

# EPAC Senior Officer Panel

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OFFICER & LEADERSHIP DEVELOPMENT

SPONSORED BY THE CHIEF ENGINEER, COUNCIL  
OF CAPTAINS, AND EPAC CAREER DEVELOPMENT

MARCH 11, 2021

MODERATOR: LT WILLIAM CHANG

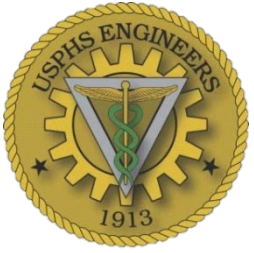
PANELISTS: CAPTS NATHAN TATUM, NAZMUL  
HASSAN, RAMSEY HAWASLY, MATHEW MARTINSON



# Agenda

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- ▶ Housekeeping and disclaimers
- ▶ Purpose of panel
- ▶ Panelist introduction
- ▶ Officer & leadership development
  - ▶ Professional Development vs. Benchmarks
  - ▶ Leadership Development: What and Why
  - ▶ Giving Back, Forward, and Sideways
  - ▶ Ideal Officer vs. Benchmarks
- ▶ EPAC resources
- ▶ Open Q&A



# Housekeeping

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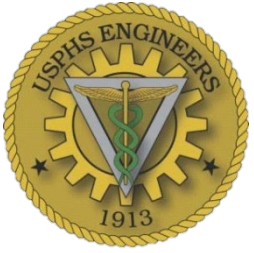
- ▶ Session is recorded for posting on the EPAC website
- ▶ Attendees are muted by default
- ▶ Questions may be taken at the end of the individual sections and at the end of the overall session, as time permits
  - ▶ Questions to be generally applicable to the category or officers across a particular agency (not necessarily venue to raise questions that unique to individual agency)
  - ▶ Can follow up with officers who had questions that we were not able to get to in this session
- ▶ For questions, please unmute or utilize the chat window



# Disclaimer

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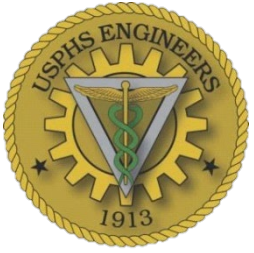
- ▶ The views expressed in this session are based on the panelists' experiences and may not be representative of official policies of the Category or the Corps at large.
- ▶ Officers should utilize official resources on the EPAC and CCMIS websites.
- ▶ Officers are encouraged to seek guidance on career planning from mentors and/or other senior officers, as case-by-case input may be advised.



# Purpose of Today's Session

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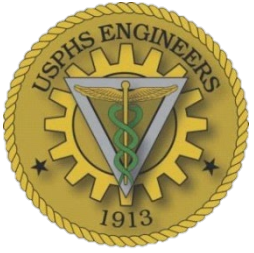
- ▶ Hear from senior engineers representing various engineering disciplines, backgrounds and agencies
- ▶ The session will provide *considerations* for you to contemplate, not *hard answers* on what's right for you and your specific situation
- ▶ *You are responsible for your career* and must tailor your plan and decisions to meet your personal and professional goals
- ▶ Discussing your situation with peers, your supervisor, or a mentor is a great way to learn from others' experience and gain valuable guidance
- ▶ Today's panelists are committed to support you with career planning needs and decisions you're facing. Members of the Council of Captains and other senior engineers are also great resources for you to talk with.



# CAPT Nathan Tatum

- ▶ 28 Years in the Commissioned Corps
- ▶ Worked in IHS, CDC, DHS, ASPR, NPS (twice)
- ▶ Currently assigned as the NPS Safety of Dams and Levees National Program Manager
- ▶ P.E., Civil Engineering - AZ
- ▶ B.S. and M.S. Civil Engineering

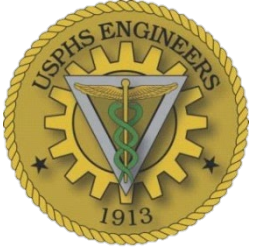




# CAPT Mathew J. Martinson

- ▶ 26 years Active Duty: 6 geographic locations, 4 agencies (IHS, ATSDR, CDC and EPA).
- ▶ Currently: Chief, Permitting, Drinking Water and Infrastructure Branch, EPA Region 10 (AOR: WA, OR, ID, AK)
- ▶ Previously: Division Director, Portland Area IHS Sanitation Facilities Construction Program (AOR: WA, OR, ID)
- ▶ Supervisory and Management Experience: 14 years, over 100 staff supervised including 23 Commissioned Officers.
- ▶ Graduate of OPM's In-Residence Executive Leadership Development Program - Leadership for a Democratic Society
- ▶ Registered Professional Engineer (Civil) in WA and OR, Board Certified in Environmental Engineering by AAEEES



