



# HUMAN RESOURCES

CIVILIAN HUMAN RESOURCES,  
DIVERSITY & LEADERSHIP

CG-12

## Department of Homeland Security Rotation Program (DHSRP)

---

### About the Course

---

The DHS Homeland Security Rotation Program (HSRP), sponsored by the Office of the Chief Human Capital Officer, Workforce Development Strategy has been established to allow employees to cultivate leadership qualities, while fulfilling critical mission assignments. The DHS HSRP is a professional development program designed to engage and strengthen DHS workforce. Through the HSRP, employees may participate in cross-Component rotational assignments and government-wide joint rotational assignments.

Mission

DHS employees will develop a broader understanding of the total DHS mission through assignments that cross organizational lines.

### Areas of Emphasis

---

Offices will benefit from the exchange of perspectives between the participant and the host office, and host offices will be able to get small projects completed without increasing the number of full-time employees.

DHS employees may participate in a rotational assignment once permission has been received from his/her Component supervisor or manager. The rotation may be part of a developmental program or Individual Development Plan.

### Location

---

Rotational assignments may be at any DHS and component location. Current rotational assignment opportunities may be found from any USCG workstation:

<http://dhsconnect.dhs.gov/org/comp/mgmt/dhsr/emp/Pages/RotationalAssignments.aspx>

## Duration

---

The length of each rotational assignment will be defined by the host component. Note: If an assignment is over 90 days the host component must initiate an SF-50.

## Requirements

---

All applicants:

- Must be a permanent full-time Federal employee;
- Must have one year of DHS employment and received at least a “Proficient” or “Achieved Expectations” rating on his/her most recent performance evaluation unless part of an student/development program; and
- Have no outstanding disciplinary actions or grievances pending against him/her.

## How to Apply

---

Applicants must submit a resume and a completed copy of the [HSRP Application](#) that includes a description of the assignment, required clearance(s), location, length, and objective of the rotation.

## Program Manager

---

Ms. Darlene Murphy, COMDT (CG-12C), phone 202-475-5520, email [Darlene.M.Murphy@uscg.mil](mailto:Darlene.M.Murphy@uscg.mil)

**Download Plug-Ins:** Some of the links on this page require a plug-in to view them. Links to the plug-ins are available below.

 [Adobe Acrobat Reader \(PDF\)](#)