

KATHLEEN MCCARTHY

Executive Vice President and
Chief Human Resources Officer



Kathleen McCarthy is Executive Vice President and Chief Human Resources Officer of SAIC, a premier Fortune 500 mission integrator driving our nation's technology and digital transformation, with annual revenues of \$7.5 billion and approximately 24,000 employees. SAIC provides engineering, digital, artificial-intelligence and mission solutions across the defense, space, civilian and intelligence markets.

McCarthy spearheads the development and implementation of all strategic HR initiatives to align with SAIC's goal for mission success across all customer business groups. With a deep commitment to empowering people and driving organizational growth, she is responsible for all aspects of human resources and employee engagement, including talent management, workforce strategy, talent acquisition, learning and development and culture.

Before joining SAIC in May 2025, McCarthy served as Chief Human Resources Officer for the Defense & Systems business at GE Aerospace. Prior to that, she was Chief Human Resources Officer for GE Aviation and earlier in her GE tenure, she served as Chief Human Resources Officer of GE Digital, leading the business to profitability and defining its vision around the Industrial Internet of Things (IIoT).

Her career includes executive roles at American Express as SVP and Chief Talent Officer, where she led global workforce strategy, and at Thomson Reuters where she led talent management and acquisition. McCarthy began her career at Bain & Company and McKinsey & Company, later heading HR at the tech startup eFinanceWorks.

Recognized as a leader in her field, McCarthy is a member of World 50, G100, and The Learning Forum's Executive Council Network. She has also served on the advisory board for CEB Talent Management, now part of Gartner for HR, and is a frequent speaker on talent development and HR best practices.

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