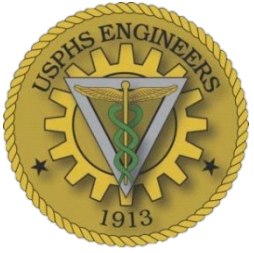


# CAPT Ramsey Hawasly

- ▶ Assistant Director, Division of Sanitation Facilities Construction, IHS/OEHE/DSFC
- ▶ 29 years of service - 4 U.S. Army, 25 IHS
- ▶ Expertise in the management, design and maintenance of national data systems, platforms and GIS applications
- ▶ Served on APHT, EPAC and many other PHS support activities (training, mentoring, strategic planning, etc.)
- ▶ P.E., Environmental Engineering - MD, FL
- ▶ B.S. and M.S. Environmental Engineering



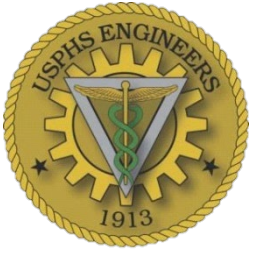




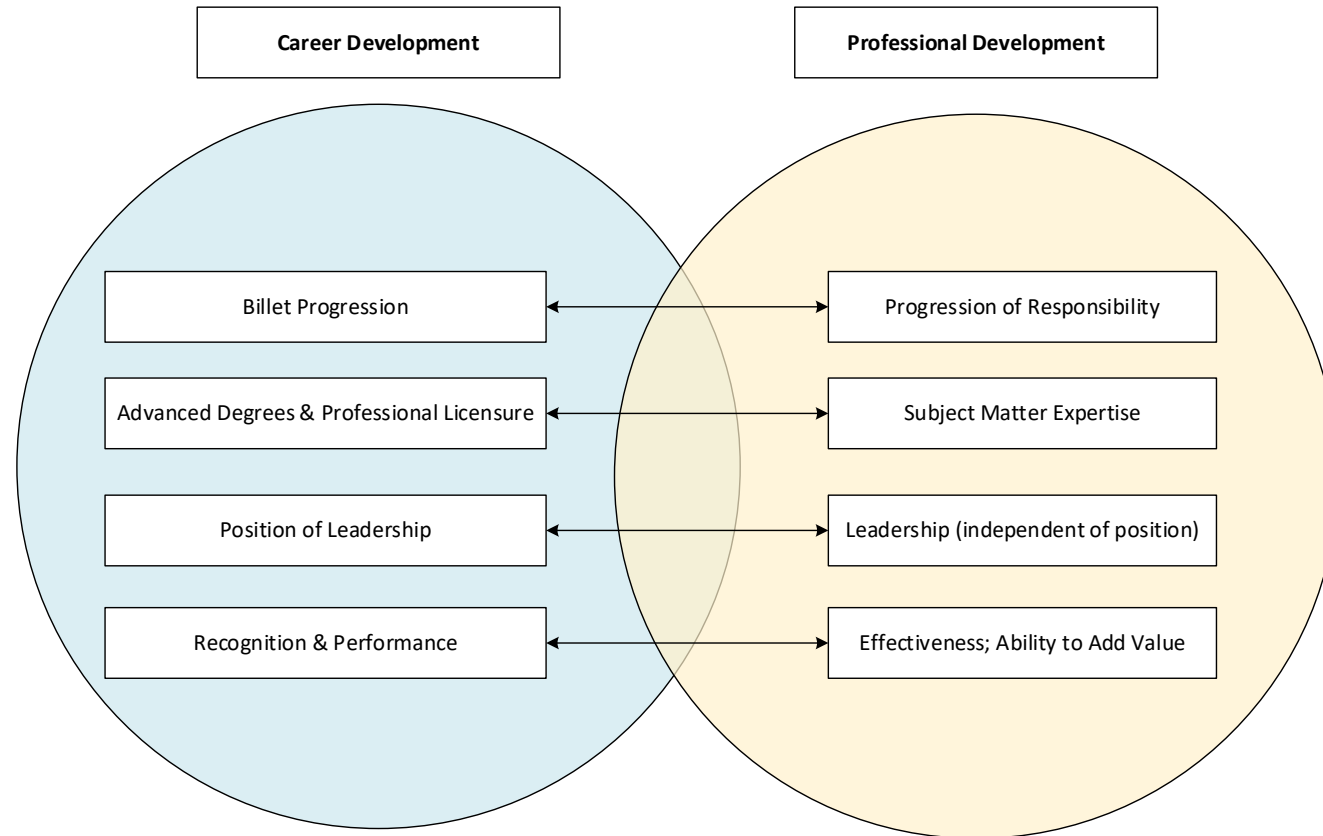
# CAPT Nazmul Hassan

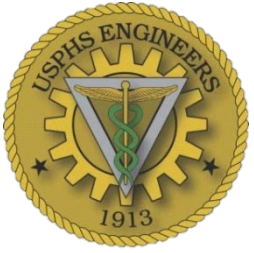
- ▶ Director of Investigations at the US Food and Drug Administration - FDA
- ▶ Division of Northeast Imports (AOR: CT, DC, DE, MA, MD, ME, NH, NJ, NY PA, RI, VA, WV)
- ▶ 19 years of experience with FDA field and HQ in various roles
- ▶ Management Experience: 11 years, 108 staff supervised including 18 Commissioned Officers
- ▶ Subject Matter Expert FDA Import Operations and Enforcements
- ▶ Member of RIST 2
- ▶ MS in Biomedical Engineering, MS in Health Science





# Professional Development vs. Promotion Benchmarks





# Professional Development vs. Promotion Benchmarks

*CAPTs Martinson & Tatum*

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- Not the same thing, but closely related
- Career Track vs. Rank
- Competency vs. Pay
  - Academic Achievement
  - Professional Certifications and Subject Matter Expertise
  - Emotional Intelligence
  - Conflict Resolution
  - Communication Style
  - Management (technocrat)
  - Service

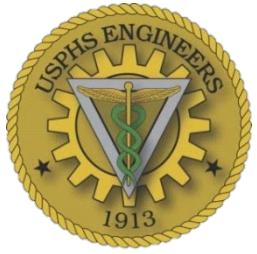


# Leadership Development: What and Why

*CAPTs Hassan & Martinson*

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- Leadership development is a journey.
  - Leadership opportunities come in many forms.
  - Leadership training adds tools to your toolbox.
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- Leadership is not positional. You can lead from where you are at.
  - Leadership is indicated by effectiveness.
  - Leadership does not require extroversion or assertiveness.

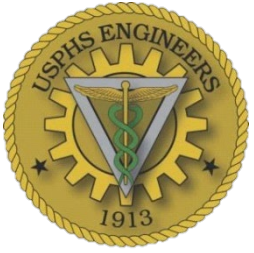


# Giving Back, Forward, and Sideways

*CAPTs Hawasly & Hassan*

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- Participation
- Impact
- Mentoring



# Giving Back, Forward, and Sideways

*CAPTs Hawasly & Hassan*

## Participation

- Get involved EPAC, SAME, COA, deployments, etc. – be effective
- Engineers need to always be at the table!!







