



Brian E. Carter

Executive Director & Chief Human Resources Officer

Brian E. Carter is the Executive Director and Chief Human Resources Officer for Sandia National Laboratories. He leads a team of dedicated and talented individuals committed to developing and delivering forward-leaning, high-quality and timely solutions and services that ensure Sandia's 16,900-member workforce is mission-ready, connected and thriving.

Brian is a results-driven executive with a proven history of successfully leading complex human resources organizations. He has a track record of leading operational efficiencies that have large-scope, positive impacts. Brian builds organizations, leaders and teams through mentoring-leadership, the ability to recognize and capitalize on individual strengths and an unyielding investment in growing and motivating employees.

Prior to joining Sandia in June 2020, Brian was the director of the Human Resources Service Center at Bonneville Power Administration in Portland, Oregon. He oversaw talent acquisition, position management and classification, compensation management, talent development, performance management, employee and labor relations, succession planning and work-life programs for approximately 3,000 scientific, engineering, technical, security, trades and crafts and other business occupations across the Pacific Northwest. Bonneville Power Administration is a self-financed federal agency under the Department of Energy with \$3.7 billion in annual revenues.

Brian is a retired and honorably discharged military officer with more than 22 years of uniformed service. He served tours in the United States Air Force, the Arkansas Air National Guard and the United States Air Force Reserves in various command and staff roles.

Brian holds a Master of Military Operational Arts and Science degree from Air University, Maxwell Air Force Base in Alabama as well as a Bachelor of Science in Accounting and Juris Doctor, both from the University of Arkansas at Little Rock. He is an avid baseball fan and volunteers for various military and workforce development programs.

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