ANTHONY HUGHES, JR.

CHIEF EXECUTIVE OFFICER | BAVENYX

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22+	$16,100,000	$7.5M	85
YEARS OF EXPERIENCE	DHS CONTRACT	DOT MARAD CONTRACT	PROFESSIONALS LED

EXECUTIVE PROFILE

Executive leader with 22+ years of experience spanning human capital strategy, workforce analytics, employee and labor relations, organizational transformation, and program delivery. CEO of BAVENYX, connecting people, work, resources, data, and technology to improve mission and business performance. Combines practical AI use, analytical insight, Agile project management, and people leadership to turn complex priorities into actionable plans and measurable results.

LEADERSHIP & TECHNICAL CAPABILITIES

Human Capital Analytics | Strategic Workforce Planning | AI-Enabled Transformation | Core HCM Readiness | Portfolio & Program Leadership | Agile Project Management | Scrum Master Practices | Organizational Design | Employee & Labor Relations | Change Management | Workforce Modeling | Executive Decision Support

PROFESSIONAL EXPERIENCE

BAVENYX | Chief Executive Officer

Current

- Build the company vision and workforce intelligence offering around connected people, work, resources, data, and technology; align strategy with practical delivery and organizational outcomes.
- Integrate human capital expertise, analytics, AI-enabled improvements, and operational capacity into solutions addressing workforce readiness and performance.

APV | Project Manager / Senior Human Capital Management Specialist

March 2024 - Present | Federal human capital portfolio

- Lead federal human capital engagements through client relationships, additional services, personnel support, and AI-enabled workforce improvements.
- Direct up to 85 professionals, including 16 direct reports. Design management structures and align budgets, staffing models, forecasts, performance, and delivery priorities.
- Develop executive briefings, proposals, white papers, dashboards, staffing plans, SOPs, and decision-support materials. Strengthen program governance and stakeholder accountability.

AGILE DELIVERY & RESPONSIBLE AI

Agile project management and Scrum Master capabilities include backlog prioritization, sprint planning, team facilitation, impediment management, reviews, and retrospectives. Apply generative AI to research, synthesis, process design, talent sourcing, knowledge management, and decision support, with human validation, data protection, and governance.

TECHNOLOGY & AI TOOLKIT

AI: ChatGPT, Microsoft Copilot, Google Gemini, Anthropic Claude, Perplexity AI.
Analytics: Power BI, Tableau, Databricks, SQL, Python, Excel, Oracle Analytics.
Human capital & delivery: Oracle HCM, Workday, ServiceNow HR Service Delivery, SharePoint, Teams, Microsoft Project, Smartsheet, Jira.

SELECTED FEDERAL ASSIGNMENTS

DHS OCHCO HR Shared Services | Core HCM Readiness & Workforce Mobilization

Federal client assignment | DHS contract: $3.1M to $16.1M | 5.2x value; 419% increase

- Lead readiness through working groups, white papers, proposals, executive briefings, and sourcing packages for human capital, HR, and technology professionals.
- Led surge hiring coordination across sourcing, screening, submissions, interviews, security, onboarding, and supervisory handoffs: 52 vetted resumes in the first three weeks and more than 75 client submissions by late July 2026.
- Develop a SharePoint modernization concept connecting knowledge management, project controls, security, repositories, and live operational reporting.

DOT MARAD | Workforce Intelligence & Fleet Readiness

Selected federal client assignment

- Grew the engagement from $1.1M to $7.5M by connecting AI-enabled workforce and fleet-readiness tools with personnel needs, maintenance schedules, and operational demand.
- Assess mission risk by connecting workforce capacity, critical skills, workload, and operational priorities; analyze retirement exposure to inform succession and knowledge-transfer planning.
- Develop workforce projections and staffing scenarios; translate findings into hiring priorities, readiness actions, and resource recommendations aligned with fleet requirements.

Bureau of Engraving and Printing & U.S. Department of Labor

Federal client assignments

- Manage BEP workers' compensation delivery, stabilize operations, and strengthen accountability.
- Manage DOL staffing, performance, workforce planning, risk, and stakeholder coordination.

PRIOR EXPERIENCE

Management Made E-Z - VA VISN 6 | Senior Employee & Labor Relations Consultant

September 2023 - February 2024

- Advised leaders on complex ER/LR matters, performance, conduct, policy application, and risk. Improved compliance by 30%, workforce proficiency by 25%, and system efficiency by 20% through process improvement, training, and case management.

DoED | Strategic Workforce Planning Manager

August 2020 - September 2023

- Led workforce planning for 500+ employees, connecting demand, skills, succession, capacity, and organizational structure to mission priorities. Reduced the planning cycle by 25% through governance, streamlined data collection, and demand analysis.

Earlier Federal Human Capital & Advisory Experience

DoED, Veterans Affairs, Navy, Energy, and Interior

Progressive roles in human resources, employee and labor relations, learning and development, and business process improvement (2008-2020). Concurrent human capital advisory engagements supported Interior (December 2020-March 2022) and Energy (May-November 2022).

EDUCATION & PROFESSIONAL DEVELOPMENT

University of Maryland Global Campus: M.S., Business - Project Management; B.S., History; graduate certificates in Leadership and Management and Human Resource Management.
Executive development: MIT, Management Analytics (2024), Digital Marketing Analytics (2023); GWU, Data Visualization & Analytics.
Credentials: Project Management Professional (PMP); Lean Six Sigma Black Belt.