

BILLET DESCRIPTION

ITEM 1: ORGANIZATION

OS / OPHS / OSG / OCCO

ITEM2: EQUIVALENCY STATEMENT

GS-14

ITEM 2A: BILLET SENSITIVITY

Non-Sensitive

ITEM2B: GRADE

O-6

ITEM3: CAREER TRACK

94-34

ITEM4: CIVIL SERVICE SERIES

0205

ITEM 5: FUNCTIONAL TITLE

Transformation Operations Officer – Career Development (Non-Supervisory)

ITEM: 6: PERTINENT PROGRAM INFORMATION

The Office of Commissioned Corps Operations (OCCO) provides a full range of services to agencies and to active duty and inactive reserve commissioned officers assigned throughout the Nation and to overseas areas. This system provides health professionals to meet Commissioned Corps manpower requirements of the various Public Health Service (PHS) agencies as well as a number of non-PHS government agencies. Transformation implementation operations, a new function, will be separately administered within OCCO, reporting to the Director.

ITEM 7: BRIEF STATEMENT OF MOST IMPORTANT DUTIES, SUPERVISORY RESPONSIBILITIES AND WORK RELATIONSHIPS

Functions as a member of a multidisciplinary team devoted to initiating the Transformation objectives as determined by the HHS Secretary. Works closely with OCCFM and OCCO on all transformation policy development and operational matters. Collaborates with Departmental OPDIVs, STAFFDIVs and other appropriate organizations.

Major duties and responsibilities include:

1. Developing a matrix of core career-development competencies by category/functional group identifying the milestones that need to be achieved over the course of a 30-year career.
 - Collaborate with CPO's, SGPAC, Liaisons and other Commissioned Corps entities
 - Draft proposed timelines, benchmarks, objectives and goals that serve as indicia of career development.
 - Draft subsets to address unique career pathways.
 - Identify strengths/weakness, opportunities/threats to implementing the matrices as developed.
2. Working with the CPOs to:
 - Determine relationship of the matrices to the assignments and billet systems
 - Clarify relationship to promotion precepts
 - Clarify relationship between matrix elements and core competencies/goals
 - Collaborate with categorical and functional representatives and other stakeholders to refine the content appropriate for each stage of the career
 - Define which elements are required and which are suggested.
3. Collaborating with Transformation Technology Group and advising on the development of an on-line, interactive officer assessment/career development tool that officers, mentors and CPO's can use in career development activities.
4. Collaborating with CPO's, Liaisons, PACs and other Commissioned Corps entities to identify policies that impact on career development, career progression and retention and develop Standard Operating Procedures for Career Development consistent with Transformation and revised/updated policies.
5. Developing training modules based on career development matrices/competencies and adult learning theories and principles for those who provide career counseling (CPO's, PACs, mentors, Detailers/Staffing Officers).
6. Developing appropriate instruments for documenting officer's involvement with career counseling activities that can be filed in the eOPF and/or officer's profile.
7. Developing and implementing program evaluation tools to assess effectiveness of the program.

8. Performing other Transformation related duties as assigned.
9. In order to further the Force Readiness goal of the Corps, the incumbent may perform professional duties at facilities contingent upon being privileged and upon approval by the Director, OCCO.

ITEM 8: DIRECTION RECEIVED

Incumbent reports to the Director, OCCO, and receives direction in the form of product-oriented performance goals and objectives, general instructions, and guidance. Has broad latitude in determining work processes and works independently. Performance is rated solely on accomplishments and manner of performance. Work is reviewed by the Transformation Implementation Planning Coordination Group, the Special Assistant for Commissioned Corps Transformation, the Surgeon General, and the Assistant Secretary for Health.

ITEM 9: MINIMUM QUALIFICATIONS:

Senior officer with broad experience in the Commissioned Corps, with a demonstrated history of success in progressively more responsible positions. Incumbent must possess knowledge of the laws, regulations and policies pertaining to the Commissioned Corps. Must fully understand the intent and specifics of transformation activities and relationships to force management and operation of the Corps.