



Iowa Bulletin: 360-24-1

Date: January 10, 2024

Subject: PER – Cultivating Future Leaders FY24 Session

ACTION REQUIRED BY: January 31, 2024

Purpose. To announce the Tri-state Leadership Development Program (LDP) and solicit applicants for the FY24 session.

Expiration Date. September 30, 2024

Background. This bulletin announces the Tri-state LDP, Cultivating Future Leaders (CFL) and solicits applications for the FY24 session. The CFL program has become a major component in a Natural Resources Conservation Service (NRCS) strategic approach to developing leadership talent for the future of the agency.

Explanation. CFL is a 12-month training program conducted jointly by the NRCS leadership in Nebraska, Minnesota, and Iowa and is set to begin in April 2024. This program targets high performing, high potential NRCS employees at the GS-11 and GS-12 grade levels. Exceptional employees at the GS-9 grade level that are eligible to compete for a GS-11 position may also be considered. The target audience is not limited to employees currently holding leadership positions. The CFL program guarantees the participant a unique opportunity to develop leadership competencies but there is no guarantee of future promotion or placement in a particular position. Participants from each state will work individually and in teams to accomplish their CFL training goals.

The training program includes (pending no travel restrictions for in-person events):

- three face-to-face formal training sessions,
- monthly webinars conducted throughout 2024 and 2025,
- executive coaching,
- a job shadow opportunity with a member of leadership, and
- a leadership tour of National Headquarters in Washington, D.C.

The 1-year program will culminate at an in-person training and graduation event tentatively scheduled for April 2025. Refer to the attached CFL Program Guide for more details about the program.

We are very excited about this endeavor to mentor and train employees to grow future leaders in this agency. This will allow NRCS to remain at the forefront of conservation and successful partnering with local government for the benefit of private lands.

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If this program interests you and is in line with your career goals, **WE WANT YOU!** The application period for the CFL program runs through January 31, 2024.

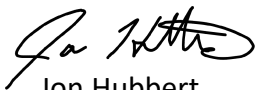
Applications **must** include:

- Resume that demonstrates the following:
 - Experience and knowledge of NRCS policies and procedures, and the results,
 - Ability to lead others, including the ability to organize, coordinate, influence, and direct,
 - Ability to confront and deal with controversial issues and problems,
 - Ability to work with people in other organizations or agencies,
 - Resume **must** also include a statement of career objectives and interests,
 - Resume should be no more than three pages, using a minimum of a 12-point font with one-inch margins,
- Copy of most current performance appraisal, and
- Letter of support and concurrence from first level supervisor.

Submit your application by email to Jaime Sandoval, Acting Assistant State Conservationist for Management and Strategy (ASTC M&S), at jaime.sandoval@usda.gov no later than 4:30 p.m. on January 31, 2024. Be sure to use *CFL Program* in the subject line of the email.

Selections will be made and announced no later than February 28, 2024.

Contact. Refer questions about the program or the application process to your supervisor, respective leadership team member, or to the State Point of Contact, Jaime Sandoval.



Jon Hubbert
State Conservationist

Attachments: [Cultivating Future Leaders Program Guide FY24 Draft](#)