



## NAVFAC Leadership Programs: Eligibility Requirements

The below provides both the minimum eligibility requirements that must be met for all Leadership Programs, as well as the specific program eligibility requirements for the Department of Defense (DOD) and Department of the Navy (DON). All requirements must be met by the close of the application period.

### Minimum Eligibility Requirements

- ☐ Be a full-time NAVFAC employee for the past 12 months
- ☐ Must meet program grade level eligibility requirements on a permanent basis, and not be on a time-limited appointment
- ☐ Must have completed the first year of the supervisory probationary period, if applicable
- ☐ Be able to travel if required to designated training locations`
- ☐ Have and maintain a performance rating of record of “fully successful” or equivalent
- ☐ Must have a supervisor approved individual development plan
- ☐ Must have graduated from an entry-level intern program at least one year prior to applying for a mid-level program, and two years prior to applying for a senior-level program.
- ☐ Must be compliant with mandatory certification and training requirements (e.g. DAWIA, FM)
  - Acquisition Workforce Members (AWF) are required to meet the following criteria:
    1. Certified in Functional Area reflected in eDACM **OR** within the certification grace period.
    2. Achieved their current Continuous Learning (CL) Point cycle requirement **OR** within their CL cycle grace period.

Note: AWF Members should verify eDACM records for correct email and supervisor to ensure proper CL routing. A red exclamation mark indicating “XX more hours required to meet PREVIOUS cycle requirement” means non-compliance. Add qualified CLs in eDACM to meet requirements. See Continuous Learning Center ([dau.edu](http://dau.edu)) for eligible opportunities and eDACM Guidance ([army.mil](http://army.mil)) for CL entry instructions.

## DOD and DON Leadership Development Programs: Eligibility Requirements

The following eligibility requirements for the DOD/DON leadership development programs must be met to qualify for participation in the program. **Please note, all NAVFAC minimum eligibility requirements must be met in addition to the below requirements by the close of the application period.**

- ☐ **Bridging the Gap (BTG):** GS-14 through GS-15
  - 3 years of management/supervisory experience serving in a leadership role (e.g., head or deputy of an organization or program), that involves working, planning, and directing specialized programs of considerable complexity, responsibility, significance while exercising independent judgment.
- ☐ **Defense Civilian Emerging Leader Program (DCELP):** GS-07 through GS-12 (and equivalent Demo and Wage Grade positions)
  - No additional eligibility requirements, refer to minimum requirements
- ☐ **Defense Senior Leader Development Program (DSLDP):** GS-14 through GS-15
  - Occupy, on a permanent basis, a position at GS-15 or equivalent, or GS-14 or equivalent with tremendous advancement potential (i.e. demonstrated work at the next higher level).
  - Possess a baccalaureate degree from an accredited college or university, as required for admission to Joint Professional Military Education (JPME).
  - Have no prior in-residence JPME experience at a Senior Service (War) College
  - Possess a minimum of 1 year managerial or supervisory experience acquired within the last 5 years.

**Note: Refer to the DSLDP Overview for ideal candidate information.**
- ☐ **Dwight D. Eisenhower School (ES):** GS-14 through GS-15
  - No additional eligibility requirements, refer to minimum requirements
- ☐ **Executive Leadership Development Program (ELDP):** GS-12 through GS-14; O-3 or O-4
  - No additional eligibility requirements, refer to minimum requirements

**Note: Refer to the ELDP Overview for ideal candidate information.**
- ☐ **Navy Senior Leader Seminar (NSLS):** GS-15; Current O-6 and O-6 Selects
  - No additional eligibility requirements, refer to minimum requirement