

# Commissioned Personnel Center CYBERFLASH

November 26, 2008

## Director's Message

In preparation for the transition to the new Administration, we, along with all other parts of NOAA, are providing information to be presented to members of the transition team. Recently, CPC responded to these questions, and I think that the answers should be shared with all NOAA Corps officers, so here they are:

### 1. Why does NOAA have its own unique uniformed service?

**Answer:** Successful execution of NOAA's observational science missions and other critical functions requires that the Agency have a cadre of skilled, dedicated professional with a unique blend of technical and operational expertise, and a high degree of commitment, integrity, and flexibility. Throughout the history of NOAA and its predecessor agencies, the uniformed service model has been shown to most effectively and efficiently meet this need.

The NOAA Corps is a corporate asset of the Agency, responsible for surveying Earth's oceans, coasts, and atmosphere to ensure the economic and physical well-being of the Nation through improved understanding of the global environment. Officers lead data collection and technological advancement on NOAA's ships and aircraft and in NOAA's program offices.

NOAA Corps officers are:

- commissioned by the President
- a strategic government asset
- flexible in appointment and deployment
- hired through a competitive recruitment and entry process
- held to a high performance standard and subject to an 'up-or-out' dismissal system
- ranked based on competencies and achievements which is portable from post to post
- trained throughout their careers to assume leadership of increasingly complex technical and organizational challenges
- leaders for NOAA and potential future civilian personnel with leadership and management expertise
- the bridging mechanism between the Planning, Preparation, and Execution phases of NOAA's research and operations, providing executive leadership for programs and platforms

## **2. What is the purpose and benefit of maintaining the NOAA Corps?**

**Answer:** NOAA Corps officers serve with “the special trust and confidence” of the President. They are charged with upholding and protecting the public interest. The advantages of NOAA Corps officers are as follows:

- Mobility - Officers travel and are reassigned on short notice allowing NOAA to fill staffing needs quickly resulting in 24-hour operations.
- Flexibility - Officers are reassigned to any location or duty based on the needs of the Service.
- Readiness - Officers are prepared for assignments of national scope. NOAA Corps officers staff the National Homeland Security Office. Officers can respond on short notice to national and regional emergencies, as directed by the National Response Plan (e.g., the events of September 11<sup>th</sup> and Hurricane Katrina).
- Presidential Commission - Holding a commission evidences a NOAA Corps officer's exceptional commitment to the Nation and NOAA's mission, and enables the Agency to engage more readily with other service branches. NOAA Corps officers are accustomed to and can handle high operational tempos.
- Breadth of Experience - NOAA Corps officers rotate between sea, shore, and aircraft billets throughout the Agency, accumulating a wide range of technical, management, and leadership experience. The NOAA Corps is a critical conduit through which scientific and leadership expertise is shared between NOAA's operational platforms and research programs, making the NOAA Corps an important component of NOAA's overall workforce management solution.
- Return on Investment - The NOAA Corps recruits highly motivated, educated, and committed individuals, ideally suited for rapid initial training to execute NOAA's missions. For example, incoming NOAA Corps officers are trained to the level necessary to achieve a Coast Guard license in approximately 12 months, which has been shown to be significantly faster, lower cost, and higher retention than training civilian mariners for the same positions.
- Promotion System - The NOAA Corps 'up or out' system is similar to all other Services, which allows only the best qualified officers to be promoted.
- Established Core Values - Honor, Respect, Commitment - NOAA Corps officers receive continual training in the core values of public service.
- Carry rank from assignment to assignment - Officer rank is based on leadership and technical competencies and achievements.
- Expertise - Officers maintain NOAA's operational and hydrographic expertise, and many carry their NOAA Corps training and experience on to civil service careers within the Agency and elsewhere in government.

### **Update on NOAA Corps Leadership Development Off-site**

This past Thursday and Friday, nine NOAA Corps officers and three civilian employees gathered in Shepherdstown, WV, to discuss options for putting the NOAA Corps Officer Strategic Training Plan into practice by developing an Execution Plan. We met to discuss specific proposals designed to develop the leadership skills of officers throughout their careers. Among the proposals considered were:

1) improving the leadership training offered at BOTC and REFTRA (A, B, and D schools), 2) utilizing assessment instruments (i.e., Myers Briggs Type Indicator, 360-degree surveys) to improve interpersonal awareness, 3) convening junior officer meetings during winter inport periods, 4) implementing a mid-career leadership development course for LCDRs, 5) developing a voluntary mentoring program, and some other ideas. Over the next few months, CPC will continue to develop this execution plan and provide periodic updates through Cyberflash. If you have any questions or would like to contribute your ideas, contact CDR Mike Weaver at [mike.weaver@noaa.gov](mailto:mike.weaver@noaa.gov).

