

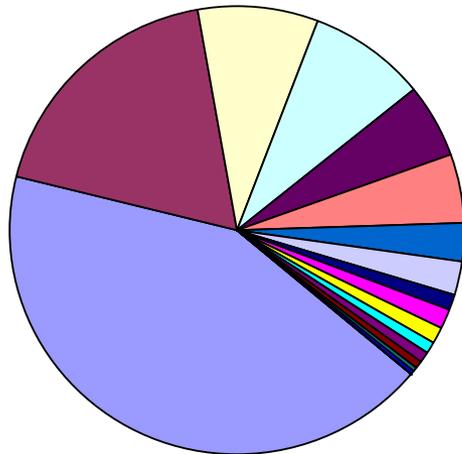
# Role of the Civil Rights Division in Recruitment

- Facilitate a National Recruitment effort between states at Accredited Universities that have:
  - Diverse student body
  - Majors that NRCS is looking for
- Gather and distribute to all state offices information gathered from National recruitment events
- Coordinate Human Resources and Special Emphasis Program Managers to recruit a diverse workforce

# Recruitment Needs

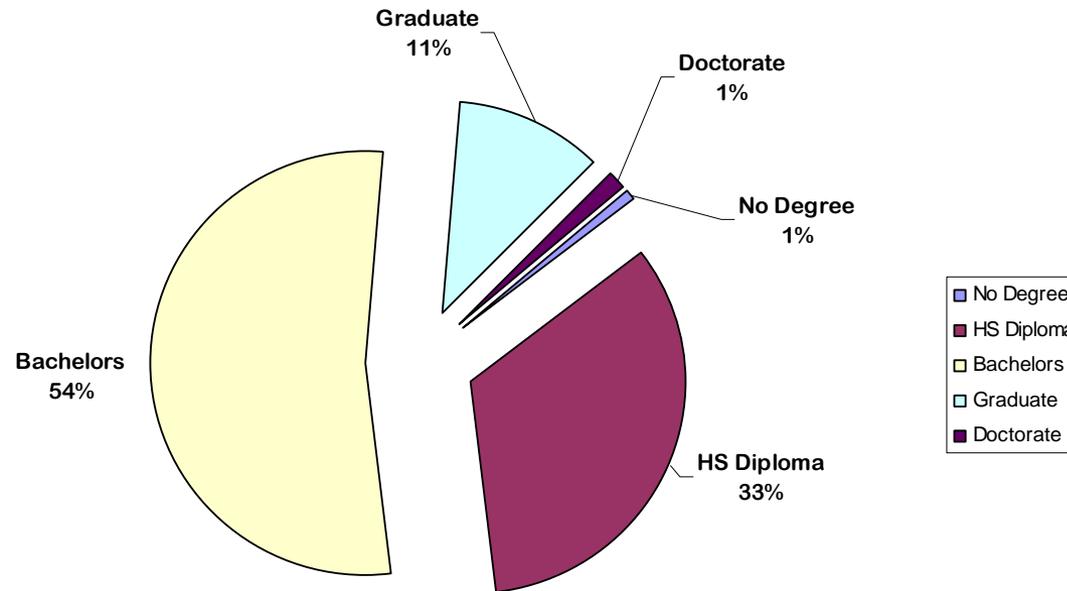
- National Recruitment Team will provide
  - Completed Interview forms
  - Resumes
  - Transcripts
- States Need to have
  - Jobs on hand at Career Fairs
  - Staff available
    - Make Decisions
    - Support

# NRCS Critical Occupations



■	GS-0457, Soil Conservationist	43%
■	GS-0458, Soil Conservation Technician	18%
■	GS-0470, Soil Science	9%
■	GS-0401, General Biology	8%
■	GS-0810, Civil Engineering	5%
■	GS-0802, Engineering Technician	5%
■	GS-0454, Rangeland Management	3%
■	GS-0890, Agricultural Engineering	3%
■	GS-0471, Agronomy	1%
■	GS-0301, Administration	1%
■	GS-0201, Human Resources	1%
■	GS-1102, Contracting	1%
■	GS-1370, Cartography	1%
■	GS-2210, Information Technology	1%
■	GS-0110, Economist	>1%
■	GS-1301, General Physical Science	>1%
■	GS-0408, Ecology	>1%
■	GS-1146, Agricultural Marketing	0%
■	GS-1160, Budget Analyst	0%

# NRCS Education Level



# Recruitment Process

- Schedule classroom visits
- Prior graduates talk about jobs in NRCS
- Utilize students to help recruit



# Recruitment Process



- Build team of SEPMs from field positions and state HR staff and NHQ leader
- 4 State SEPMs
  - Field level experience
- 2 State HR to determine qualifications

# Recruitment Process

- Database Entry
- Interviews
- Documentation

