areas of civilian personnel with a focus on the staffing (recruitment), classification, and overseas allowances and entitlements functional areas.

Ms. Francois has a Masters degree in Business Administration and completed the Secretary of the Army Leader Development Seminar in 2021