I hope you each have a very happy Thanksgiving!



CAPT William B. Kearse, NOAA  
Director, Commissioned Personnel Center

## **Announcements**

### **Aviation Boards**

The NOAA Corps will be selecting officers from the fleet to transition into aviation during the 2009 calendar year. Start dates for flight training will be determined based on the needs of the service and current rotation of the officers selected. While some preference may be given to junior NOAA Corps officers possessing FAA ratings, flight experience is not a requirement to be considered for this opportunity. Candidates that will begin flight training with less than 6 years of TOTAL service toward retirement will be considered for this selection.

Completed aviation application packets must arrive at the Commissioned Personnel Center (CPC) by COB, March 2, 2009. AOC will be responsible for conducting interviews between March and May for all applicants that meet the application requirements. Once the interview process is complete, AOC will forward the interview results to CPC. An Officer Assignment Board will convene June 10, 2009 to select officers for initial flight and navigator training.

Application packets must include:

- 1) Resume and cover letter. Resume should include any flight experience and scheduled rotation date.
- 2) USCG entry flight physical.
- 3) Navy flight aptitude test.
- 4) The names of three people on board your ship that will provide recommendations. Do not include CO or XO, as recommendations will automatically be requested from them.

Contact CDR Albert Girimonte prior to starting this process for specific instructions and with any questions that you have. CDR Girimonte can be reached at (813)828-3310 x3047 or [albert.girimonte@noaa.gov](mailto:albert.girimonte@noaa.gov).

### **End of the Year (EOY) Reports: Dead Links**

CPC is experiencing technical difficulties (broken links/404 Errors) with accessing the end-of-year forms linked from the new CPC website home page: <http://www.corpscpc.noaa.gov/>. CPC's IT staff is working quickly to correct the problem. Until the dead links are updated, officers can access the Service Report, OER, and Record of Emergency Data forms at: <http://www.corpscpc.noaa.gov/forms/ncforms.html>

### **New Billet at OMAO**

The Director, NOAA Corps has approved a new billet, External Affairs Officer (billet 0037), which is an O2 position. The External Affairs Officer serves within the OMAO Public Affairs Staff. The mission of the Public Affairs Staff is to keep the public informed of the Office of Marine and Aviation Operations roles, missions, and policies by conducting an aggressive and proactive public affairs program that keeps all those interested in OMAO's activities informed through either media relations, community relations, or internal relations activities. The duties and responsibilities to support this mission are broad and varied. Outstanding interpersonal skills, including writing and speaking skills, are preferred. The incumbent will develop and enhance the following competencies while assigned to this position: listening, speaking, writing, team building, leveraging diversity, and influencing others. The Director, NOAA Corps has selected an officer to fill this high priority billet, beginning in August 2009. Therefore, officers interested in this assignment should be those rotating from their initial sea assignments in August 2012. These officers have yet to report to their first sea assignments from A-School (formerly BOTC) 113, 114, or 115. If you have questions regarding this billet, please feel free to contact the Chief, Officer Assignment Branch, LCDR Jeremy Adams, at 301-713-7694 or [assignmentbranch.cpc@noaa.gov](mailto:assignmentbranch.cpc@noaa.gov).

### **Reminder: Details/TDY and Assignment History**

CPC needs documentation to ensure that any significant temporary duty is captured in your assignment history. Examples of significant TDY include orders to a ship for ANY amount of time (Career Sea Pay entitlement), temporary details to an assignment for periods greater than 60

days (concurrent OER requirement), or short-term, high-impact TDY such as deployment following a natural disaster or man-made catastrophe. Send your endorsed orders, along with any supporting documentation, such as a detail letter, to the Assignment Coordinator at CPC in Silver Spring via fax, PDF, or mail.

## **BILLET OF THE WEEK**

Are you looking for an excellent opportunity to build, coordinate, and manage a new research program aboard a 67-ft state-of-the-art catamaran operating along the West Coast of California? Check out billet #7652. Billet #7652: Marine Operations Coordinator, National Marine Sanctuary Program, Monterey Bay National Marine Sanctuary, Monterey, California.

