

President's Management Council  
**INTERAGENCY ROTATION PROGRAM**

*The PMC Interagency Rotation Program enables emerging Federal leaders to expand their management skills, broaden their organizational experience, and foster networks they can leverage in the future.*

### Rotational Assignment Description

<b>Department/Agency:</b>	Department of Homeland Security, U.S. Customs and Border Protection		
<b>Component:</b>	Office of the Commissioner, Office of Strategic Integration		
<b>Organizational Mission/Role:</b>			
The Office of Strategic Integration serves as the primary advisor to the Commissioner and CBP's senior leaders on strategic integration at the enterprise level. OSI is responsible for leading efforts toward mission support integration and provides advice and analysis to enhance the efficiency and effectiveness of CBP's infrastructure and business processes. OSI provides focused leadership toward establishing common, repeatable, and forward-thinking means of accomplishing the work that supports CBP's vital homeland security mission.			
<b>Rotation Title:</b>	Program Manager	<b>Required Clearances:</b>	N/A
<b>GS Level:</b> <i>(13, 14, and/or 15)</i>	GS-14 or GS-15	<b>Office Address:</b>	1300 Pennsylvania Avenue Suite 8.5 - A Washington, DC 20229
<b>Supervisor Name:</b>	Walter A. Brinton	<b>Supervisor Title:</b>	OSI Acting Executive Director
<b>Supervisor Email:</b>	<a href="mailto:Walter.A.Brinton@cbp.dhs.gov">Walter.A.Brinton@cbp.dhs.gov</a>	<b>Supervisor Phone:</b>	(202) 344-3289
<b>Available workplace flexibilities:</b>	Episodic telework; flexibility in daily work schedule.		
<b>Description of Role (including major/core duties):</b>			

This position acts as a project manager and liaison between OSI, other headquarters components, and CBP organizations in the Miami area to implement a first-ever mission support integration pilot project. This project is intended as a proof-of-concept of OSI's methodology for integrating and consolidating mission support across CBP in order to reduce redundancies, return law enforcement personnel to the front line, reduce costs, and enhance efficiency and effectiveness. The selectee will work with senior leaders and project team members, located in the Miami area and headquarters, helping to plan, coordinate, and execute this project, which is a priority for the Acting Commissioner.

The selectee will also plan project activities, contribute to the implementation of integrated mission support products and services, help create performance metrics that are codified in service level agreements, document current business processes and help design new ones, liaise between headquarters and Miami, problem-solve, help build consensus in support of the Acting Commissioner's vision for this project and will perform other, related duties.

5/1/2012

**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](http://www.opm.gov/ses/recruitment/ecq.asp).

<b>ECQs:</b>		<b>Please provide comments about how this assignment relates to the ECQs and will provide a meaningful work experience for the participant:</b>
<i>Leading Change</i>	X	The selectee will have broad latitude to contribute to this project in meaningful and impactful ways. S/he will be directly involved in fulfilling the Acting Commissioner's vision for strategic mission support integration and will be able to lend his or her personal and professional skills and competencies in support of this project. The ability to help lead change and directly influence the outcome of this first-ever kind of project will require a keen focus on achieving results through effective communications and coalition building. The selectee must be adept at anticipating problems and offering proactive solutions in an appropriate context. Excellent communications and interpersonal skills are very important for this position.
<i>Leading People</i>		
<i>Results Driven</i>	X	
<i>Business Acumen</i>	X	
<i>Building Coalitions</i>	X	

**How would this opportunity benefit the participant and his/her home organization?**

The participant will gain invaluable experience and seasoning by working closely with a broad spectrum of CBP personnel in pursuit of a first-of-its-kind change management project that has been directed by the Acting Commissioner. The selectee will learn about the CBP mission and how current mission support business practices support frontline law enforcement operations. By being intimately involved in this project, the selectee will have a "real life" opportunity to hone his or her personal and professional attributes as they align with the pertinent ECQs described above.

**How would this opportunity benefit your organization, as a rotational assignment host?**

As a first-ever project of its kind in CBP, mission support integration requires a substantial amount of "original work" that is difficult, time-consuming, and requires innovation and extensive coordination with many CBP organizations. The selectee will provide OSI with additional bandwidth to do this work, but equally important, it will give us a fresh perspective that would otherwise be lacking. This work is not conceptual. It is a face-paced change management project that is being pursued along an aggressive timeline. As such, we have an exceptional need for a forward-thinking, proven achiever who can quickly make meaningful contributions to the project. A high-caliber GS-14 or GS-15, with strong analytical, communications, and program management skills, will help OSI to take the Miami Consolidated Mission Support Pilot Project to fruition while preparing for a second pilot location in another geographic location.

**Special Requirements (if any):**

None.

<b>I am prepared to actively support this program and its participant(s) through a meaningful 6-month rotation assignment, effective supervision, and developmental opportunities:</b>	YES	X	NO	
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Host Supervisor's Signature

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Date