

Recruiting Soil Scientists

U.S. Office of Personnel Management
Kansas City Service Center



What We'll Discuss

- Background
- "Timely Topics"
- Available Flexibilities
- Maximizing the Benefits of our System
- Issues on the Horizon
- Open Forum

Background

- OPM has helped fill soil scientist positions since August 1997
- Nationwide inventory for soil conservationist and soil scientist positions at the GS-5/7 levels
- OPM involved in both policy (headquarters level) and product (service center level)

Timely Topics

- Improved Job Market
 - Because of the Farm Bill, many positions were filled, and many people have applied
 - Currently have 340 candidates on inventory
- Improved Processes
 - USAJOBS enhancements
 - USA Staffing announcement/application
 - Instant notifications

Timely Topics (cont.)

- Improved Technology
 - On-site hiring
 - Anywhere, anytime evaluations
- Improved Relationships
 - More name requests
 - More rapid times-to-hire
 - More flexibilities
 - More personal contact

Available Flexibilities

- Career Intern Program
 - Non-competitive
 - Easy to use
 - OPM can provide verified referrals in conjunction with competitive certificates, giving you maximum flexibility
- Recruitment bonuses
 - Up to 25% of salary
- Student loan repayment program
 - \$6,000/year, up to \$40,000
- Relocation reimbursements

How the System Can Work for You

- More ways than ever to get a great candidate
- It all begins with communication
- Numerous adjustments can be made before a single candidate gets referred
- Everything's on the table...let's talk about it

How It Can Work for You (cont.)

- Name requests can be made at any point in the process
- You can always call to find out about a candidate—we're happy to let you know
- You can steer candidates through the process

Our Changing Times

■ **USDA Administrative Convergence**

- Continuing discussions between RD, NRCS and FSA
- Could potentially affect all administrative functions, including staffing
- Brings up a few issues

Things to Think About

- Quality
- Timeliness
- Accountability
- Cost
- Reputation
- Ultimately, these factors determine the success or failure of an initiative

What We Ask

- Think about importance of the inventory to your business
- Think about what you like, and what you'd like to see improved
- Let us know, so we can continue to serve you in the most effective manner

How to Let Us Know

- Jason Parman
- Joe Marcec
- jcparman@opm.gov
- jjmarcec@opm.gov
- (816) 426-5706
- We look forward to hearing from you

Open Forum

- What would you like to know?

THANK YOU

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