

FAQ'S

Am I eligible to apply?

Minimum eligibility includes being a Status employee of a Federal agency with a minimum of 12 months in a documented supervisory position as a GS-14 or 15 (or equivalent); applicants do not have to be current supervisors.

How can I apply for the program?

You will need to apply through USA Jobs during the Job Announcement period. Typically the announcement opens in January each year.

How long is the selection process and what does it entail?

Our selection process includes Minimum Qualifications, a Situational Judgement Test, optional executive endorsement letter, Accomplishment Record Review, Structured Telephone Interview, DHS Component selection, and finally DHS ERB ratification. Typically the selection process takes around 6 months.

Do graduates of the program get placed in SES positions?

Participation in the program does not guarantee placement into an SES position. However, 54% of DHS SES CDP graduates have been appointed into an SES position, 21% higher than the government-wide average of 33%.

Why should I apply for the SES CDP?

DHS' SES CDP is proven to greatly increase executive level competency, as well as provide candidates with real life, hands-on executive level experience. The development received while in the SES CDP propels individuals into a level of knowledge beyond that of general supervisory skillsets. An FY17 study showed SES-level Supervisors assessed 73% of DHS SES CDP appointed graduates in the top 5% of overall job performance, compared to their peers.

CONTACT US

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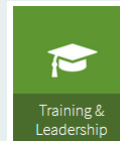
For Information about the program please visit the [DHS SES CDP](#) webpage

A list of Program Managers representing all operational DHS Components can be found on this page.

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[DHS Leader Development Program](#)

Find information on Foundations, Milestone, Cornerstone, Keystone, Capstone, SES CDP, Coaching Collaborative, and more

The [SES CDP](#) page is listed under "Programs"

Programs

- [DHS Capstone Program for New Executives](#)
- [Senior Executive Service Candidate Development Program \(SES CDP\)](#)

For more information on government-wide SES CDP programs visit: www.opm.gov



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DHS Senior Executive Service Candidate Development Program



DHS Leader Development Program
Office of the Chief Human Capital Officer



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About

A Senior Executive Service Candidate Development Program (SES CDP) is a succession management tool agencies can use to identify and prepare federal employees who aspire to become senior executive leaders.

The DHS SES CDP is OPM approved, and designed to prepare high potential individuals to occupy positions in the SES through providing a series of executive-level developmental experiences.

In addition, SESCDPs advance the goal of a "corporate SES," a diverse corps of career executives who share a Government-wide perspective. They are well positioned to lead change both within their agencies and throughout Government.

DESCRIPTION

The DHS SES CDP prepares high-performing individuals, typically GS-14/15 (or equivalent), for positions in the Department's Senior Executive Service through an intensive 12-18 month leadership development program.

The program focuses on:

- Developing the Executive Core Qualifications (ECQs) required by the Office of Personnel Management (OPM) for appointment to the SES;
- Strengthening competencies necessary for effective leadership in executive positions within the Department
- Enhancing familiarity with Homeland Security at the executive level; and
- Broadening individuals' understanding of the Department's programs, mission and challenges through cross-department exposure and developmental activities.

Candidates certified by OPM are eligible for appointment to the SES without competition. Certified candidates are not guaranteed placement into the SES.

The SES CDP program includes:

- Two 360-Degree Assessments
- An Executive Development Plan (EDP)
- Executive Education Classroom Learning
- Developmental Assignment
- An SES Mentor
- Other Development Activities

ELEGIBILITY & SELECTION

DHS invites qualified individuals to apply to its prestigious Senior Executive Service (SES) Candidate Development Program (CDP).

Qualified individuals are those who have demonstrated through their performance and experience, the potential to assume executive positions within the Federal Government.

The program is open to experienced professionals with at least one year of supervisory experience.

Current federal government employees may apply. Current federal employees outside of DHS, who are selected, remain on their current agency rolls.

Candidates will undergo a rigorous Department-wide review process prior to selection.

The DHS SES CDP is a demanding program, and the curriculum must be completed while balancing current day-to-day job assignments.

All program selectees will participate in a Senior Executive Assessment Program, resulting in a tailored Executive Development Plan that will guide the participant's program development experiences.

