

BIOGRAPHY

Dr. David M. Pollack
Vice President, Consulting



David M. Pollack, Ph.D., has over 25 years of experience as an Industrial/Organizational Psychologist consulting with the Federal government in Washington, DC, and the private sector.

Throughout his career, David has led highly visible initiatives in the areas of job analysis, employee selection, performance management, employee engagement, leadership selection and organizational change. He consulted with Fortune® 100 companies to ensure they had the talent to remain competitive in a quickly changing marketplace. His hiring and promotion systems continue to be used successfully decades after implementation.

While leading the talent management group at Sodexo, David directed large-scale job analyses, developed and implemented the company's first online performance management and succession planning systems, and created and validated the organization's managerial and executive selection processes. During his career, he has consistently identified organizations' true needs and found creative and practical solutions for these needs.

David formerly worked for the U.S. Office of Personnel Management, consulting with Federal government agencies such as the Internal Revenue Service, the Bureau of Alcohol, Tobacco, and Firearms, the U.S. Immigration and Naturalization Service, and the U.S. Border Patrol. He led a large team of industrial/organizational psychologists at the Department of Justice and the Department of Homeland Security. This team was responsible for all entry-level, promotional and leadership assessments used during a time of significant organizational growth.

David received his Ph.D. in Industrial/Organizational psychology from Bowling Green State University. He is an active member of the Society for Industrial and Organizational Psychology, the Society for Human Resources Management, and the Personnel Testing Council of Metropolitan Washington.