Major General James "Pat" Work was commissioned from the United States Military Academy in 1995. He initially served as a rifle platoon leader and heavy weapons platoon leader in 3rd Battalion, 502nd Infantry Regiment, 101st Airborne Division (Air Assault), before serving as a rifle platoon leader and HHC executive officer in 3d Battalion, 75th Ranger Regiment. Following completion of the Infantry Officers Advanced Course, MG Work commanded Company B, 1st Battalion, 23rd Infantry Regiment. He also commanded Company C, 2d Battalion, 75th Ranger Regiment.

Upon completion of the Command and General Staff Officers Course, MG Work served as the operations officer and executive officer of 1st Battalion, 325th Airborne Infantry Regiment, 2nd Brigade Combat Team, 82nd Airborne Division. From 2008-2009, he served as Aide de Camp to the 20th Secretary of the Army before serving with United States Special Operations Command. In 2011, MG Work assumed command of 3rd Battalion, 187th Infantry Regiment, 101st Airborne Division (Air Assault), and in 2013 began service as a staff officer in the Operations Directorate of the Joint Staff.

In 2016, MG Work took command of 2nd Brigade Combat Team, 82nd Airborne Division. He later served as Executive Officer to the 39th Chief of Staff of the Army before an assignment as Military Deputy Director of Program Analysis and Evaluation, Deputy Chief of Staff (DCS) G8, Headquarters Department of the Army (HQDA). In 2020, MG Work returned to the 82nd Airborne Division as the Deputy Commanding General for Support. From May 2021 until August 2023, he led the Operations, Readiness, and Mobilization Directorate within DCS G-3/5/7, HQDA.

MG Work graduated from the Marine Corps War College in 2016 and earned a Master of Public Policy Degree from Georgetown University in 2010. He is married and has two children.