



*Strengthening and broadening leadership development is a key objective of the Chief of Naval Operations' (CNO) "A Design for Maintaining Maritime Superiority Version 2.0"*

**NAVFAC is fully committed to meeting the CNO's Navy Civilian Strategic Goals identified in the Navy Civilian Workforce Framework to strengthen and develop the workforce. NAVFAC participates in various Department of Defense (DoD) and Department of Navy (DON) leadership programs as well as sponsors its own leadership programs. Below are the selection criteria for all 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:** A diverse job history with experience across multiple echelons, multiple Business and Support Lines, and career progression with length of time at NAVFAC and future plans considered, 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 skill should proceed participation in a DoD/DON program.

**Supervisor & Command Endorsement:** Strengths of the endorsement from the command and the individual's supervisor are considered. Reference check results where necessary are conducted to corroborate information provided.

**Interview:** The applicant's ability to articulate their thoughts and respond coherently during the interview portion.

**Community Engagement & Involvement:** A well-rounded individual who is active and gives-back to the community.

**Command Needs:** SYSCOM and local command development needs.

**Education and Professional Certifications:** General education level and certification compliance. If a certification is required for the applicant's current position, applicant must be fully compliant. 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.**