

SENIOR LEADER BIOGRAPHY

Headquarters, United States European Command



Rear Admiral Norman R. Hayes

Director of Intelligence, U.S. European Command

Rear Admiral Norman R. Hayes, Director of Intelligence, United States European Command, Germany, is responsible for all theater intelligence systems, plans, policy and contingency intelligence activities of U.S. Forces in the European Theater.

After graduating Indiana University in 1977 and commissioned a Naval Intelligence officer in 1982, he was assigned to Helicopter Anti-Submarine Squadron 15 (HS-15) at Naval Air Station Jacksonville, Florida. He deployed aboard the USS Independence (CV-62), participating in Operation Urgent Fury and supporting operations off the coast of Lebanon.

He was next assigned to the Fleet Ocean Surveillance Information Facility, Western Pacific, Kamiseya, Japan. In 1989 he went on to the Pentagon to serve as the Deputy Executive Assistant, and Head, DNI Secretariat on the personal staff of the Director of Naval Intelligence. He returned to sea duty in 1991 with Carrier Group 1, San Diego, as the Assistant Intelligence Officer.

His follow-on tour was as the Junior Intelligence Officer Detailer, community manager and intelligence community placement officer. RDML Hayes subsequently attended the United States Marine Corps Command and Staff College, graduating in 1996.

In September of that year, he reported to United States Special Operations Command, Tampa, FL, as Chief, Analysis Division, Special Operations Command Joint Intelligence Center with additional duties as the Executive Assistant to the Director of Intelligence, SOCOM-J2. Prior to reporting to USS Abraham Lincoln (CVN-72) as the Ship's Intelligence Officer during the summer of 2000, he spent nine months at Commander, Pacific Fleet, Pearl Harbor, as Chief, Command Support and Fleet Support Divisions, Intelligence Directorate.

In 2002 he served as Assistant Chief of Staff for Intelligence for Commander, 7th Fleet. In 2004 he reported as Executive Assistant to the DNI. In 2005, he participated in Operation Enduring Freedom as the Director of Intelligence to Combined Forces Commander – Afghanistan.

RDML Hayes reported to the Navy and Marine Corps Intelligence Training Center in 2006 and then assumed command in 2007. He became the Director, National Security Operations Center at the National Security Agency, Fort George G. Meade, MD in 2008.

He holds various decorations and awards to include the Defense Superior Service Medal, four awards of the Legion of Merit, the Defense Meritorious Service Medal, the Meritorious Service Medal and Four Navy Commendation Medals.