# Giving Back, Forward, and Sideways

*At the table...*

*CAPTs Hawasly & Hassan*





# Giving Back, Forward, and Sideways

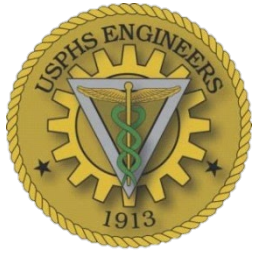
*CAPTs Hawasly & Hassan*

## Impact

- Make a difference



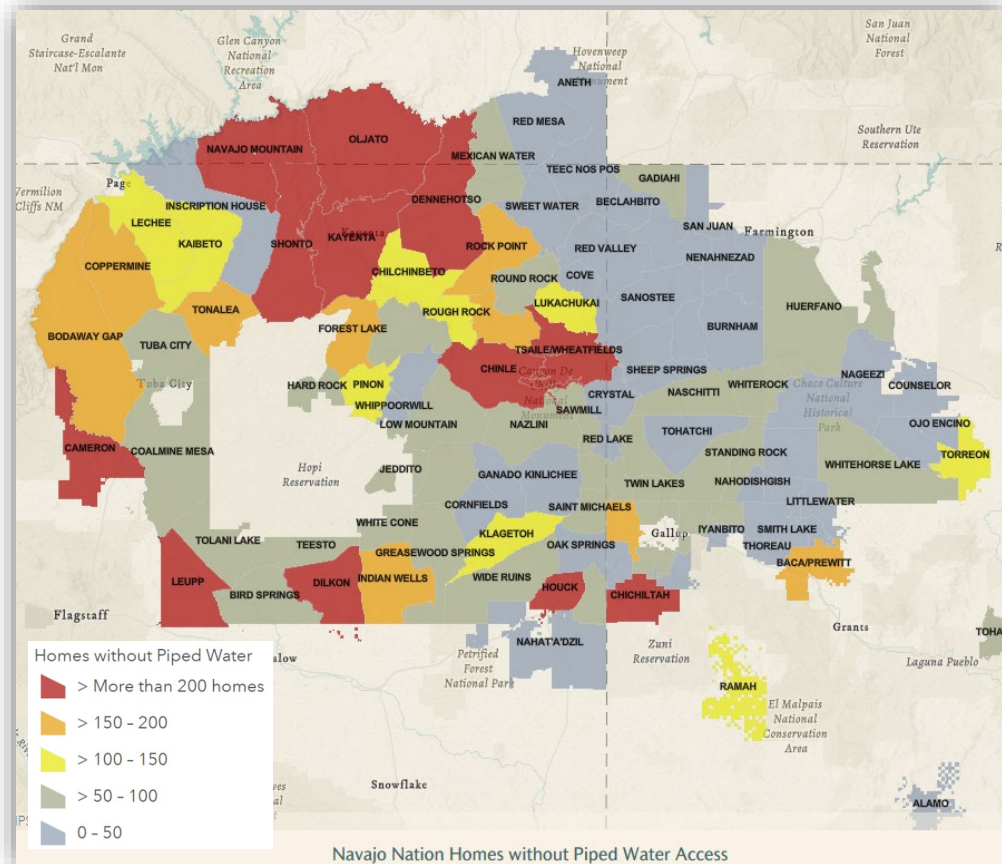




# Giving Back, Forward, and Sideways

*Make a difference...*

*CAPTs Hawasly & Hassan*



**WATER ACCESS MISSION**  
For Navajo residents living without piped water access

**UP TO 59 TRANSITIONAL WATER POINTS**

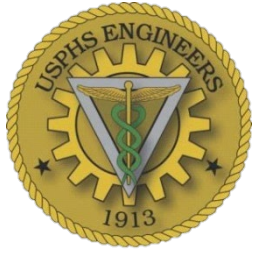
