

President's Management Council
INTERAGENCY ROTATION PROGRAM

The PMC Interagency Rotation Program enables emerging Federal leaders to expand their leadership competencies, broaden their organizational experiences, and foster networks they can leverage in the future.

Rotation Experience Description

Department/Agency:	<i>FEMA</i>		
Component:	<i>Region VII</i>		
Organizational Mission/Role:	<i>FEMA's mission is to support our citizens and first responders to ensure that as a nation we work together to build, sustain, and improve our capability to prepare for, protect against, respond to, recover from and mitigate all hazards.</i>		
Rotation Title:	<i>Employee Development, Program Specialist</i>	Required Clearances:	<i>Public Trust</i>
Number of Positions:	<i>1</i>	Office Address:	<i>9221 Ward Parkway; Kansas City, MO 64114</i>
GS Level: <i>(13, 14, and/or 15)</i>	<i>GS13/14/15</i>		
Supervisor Name, Title:	<i>Jeff Smith, Mission Support Division Director</i>	Agency Point of Contact:	<i>Pat Price</i>
Supervisor Email:	<i>jeffrey.smith9@fema.dhs.gov</i>	POC Email:	<i>Patricia.Price@fema.dhs.gov</i>
Supervisor Phone:	<i>816-283-7066</i>	POC Phone:	<i>816-283-7043</i>
Available workplace flexibilities:	<i>Work schedule flexibility, travel and training are available</i>		
Description of Development Opportunity: 1. Projects, Roles, and Responsibilities / 2. Anticipated Accomplishments			
<p>The participant will work with a variety of FEMA Region VII employees at all levels of the organization to learn and develop what changes and actions need to be made and how they should be implemented for the Employee Development Program project. The participant will collaborate with leadership to gain knowledge on how each division relates to the various offices in the organization and other external customers to FEMA.</p> <p>During this six-month rotation, the participant will be responsible for collaborating with leaders to create an Employee Development Program for the FEMA regional office. This will involve leveraging problem solving skills (results driven) to assess the needs of the employees and how best to address them. Reviewing and identifying current developmental opportunities for creating a regional plan and work to provide a path forward.</p>			

Developmental Goals: Please select 2-3 primary Executive Core Qualifications (ECQs) that the participant may cultivate on this assignment. For more information about ECQs, please visit www.opm.gov/ses/recruitment/ecq.asp.

ECQs (check all that apply):		Please provide comments about how this assignment relates to the ECQs and will provide a meaningful work experience for the participant:
Leading Change	<input checked="" type="checkbox"/>	The formation of an Employee Development Program during this rotation provides a unique opportunity for the participant to build coalitions among the senior and middle management leadership aimed at increasing the skills and abilities of staff for agency resilience. This rotation requires leadership skills to coordinate across a variety of program area and diverse groups to develop a long-term platform impacting agency capabilities. Tasks involved during this assignment provide ample opportunities to enhance communications, presentation and facilitation skills.
Leading People	<input checked="" type="checkbox"/>	
Results Driven	<input checked="" type="checkbox"/>	
Business Acumen	<input type="checkbox"/>	
Building Coalitions	<input checked="" type="checkbox"/>	

The PMC Fellow will be offered the following developmental opportunities (check all that apply):

<input checked="" type="checkbox"/>	A Senior Executive mentor (this may be the host supervisor)
<input checked="" type="checkbox"/>	At least one senior-level shadowing experience
<input checked="" type="checkbox"/>	A peer-level work/project advisor
<input checked="" type="checkbox"/>	Individual Development Plan and regular check-ins on developmental progress
<input checked="" type="checkbox"/>	A closing assessment of accomplishments and specific recommendations for continued development
<input checked="" type="checkbox"/>	Access and exposure to senior-level meetings
<input type="checkbox"/>	Subject-specific onboarding designed to provide learning on a key skill, issue, profession, etc.
<input checked="" type="checkbox"/>	Participation in agency-provided training, such as online learning, workshops, speaker series, etc.
<input type="checkbox"/>	Supervisory experience
<input checked="" type="checkbox"/>	Cross-agency collaboration experience
<input checked="" type="checkbox"/>	Project management experience
<input checked="" type="checkbox"/>	Other (please explain) Completion of a 360 Degree Leadership Assessment; Complete Disaster Deployment Training & Incident Management Training; Leadership Development Training

How would this opportunity benefit the participant and his/her home organization upon their return?

This assignment will give the participant experience in an emergency management Federal agency. We have a multitude of customers to include other regions, state agencies, other federal partnering agencies, emergency management organizations, and non-profit and faith based organizations. This assignment presents a challenging opportunity for the participant to learn about our organization and experience problem solving and program management on a regional scale.

Special Requirements (if any):

FEMA is an emergency management agency with many different divisions. For a successful candidate, written and verbal communication skills, interpersonal skills, customer service and problem solving, and creativity and innovation are essential competencies.

Host Supervisor's Signature

36T

Date

Second-line Supervisor's Signature

36T

Date

