



DHS Senior Executive Service Candidate Development Program

Description

The DHS Senior Executive Service Candidate Development Program (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.

Program Details

The SES CDP program includes:

- Two **360-Degree Assessments**; one used to identify ECQ competency gaps, and a second six months after Executive Learning.
- An **Executive Development Plan (EDP)** that is developed with an SES mentor to address identified ECQ gaps through various development activities.
- **Executive Education Classroom Learning** through the rigorous American University, Key Executive Leadership Certificate Program candidates exceed the required 80-hours of learning, attending courses that address individual ECQ gaps and general skills needed to succeed as a member of the SES.
- **Developmental Assignment** that is 120 continuous days in length and at the executive level. These are 'stretch' assignments that hone leadership skills identified in the 360-degree assessment gap analysis.
- An **SES Mentor** to assist candidates in developing their EDPs and meet with regularly throughout the program to provide guidance.
- **Other Development Activities** that may include events and projects to further develop a candidate's understanding of the Homeland Security mission, programs and challenges. These types of activities are generally developed by Components and may be required of candidates to complete the program.

The integrated SES CDP will help the Department develop a highly skilled, diverse cadre of future Homeland Security executives.

Eligibility and Selection

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

Additional information is available via the DHS Intranet site at:

<http://dhsconnect.dhs.gov/org/comp/mgmt/dhshr/emp/Pages/SESCDP.aspx>