**PAID WATER FEES**

**37,000 WATER STORAGE CONTAINERS**

**3.5 MILLION DOSES OF WATER DISINFECTION TABLETS**

**PUBLIC OUTREACH**

These services will be provided for the duration of the Navajo Nation COVID-19 Public Health Emergency

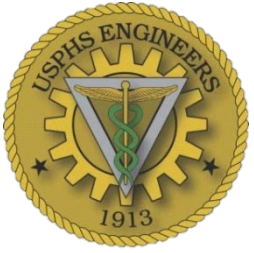


# Giving Back, Forward, and Sideways

*CAPTs Hawasly & Hassan*

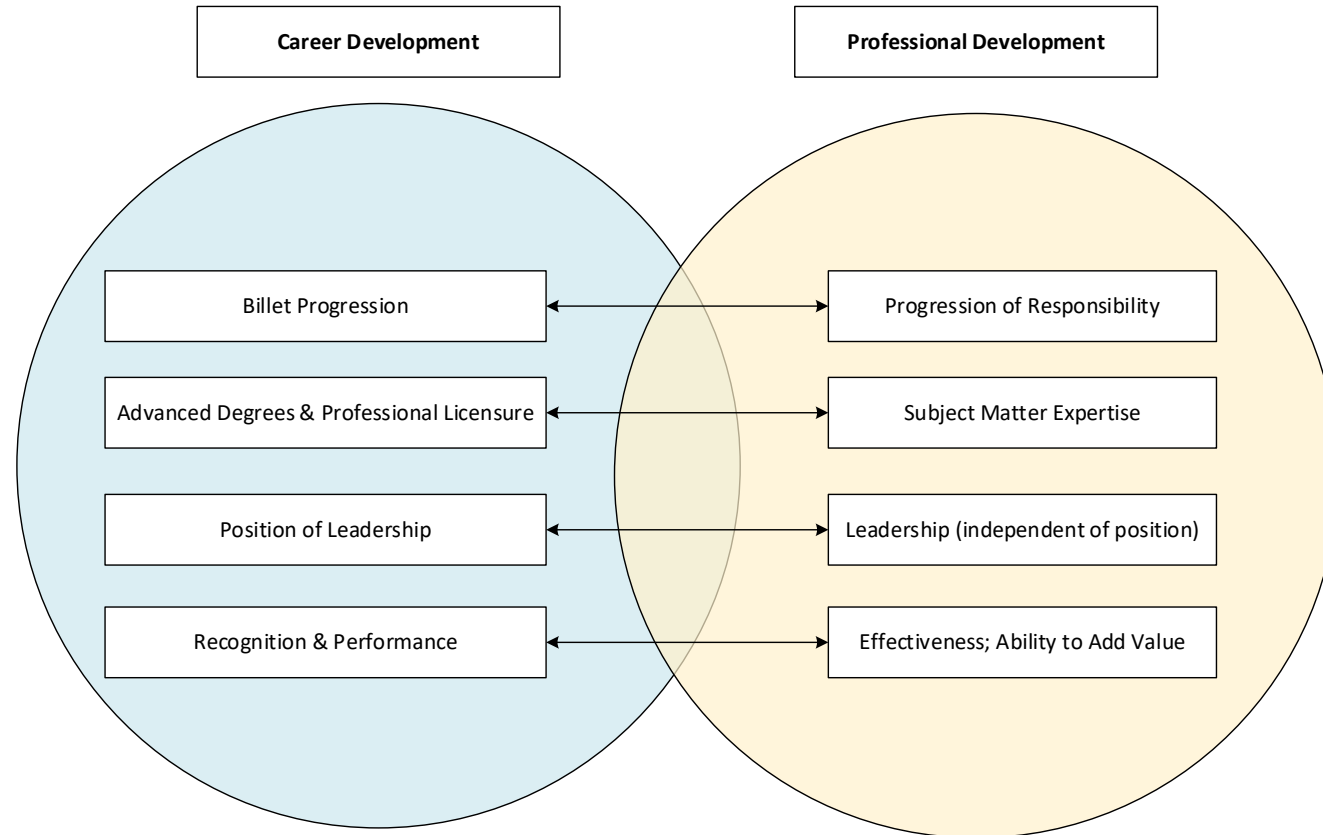
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- Mentoring
  - EPAC
  - OpDiv

