

# Human Resources Discuss Agency's Long-Term Recruiting Goals

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I hope everyone at the Defense Contract Management Agency is aware of our Keystone Program recruiting successes. Certainly, others throughout the Department of Defense have recognized our achievement.

We should exceed our 2009 goal of 550 new hires and will begin 2010 with many applicants in the pipeline. We currently have 481 Keystones onboard, with another 133 in various stages of the hiring process.

In late June, our agency recruiting team welcomed two additions — Jeannie Mahoney from the Defense Commissary Agency, who has more than seven years of expertise in staffing and recruitment, and Don Lupton from the Defense Intelligence Agency, who brings 15 years of experience in military recruitment and four



Scott Blank, Defense Contract Management Agency International Division deputy director, speaks to Keystones about working in an international environment before they leave for a temporary-duty assignment within the division at DCMAI headquarters building in Alexandria, Va. (Photo by Mark Woodbury)

years of targeted staffing and recruiting at DIA.

Led by Juanita Wheeler, the Human Capital Investment Center did an outstanding job in managing the processes and resources to accomplish their mission. Dave Andersen, the

agency's lone, full-time DCMA recruiter for much of the year, skillfully coordinated the activities of the recruiters and fostered vital relationships with colleges and universities and, most importantly, found quality applicants to apply to the Keystone Program.

One specific event that illustrates the flexibilities of the recruiting team to expedite hiring was the recent hiring blitz in Philadelphia. In June, headquarters recruiters Rick Bedford and Dave Andersen; Deborah Hartman, field recruiter for DCMA Surface

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Communications and Support Systems in Philadelphia; and several other field recruiters put together a hiring “blitz” for 28 Keystone positions in the greater Philadelphia area within a three-day period.

Prior to the event, vacancy announcements were posted, targeted recruiting was conducted, individuals applied and referral lists were provided to the various selecting officials. At the event, panel members, consisting of subject-matter experts, conducted interviews over a two-day period.

With the assistance and support of the Army Servicing Team and the DCMA Security Center, the recruiting team made 28 tentative job offers within 72 hours. This success in expediting the hiring process significantly contributed to the accomplishment of the DCMA mission.

In the area of journeyman recruiting, we have a fiscal year 2009 goal of 83, funded with the

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Defense Acquisition Workforce Development Fund, as authorized by Section 852 of the 2008 National Defense Authorization Act. To date, 50 individuals are aboard, with 111 in the final selection process. Again, we are on track to accomplish the mission.

In other new initiatives, we are in the process of identifying and selecting 40 field recruiters, to collaborate with the headquarters recruiting team. We also have implemented the Expedited Hiring Authority for acquisition positions, as authorized by the Office of the Secretary of Defense. We are currently using EHA in the hiring of 164 cost/price analysts at 58 locations across the agency, and we used EHA to fill seven positions at

a hiring event in the Detroit area during July.

In closing, the message is that the headquarters recruiting team is committed to collaborating with employees and senior leaders to meet the agency’s personnel needs. Not only is there a critical need to replace talent lost to attrition and retirements, but we also have a mandate to grow the agency by nearly 3,000 employees over the next five years.

The headquarters recruiting team is currently building processes and preparing guidance to facilitate a comprehensive enterprise recruiting program, which was introduced at the recent worldwide conference. We look forward to this challenge. **C**



Keystone Program interns pose for a picture together during a recent outing together.