



# HUMAN RESOURCES

CIVILIAN HUMAN RESOURCES,  
DIVERSITY & LEADERSHIP

CG-12

## DHS Fellows Program (502027)

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### About the Program

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The DHS Fellows Program strengthens the leadership skills of GS-14-15 full time employees (or equivalent that may include pay banding and/or uniformed pay grade) through a proven combination of innovative coursework, best practices benchmarking, challenging action-learning projects, executive coaching and assessments, and Department-wide networking – all tailored to DHS’s unique operating environment. The DHS Fellows Program enhances collaboration, promotes a common vision, and ultimately ensures that DHS leadership delivers the right results to the American people.

This program provides a rigorous 10-month curriculum which includes site visits, residential sessions in key DHS locations, coaching, instruction, and one 60-90 day rotational assignment. Developed by the Partnership for Public Service and managed by the Office of the Chief Human Capital Officer, the DHS Fellows Program prepares a cadre of leaders selected throughout the Department who are committed to bringing a joint perspective to leading people and mission in a variety of disciplines.

#### [More Information](#)

### Participant Objectives

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- To address issues related to risk management, the application of adaptive force packages, cross-cutting infrastructure challenges, righting the department’s structure, education and development, and leading for results.
- Give the opportunity to discuss and plan implementation of different leadership styles that complement their work environment.
- Gain a greater understanding of the roles and responsibilities as well as the challenges faced by different DHS components.

### Eligibility

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Career employees at the GS-14 and GS-15 level, WS 14-18, WL-15, NF-5, O-5 and O-6 who have demonstrated high achievement and are seen as the current and future leaders

of the agency and are committed to a career in the Federal Government that are based in the greater Washington, DC area or can travel to Washington, DC for regular meetings.

## Timeframe

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Please check back in FY17 for updates.

## Enrollment Procedures

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You must apply online at USAJobs; [access the announcement and online application](#).

*Costs are paid by Coast Guard Headquarters (AFC 56 "C" school account).*

## Selection Procedures

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Individuals will be selected through a centrally-managed panel review process with representation from across the Department. Each applicant is required to include a completed Supervisory Acknowledgement, as well as a Recommendation from the most immediate Senior Executive in the applicant's direct supervisory chain.

*Note: Applicants selected for this program must execute a 12-month Continuing Service Agreement.*