Emily Gepner

Chief Human Resources Officer

Emily Gepner is Chief Human Resources Officer at AECOM (NYSE:ACM), the trusted global infrastructure leader committed to delivering a better world.

In this role, Ms. Gepner is responsible for AECOM's global people and capabilities priorities, encompassing talent attraction, learning and development, workforce planning, and supporting employees' growth, mobility, and long-term career success. She also continues to oversee Enterprise Capabilities, the firm's global workshare organization, focused on scaling delivery, optimizing resourcing, and supporting project teams across geographies. As a member of the Executive Leadership Team, she plays a key role in advancing the company's strategy and developing the workforce of the future.

Previously, Ms. Gepner served as Senior Vice President and Global Capabilities Officer, leading day-to-day operations for Enterprise Capabilities across 15 offices in nine countries and driving operational improvements to strengthen technical delivery and global collaboration. Over more than 20 years with AECOM and its legacy companies, she has held senior leadership roles in operational strategy, finance and accounting.

Ms. Gepner is a Certified Public Accountant and holds a Bachelor of Arts Degree in Accounting and Business from the College of Idaho.

As a trusted professional services firm powered by deep technical abilities, AECOM solves our clients' complex challenges in water, environment, energy, transportation and buildings. Our teams partner with public- and private-sector clients to create innovative, sustainable and resilient solutions throughout the project lifecycle — from advisory, planning, design and engineering to program and construction management. AECOM is a Fortune 500 firm that had revenue of $16.1 billion in fiscal year 2025. Learn more at aecom.com.

Education

Bachelor of Arts (BA) Accounting and Business, College of Idaho