



*In alignment with Strategic Priority #3 of NAVFAC's Strategic Plan, NAVFAC's leadership programs are firmly committed to developing a resilient, skilled, and empowered workforce prepared to lead the organization into the future.*

**NAVFAC participates in various Department of Defense (DOD) and Department of Navy (DON) leadership programs as well as sponsors its own leadership programs.**

**The following are the primary considerations of Selection Boards when reviewing applications:**

**Complete & Compliant Application:** Applicants must meet the program's grade-level eligibility requirements (on a permanent basis), must meet all program-specific requirements, have and maintain a fully successful rating or equivalent, and have an approved IDP. Incomplete applications will not be forwarded for consideration.

**Job History:** Applicants should have a diverse job history with experience across multiple echelons; multiple directorates, divisions, and/or communities; and career progression with length of time at NAVFAC, as well as any military experience.

**Preparation for Developmental Opportunity:** Application and resume should demonstrate appropriate progression of developmental opportunities. Completion of a NAVFAC Leadership Program or similar development/demonstration of leadership skills should proceed participation in a DOD/DON program.

**Application Endorsements:** The strengths of the application endorsements are key factors in the evaluation process. Well-supported recommendations not only reinforce the individual's qualifications but also highlights their leadership, performance, and potential for future success.

**Interview:** Applicants should articulate their thoughts and respond coherently during the interview portion. *(Senior-level applicants only)*

**Community Engagement & Involvement:** Applicants should be well-rounded individuals who are active and give-back to the community.

**Education and Professional Certifications:** Applicants must meet general education level and certification requirements, if applicable. Non-compliant applicants will not be considered.

**Leadership development programs support progressive development of leadership competencies while also developing a pipeline of highly qualified individuals with proven leadership skills and an enhanced enterprise perspective.**