

NOAA Leadership Competencies Development Program

LCDP DEVELOPMENTAL ASSIGNMENT FORM

(Data provided will be loaded on the LCDP website to be used by the program participants.)

Details of Developmental Assignment

1. Title of Assignment:

Oregon Coast/Lower Columbia Habitat Branch Chief

2. Level of Responsibility (e.g., GS13, GS14, SES or equivalent pay band):

GS13/14, ZP IV, or equivalent

3. Host Office (if in NOAA, start with Line/Corporate Office down to the lowest level - e.g., Division or Branch):

NOAA Fisheries Service, Northwest Region, Habitat Conservation Division, Oregon State Habitat Office, Duty Station- Portland, Oregon

4. Timeframe (expected start date, duration, any known time dependencies):

(TBD) Expected start date and duration dependent on current LCDP participant's schedule

5. Assignment Description (include goals/objectives/expected outcomes):

This assignment would temporarily backfill the position of Branch Chief while the current Branch Chief is on LCDP assignment. This Branch is one of four in the Oregon State Habitat Office of the Habitat Conservation Division. The Branch focuses on estuary and nearshore issues for the lower Columbia River (lower 146 miles of the Columbia River) and the Oregon Coast (Oregon coast extends from south of the Columbia River through the Siuslaw watershed and inland up to the crest of the Coast Range).

The Branch works with Federal, state and local partners on conservation of salmon, eulachon and green sturgeon and essential fish habitat in estuarine/nearshore/marine environments. Activities include the review of Federal forestry actions, reclamation of lowland areas to restore estuarine rearing habitat, and projects affecting estuarine/nearshore/marine environments (e.g., dredging, disposal, alternative energy development, and construction activities such as boat docks, liquefied natural gas projects, housing projects, and bridges).

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Goals and objectives include:

- Manage a staff to implement NMFS' responsibilities (policy, technical, regulatory, research) related to the Endangered Species Act and the Magnuson-Stevens Fishery Conservation and Management Act (essential fish habitat).
- Develop cooperative relationships inside and outside of the office that results in resource conservation and stronger working relationships with stakeholders.
- Mentor, motivate, and provide direction to staff to increase their work satisfaction.
- Manage personnel contracts for on-site contractors.
- Address personnel issues such as paternity and maternity time off, workman's compensation claims, training, travel, and annual leave requests.

6. Potential Benefit to LCDP Participant (e.g., leadership competencies/skills to be used - see list of OPM leadership competencies at www.opm.gov/ses/define.html):

This assignment would challenge the successful applicant in the following OPM leadership competencies:

- Leading Change (external awareness, flexibility, resilience, service motivation, strategic thinking);
- Leading People (team building);
- Results Driven (customer service, decisiveness, problem solving); and
- Building Coalitions (influencing/negotiating, interpersonal skills, oral and written communication, partnering, political savvy).

The assignment would provide the successful applicant a unique perspective on NOAA Fisheries Service's regulatory programs and mandates primarily at the state and regional level.

7. Any other considerations, special requirements or comments:

This assignment would be well suited to LCDP participants who are interested in a strong team oriented working environment and who desire a broad understanding of the linkages of NOAA's regulatory missions to species protection. The assignment may require some travel within Oregon State.

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8. Assignment Supervisor (name, position):

Kim Kratz, Director, Oregon State Habitat Office

9. Assignment Contact Person (name and email address):

Kim Kratz, kim.kratz@noaa.gov

Please send completed form to LCDP.ProgramManager@noaa.gov.

Thank you!