

# Defense Senior Leader Development Program (DSLDP)

Department of Defense (DoD)

<b>Eligible Grades</b>	Permanent DLA civilian employee in grades GS-14 or GS-15
<b>Program Length</b>	2 years (intermittent)
<b>Location</b>	Various locations
<b>Funding</b>	No tuition. Travel and per diem related to DSLDP activities are centrally funded by DoD.
<b>Course Dates</b>	Approximately February 2014 through January 2016
<b>Course Description</b>	To develop senior civilian leaders to excel in the 21st Century joint, interagency, and multinational environment. To foster interagency cooperation and information sharing by providing first-hand opportunities to understand and experience issues and challenges facing leaders across DoD, and the broader national security arena.
<b>Program Description</b>	<p>DSLDP is the DoD program to prepare world-class senior civilian leaders who understand the evolving national security mission, and can act strategically to accomplish that mission. DSLDP develops leaders to excel in the 21st Century joint, interagency, and multinational environment and equips them with DoD enterprise-wide perspectives and competencies needed to lead organizations, programs, and people to achieve results.</p> <p>DSLDP is a competency-based, 2 year program, designed for individuals who are leading high performing organizations and programs, and have the potential and motivation to take on even more responsible senior leadership positions across the Department within the next few years. Program elements include the world-class academic experience of <b>senior-level Professional Military Education</b> (10-months beginning around August 2014), Defense-focused leadership seminars, individual development, executive coaching, and executive level mentoring. The purpose of this holistic approach is to empower participants to think strategically envision what is on the horizon, and formulate proactive, competitive solutions that produce results for DoD and the nation.</p> <p>The selection process for DSLDP is rigorous. Growing leadership talent across DoD is a top transformational priority. Therefore, nominees should be identified with an eye toward utilization of graduates in the joint arena and return on investment for the Department. Only individuals with the capability, commitment, and leadership support to pursue a demanding 2-year development program should be nominated.</p> <p>Per DSLSP, an ideal candidate will typically have:</p> <ul style="list-style-type: none"><li>• Demonstrated the competence, confidence, and motivation to be a bold and innovative leader</li><li>• An outstanding performance record and have been promoted ahead of his/her peers</li><li>• A wide-ranging history of experience leading to increased responsibility and broad perspectives</li><li>• A commitment to public service and the passion to lead, inspire, and produce results for DoD</li></ul>

## Additional Information

- **Experience Requirement:** Must possess a minimum of 1-year of significant supervision experience, in an official capacity, which was acquired no more than 5 years ago. This nomination criterion may be waived if the requirement will be accomplished during the course of the program.
- **Education Requirement:** Baccalaureate degree from an accredited college or university
- **Security Clearance Requirement:** Secret or higher
- A rotational assignment is required upon completion of senior professional military education (PME)—could be internal or external to DLA
- Attention to detail, concise Executive Core Qualification (ECQ) narratives, and specific examples for narratives are key for DSLDP nomination packages
- As part of the selection process, the DLA Executive Resources Board may interview nominees
- DoD-level Continued Service Agreement (CSA) is required for three times the length of the course—72 months

## Nomination Process

Please refer to guidance on the [EDP home page](#). In addition to DLA nomination and executive sponsorship endorsement documents, the following items must be included in your nomination package to receive consideration. Please arrange in the following order:

- 1) [DLA Nomination Coversheet](#)
- 2) [DSLDP Nominee Information Form](#)
- 3) Résumé (3-page limit )—must follow [résumé guidance](#)
- 4) DSLDP Statement of Interest Essay—must follow [DSLDP guidance](#)
- 5) ECQ Essays (4-page limit)—must follow [DSLDP ECQ guidance](#)
  - a. There are a total of 6 essays. You must address the five Executive Core Qualifications plus the fundamental competency
  - b. ECQ definitions can be found on the OPM web site at <http://www.opm.gov/ses/recruitment/ecq.asp>
- 6) [DSLDP Supervisor Assessment Form](#)
  - a. Immediate supervisor must complete PME recommendation section
- 7) Copy of Latest Performance Appraisal
- 8) Copy of most recent SF-50, Notification of Personnel Action
- 9) Readable copy of Unofficial Transcript(s)
- 10) Security Clearance Verification
  - a. Coordinate with your local Terminal Area Security Officer or Personnel Security Office
- 11) [SF 182](#), Authorization, Agreement, and Certification of Training). This training form must accompany the nomination package but will only be processed if the nominee is selected to attend the course.

**NOTE:** A statement describing a follow-on assignment will be required at a later time if selected for DSLDP.

## Selection Decision

The DLA Executive Resources Board reviews nominations and makes selections at the DLA level. Nomination packages are then forwarded to Washington Headquarters Service (WHS) for further competitive consideration. WHS submits Fourth Estate nominations to the DSLDP Office for further review and final selection.

## Web Site

If you are interested in being nominated for the DSLDP, it is strongly recommended that you review information on the DSLDP web page at [http://www.cpms.osd.mil/lpdd/DSLDP/DSLDP\\_Program.aspx](http://www.cpms.osd.mil/lpdd/DSLDP/DSLDP_Program.aspx).