

Announcement Title: Tri-State Leadership Development Program
Department: Department of Agriculture
Agency: Natural Resources Conservation Service

Open Period: September 18 to October 18, 2013

Who May Be Considered: Full time NRCS employees in Kansas, Missouri, and Arkansas currently at grade GS-11 or above

Announcement Summary: Recruit participants for the Tri-State Leadership Development Program (TLDP).

Promotion Potential: Participation does not guarantee promotion, but may enhance a participant's leadership and management skills.

General Information: The TLDP is a special training initiative designed to benefit the Natural Resources Conservation Service (NRCS) by developing NRCS employees to become managers and supervisors. This development program will broaden their perspective of the agency and improve their leadership skills, techniques and abilities. Leadership and management skills include being visionary, being able to positively influence people, developing skills related to partnering and team building, problem solving and decision making, and effective communications relating to handling public involvement and political issues. Each state will select five to seven (5–7) applicants to participate in the program.

The three paramount training objectives of the TLDP are: (1) challenge employees to undertake leadership development opportunities; (2) expose employees to all levels of management, aiding them in future career decisions; and (3) allow management at the state level to observe performance.

Each employee selected for the TLDP is required to make commitments which affect both official and personal time. The commitments may take 6-12 weeks of their work time not to exceed (NTE) 18 months. **Employees may be requested to perform short-term (NTE 30 days) and/or long-term (NTE 180 days) details within the state or region.**

Training: Training activities during the TLDP period will be tailored to the career goals and needs of participants and could include on the job training (OJT), self-development (AgLearn, on-line study and reading), details, shadowing, special assignments, special projects, and group activities with other participants. When participant attends any event as part of the program or at the request of the Leadership Team, they may be directed to submit a brief report to the State Conservationist (STC) and or State Leadership Team.

Main Activities of the TLDP

Leadership training
Attend State Leadership Team meetings within the Tri-State area
Details
Special projects
Reading assignments (see Tri-State Leadership Book List)

Qualifications: Applicants must be grade GS-11 or above to be eligible for participation in the program. All occupational series are eligible. TLDP participants will retain their present positions during the training period. Participants who do not make satisfactory progress as outlined in their Individual Development Plan may be removed from the TLDP.

How You will be Evaluated: Once the application process is complete, applications will be reviewed to ensure eligibility and ranked in competition with other applicants within their state. The STC from each participating state will select the participants from within their own state.

How to Apply: Employees wishing to apply for the TLDP shall submit the following to Kayla Ascher, Human Resources Specialist, by close of business October 18, 2013.

- Resume (no more than two pages)
- A letter of recommendation from first level supervisor
- A current performance summary rating
- A statement of long- and short-term career objectives
- A written narrative on what the participant hopes to gain from the program

Incomplete application will not be considered

For more information about the TLDP, contact a board member from your state:

KANSAS:

Arvil Bass, State Conservation Engineer
785-823-4534
arvil.bass@ks.usda.gov

Dan Meyerhoff, Assistant State Conservationist for Field Operations
785-625-2588
dan.meyerhoff@ks.usda.gov