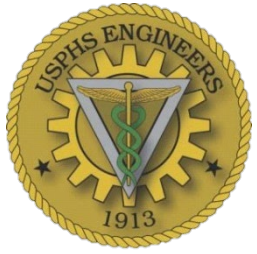


# Ideal Officer vs. Benchmarks: Balance

*CAPTs Hawasly & Tatum*



- Don't shoot for good enough to get promoted, shoot for being the ideal



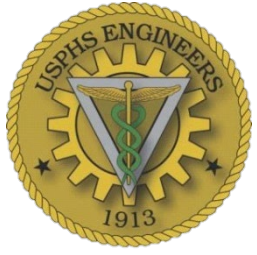
# Ideal Officer vs. Benchmarks

*CAPTs Hawasly & Tatum*

- Self analysis:
  - Analysis of yourself vs. ideal
  - Work to shore up the deficiencies you find
  - Evaluate and reassess your contributions to Agency, Corps, Mission, Category
  - Be self-aware
  - Am I doing the best I possibly can?
  - Am I effective at what I do?
  - Am I making a difference?
  - What can I do better?
  - Strive for excellence



If you can't do these things where you are, suggest you start looking to do something else!



# Career Planning and Decision Making

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QUESTIONS?



# Available EPAC Resources

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- ▶ EPAC Mentoring Program
- ▶ Education/Licensing
- ▶ Individual Action Plan/Individual Development Plan  
[https://dcp.psc.gov/OSG/engineer/documents/cd\\_IAP-IDP\\_Template\\_v4.docx](https://dcp.psc.gov/OSG/engineer/documents/cd_IAP-IDP_Template_v4.docx)
- ▶ Promotion Information
- ▶ CV Templates and Guidance
- ▶ EPAC Career Development website:  
[https://dcp.psc.gov/OSG/engineer/career\\_development.aspx](https://dcp.psc.gov/OSG/engineer/career_development.aspx)



# Upcoming EPAC Events

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- ▶ March 12: Deadline for EPAC Career Development Subcommittee Advanced Degree Program Survey
- ▶ April 8: Next EPAC General Meeting, 3:00-4:30 PM (Eastern)
- ▶ June 23: Virtual Engineer Category Day
- ▶ July 8: Senior Officer Panel #3: Promotion Administration

# Acknowledgments

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- ▶ Council of Captains Panelists
  - ▶ CAPT Nathan Tatum
  - ▶ CAPT Nazmul Hassan
  - ▶ CAPT Ramsey Hawasly
  - ▶ CAPT Mathew Martinson
- ▶ Moderator: LT William Chang
- ▶ Lead: LCDR David Dar
- ▶ CDS Vice Chair: LCDR Michael Simpson
- ▶ CDS Chair: CAPT Eric Hanssen
- ▶ EPAC Chair: CDR Deborah Cox