NOAA's National Marine Sanctuary Program is committed to preserving historical, cultural, and archaeological resources and seeks to increase public awareness of America's maritime heritage by conducting scientific research, monitoring, exploration, and educational programs. Monterey Bay National Marine Sanctuary has recently acquired a new research vessel to meet these goals, and is seeking an officer to support the ONMS program through either a limited duration detail in the short term (CY 2009) or a full-time assignment to begin as soon as possible. The billet is currently open. Extended TDY/detail will be entertained on a case-by-case basis until the billet can be filled as a permanent three-year shore assignment.

The Marine Operations Coordinator acts as the primary manager for the new 67-ft regional research vessel, the R/V Fulmar, serving three California national marine sanctuaries - Monterey Bay, Gulf of the Farallones, and Cordell Bank. The vessel will be heavily utilized for up to 180 key missions per year including benthic monitoring along the remote Big Sur coastline, marine mammal and sea bird observations, tagging organisms, oceanographic monitoring, archaeological/cultural research (primarily shipwrecks) and collecting baseline data for emerging management issues such as invasive species and marine reserves.

The officer will be based in Monterey, and duties will include acting as sanctuary liaison with science parties, coordinating scheduling for missions and crew, managing maintenance needs and supply purchases, and participating in drills and training including the small boat workshops, constituent meetings, education programs, and public events. In addition, the officer will gain technical and administrative experience and further develop managerial skills that can be applied to future supervisory and operational assignments, both ashore and afloat. The officer will be encouraged to take advantage of the opportunity to attend the Naval Postgraduate School on a part-time basis as duties and responsibilities allow. The NPS offers an outstanding opportunity to attend world-class training and programs of study in areas critical to future success in the NOAA Corps - management and leadership. Some day trips, overnights, and week-long cruises to regions in Northern and Southern California are possible, but are dependent on the officer.

If anyone should have any questions regarding this billet, please feel free to contact the NOS Liaison Officer, CDR Mike Weaver at 301-713-7728 or [mike.weaver@noaa.gov](mailto:mike.weaver@noaa.gov), or the Chief,

Officer Assignment Branch, LCDR Jeremy Adams, at 301-713-7694 or [assignmentbranch.cpc@noaa.gov](mailto:assignmentbranch.cpc@noaa.gov).

### Approved Retirements/Resignations/Separations

The following officers have approved retirements, resignations, or separations. Be sure to thank them for their service to NOAA and nation and wish them the best the next time you see these officers!

|                            |                   |
|----------------------------|-------------------|
| LCDR Jeremy B. Weirich     | November 30, 2008 |
| ENS Michael W. O'Neal      | December 1, 2008  |
| LT Joshua D. Bauman        | December 1, 2008  |
| CDR Philip A. Gruccio      | December 1, 2008  |
| LTJG Richard A. Edmundson  | December 1, 2008  |
| LTJG Stephen Z. Kroening   | December 1, 2008  |
| ENS Patrick B.K. Jorgensen | December 15, 2008 |
| CAPT John W. Humphrey, Jr. | January 1, 2009   |
| LTJG Phoebe A. Woodworth   | January 1, 2009   |
| CAPT Stephen A. Kozak      | April 1, 2009     |
| CAPT Emily B. Christman    | June 1, 2009      |
| CDR James D. Rathbun       | June 1, 2009      |
| CAPT Sean R. White         | July 1, 2009      |
| CAPT Steven R. Barnum      | January 1, 2010   |

### On the Horizon

|                      |  |
|----------------------|--|
| December 11, 2008    | BOTC 113 (A-School) Graduation   |
| December 15-19, 2008 | Fleet Administrative Management Seminar                                  |
| January 4-21, 2009   | B School, Session A (includes travel dates)                              |
| January 5-9, 2009    | Small Boat Training: Inspection and Troubleshooting, Seattle, WA         |
| January 16, 2009     | Cutoff for Document Submission (Promotion Boards)                        |
| February 1-4, 2009   | ROA Mid-Winter Conference  |
| February 24-27, 2009 | Small Boat Program Training: Inspection and Troubleshooting, Mississippi |
| March 2-5, 2009      | Promotion Boards   |
| March 2, 2009        | D-School   |

**Please see CPC website for additional information:**

Assignments: <http://www.corpscpc.noaa.gov/careermgmt/assignments.html>

Evaluations: <http://www.corpscpc.noaa.gov/careermgmt/evaluation.html>

Training: <http://www.corpscpc.noaa.gov/careermgmt/training.html>

Uniforms & Awards: <http://www.corpscpc.noaa.gov/perservices/awards.html>