

Program Highlights

The program is structured to provide intensive developmental and experiential experiences for GS 14/15 (or equivalent) through an intensive 12-16 month leadership program. The SESCO program includes:

- 360 Degree Assessment
- Executive Development Plan
- Executive Classroom Learning
- Development Assignment *
- SES Mentor
- Other Development Activities

The curriculum and activities must be completed while balancing current work assignments.

*The developmental assignment must be completed outside of the candidate's current mission area/agency.



CONTACT US

USDA SES Candidate
Development Program
USDA.SES.CDP@USDA.GOV

Visit us at
[https://www.usda.gov/da/ohrm/
sescdp](https://www.usda.gov/da/ohrm/sescdp)
For more information on government
wide SESCO programs visit:
www.opm.gov

USDA
Office of Human Resources Management



U.S. DEPARTMENT
OF AGRICULTURE

Senior Executive Service

Candidate
Development
Program

USDA OFFICE OF
HUMAN RESOURCES MANAGEMENT

SESCDP

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

The USDA SESCO is designed to provide intensive developmental and experiential experiences for GS 14 and above employees with high potential for assuming executive responsibilities.

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



Description

The USDA SESCO is a competitive program designed to prepare a pool of qualified candidates for SES positions within the Department and Federal Government.

The program focuses on:

- Development of a cadre of highly qualified candidates **who** are representative of the diversity of the USDA workforce to fill SES positions
- Strengthening of Competencies and executive core qualifications (ECQs) necessary to successfully perform in a SES position
- **Broadening participants'** understanding of USDA missions, programs, core values, and management challenges

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

Eligibility and Selection

USDA invites qualified individuals to apply to its SESCO.

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

Current Federal employees may apply. Current Federal employees outside of USDA are eligible to apply and will remain on their current agency rolls. The selection process is competitive.



FAQs

Am I eligible to apply?

Minimum eligibility includes being a Status employee of a Federal agency with at least 1-year experience equivalent to the GS-14 level (and above). Applicants must be U.S. citizens.

How can I apply for the program?

You will need to apply through USA Jobs during the Announcement period. The Announcement period is targeted for May 2024.

How are candidates selected for the program?

There are several phases of the selection process. This includes review for minimum qualifications, Rating and rankings of resumes against ECQ's, structured virtual interview, agency/office and supervisor endorsement, performance record review, and USDA Executive Resources Board approval.

Do graduates of the program get placed in SES positions?

Participation in the program does not guarantee placement into an SES position. However, USDA Qualifications Review Board certification allows for non-competitive placement into SES positions.