



FY26 NAVFAC APPLICATION FOR SENIOR-LEVEL LEADERSHIP PROGRAMS

Instructions: Please complete this application and submit along with other required documents sequentially and in one (1) PDF file or PDF Portfolio with the file name: SL_Last Name_First Name_Command.
Example: SL_Doe_John_Atlantic.

SECTION I: APPLICANT INFORMATION AND PROGRAM SELECTION

Applicant			
First Name:		Last Name:	
Work Phone:		Personal Phone (Optional):	
Work Email:		Personal Email:	
Position Title:		Pay-Plan / Grade:	Series:
Command:		Directorate / Division / Community:	
Geographic Location:		DAWIA Functional Area:	
I have completed an IDP in the current fiscal year: Yes ☐ No ☐		Note: DAWIA applicants have no competitive advantage in NAVFAC leadership program selections; this response is used to verify applicant is compliant with DAWIA requirements.	
I am a graduate of an entry-level development program: Yes ☐ No ☐		If 'Yes,' Name of Program:	Year Graduated
Supervisor			
First Name:	Last Name:	Work Phone:	Work Email:
Senior Management Sponsor			
First Name:	Last Name:	Work Phone:	Work Email:
Note: Use the following NAVFAC command classifications to identify the Senior Management Sponsor required to complete this application. Echelon II, III, or IV: Community Leader (i.e. Leader, Division/Directorate Leader, or equivalent); Other: PWO/DPWO/FEAD/ROICC.			
General Eligibility Requirements			
- By the closing date of the application period, applicants must have been employed as full-time NAVFAC employees for at least one year. - In addition, please ensure you meet the minimal eligibility requirements for each program which are located here: https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Leadership-Programs/			



FY26 NAVFAC APPLICATION FOR SENIOR-LEVEL LEADERSHIP PROGRAMS

Instructions: Choose up to three programs from the list below and use the drop-down menu to indicate order of priority, 1 being your highest preference. Before applying, please ensure all program requirements are met (<https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Leadership-Programs/>).

Supervisors, indicate all programs endorsed for the applicant.

Note: An additional application may be required if selected at the NAVFAC level.

PROGRAMS	REQUIRED ELIGIBILITY	APPLICANT	SUPERVISOR
NAVFAC PROGRAMS			
NAVFAC Leadership Development Program (LDP) Level 2	Supervisory GS-12 through GS-13		
NAVFAC Leadership Development Program (LDP) Level 3	GS-14 through GS-15		
NAVFAC Executive Coaching Program	Supervisory GS-13 and above and Non-Supervisory GS-14 and above		
DON PROGRAMS			
Navy Senior Leader Seminar (NSLS)	GS-15, Military O-6 and O-6 Selects		
Bridging the Gap (BTG)	GS-14 through GS-15		
DOD PROGRAMS			
Executive Leadership Development Program (ELDP)	GS-12 through GS-14 Military O-3 or O-4		
Defense Senior Leader Development Program (DSLDP)	GS-14 through GS-15		
Dwight D. Eisenhower School (ES)	GS-14 through GS-15		

Applicant Signature

Date

Supervisor Signature

Date



FY26 NAVFAC APPLICATION FOR SENIOR-LEVEL-LEADERSHIP PROGRAMS

Instructions: Check the boxes below to confirm you are able to meet each requirement. Provide a comment to note any related modifications or conditions.

Agree	Requirement
☐	I will contribute a portion of my time for study and personal improvement.
☐	I will accept special assignments and developmental assignments.
☐	I am willing to successfully complete the program without any guarantee of promotion.
☐	I understand that failure to meet the program requirements, including required travel, will result in removal from the leadership program.
Comments:	
Applicant Signature Date	



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SECTION II: STATEMENT OF INTEREST

Applicant Name:	Position Title:
Instructions: The Statement of Interest should not repeat information in the resume. Rather, it should focus on why you should be selected as a participant in a leadership development program. In 500 words or less, address each of the following: • What you consider to be your major strengths and qualifications for the program • What contributions you will add/bring to the program • How attending the program aligns with your professional career development plan • The return on investment your participation in the program will bring to your organization	
Applicant Signature	
Date	



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SECTION III: Please provide the information requested below.

A. Education: What is your highest level of education?

B. Leadership or Development Programs: List other leadership or development programs that you have completed.

C. Community Service: List any recent (within the last 3 years) or ongoing community service activities.



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SECTION IV: EXECUTIVE CORE QUALIFICATIONS (ECQ)

Instructions: Please use the following sections to describe your experience, development, and proficiency in the competencies listed below. Submit your responses on a separate document, ensuring each section is clearly titled and follows the outlined instructions.

Each response must include four key components:

Challenge: Describe a specific problem or goal you encountered.

Context: Explain the environment, individuals, or groups involved in addressing the challenge.

Actions: Detail the specific steps you took to resolve the issue.

Results: Provide concrete examples of the outcomes and their impact on the organization, demonstrating the effectiveness of your leadership skills.

For additional guidance on Executive Core Qualifications (ECQs), visit: [Executive Core Quals](#)

A. Commitment to the Rule of Law and the Principles of the American Founding: Demonstrated knowledge of the American system of government, commitment to uphold the Constitution and the rule of law, and commitment to serve the American people.

B. Driving Efficiency: Demonstrated ability to strategically and efficiently manage resources, budget effectively, cut wasteful spending, and pursue efficiency through process and technological upgrades.

C. Merit and Competence: Demonstrated knowledge, ability, and technical competence to effectively and reliably produce work that is of exceptional quality.

D. Leading People: Demonstrated ability to lead and inspire a group toward meeting the organization's vision, mission, and goals, and to drive a high-performance, high-accountability culture. This includes, when necessary, the ability to lead people through change and to hold individuals accountable.

E. Achieving Results: Demonstrated ability to achieve both individual and organizational results, and to align results to stated goals from superiors.

Note: This page does not count toward the page limit.



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SECTION V: SUPERVISOR ENDORSEMENT

Instructions: Section V and VI of this form must be completed by different individuals. If the applicant's Supervisor and Senior Management Sponsor are the same person, a second-level supervisor must complete this section.

Applicant Name:	Applicant Work Phone:
Supervisor Name:	Applicant Work Email:

Instructions: In 250 words or less, provide an assessment of the applicant's leadership potential and explain how their participation in a leadership program will benefit NAVFAC and the applicant.

Indicate your level of agreement with the following statement by choosing one of the options below.

This applicant has the potential to be successful in a leadership program.

Strongly Agree Neither Agree / Disagree Disagree Strongly Disagree

Supervisor Signature _____ Date _____



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SECTION VI: SENIOR MANAGEMENT ENDORSEMENT

Instructions: To be completed by Senior Management Sponsor listed in Section I. Return to the applicant to submit as part of the application package.

Applicant Name:	Applicant Work Phone:
Senior Management Sponsor Name:	Applicant Work Email:

Instructions: In 250 words or less, provide an assessment of the applicant's leadership potential and explain how their participation in a leadership program will benefit NAVFAC and the applicant.

☐ I concur with the supervisor's recommendation and fully support this applicant's participation in a leadership program.

☐ I am unable to support this applicant's participation in a leadership program.

Senior Management Sponsor Signature	Date
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