

Tapping Into Resources

Cassandra Locke | DCMA Public Affairs



Don Lupton, Defense Contract Management Agency lead recruiter, goes over the hiring process with a prospective candidate at the Residence Inn in Manassas, Va., recently.

Finding qualified personnel to fill critical jobs is a challenge for both businesses and federal agencies

alike. Recruiting is something savvy employers take seriously, and they're finding new ways of tapping the pool of applicants.

The Defense Contract Management Agency's Office of Diversity and Inclusion and Recruitment and DCMA Manassas held an on-the-spot hiring event June 29 using the Expedited Hiring Authority. The Army Servicing Team came from Fort Riley, Kan., to support the event.

According to Donna Albrizio, DCMA Manassas director, this was the first hiring event of its kind and geared toward hiring contract specialists.

Contracting specialists are responsible for a full range of pre- and post-award contracting actions in support of DCMA's mission, including acquisition of goods and services, revenue generation and execution of licensing agreements, monitoring contractor performance,

negotiating price adjustments and recommending action in problem situations.

Albrizio said one of DCMA Manassas's challenges is retaining experienced contract specialists against the capital region's competition.

"It's hard to compete with private industry and other federal agencies," said Albrizio. "We've experienced an attrition rate of 20 to 25 percent."

DCMA's overall workload has increased by 25 percent since 1990 with a 50 percent reduction in staffing. In addition, 24 percent of DCMA's total workforce is currently eligible for retirement with 62 percent eligible within five years. The agency is forecasting a growth of more than 3,000 employees by fiscal year 2015.

Albrizio had 27 vacancies to fill, and 13 people tentatively accepted the positions. Most positions ranged from the General Schedule 11 to 13 levels. Albrizio said the goal is to hold a hiring event at least twice a year.

According to Don Lupton, DCMA lead recruiter, the event was a huge success with applicants receiving conditional offers, completing employment paperwork on the spot and receiving instructions on the next steps in the hiring and security process. "Overall, this event could cut off a month of the time it takes in the hiring process," said Lupton.

Lupton said applicants were very pleased with the process, and even those not selected were impressed by the professionalism displayed by all DCMA employees. Applicants who were not selected were given a final disposition outcome and pointers on how to apply for DCMA and other federal jobs. "Jeannie Mahoney, one of the agency recruiters working the event, was instrumental in leaving all applicants with a positive impression of DCMA prior to leaving the event," said Lupton.

DCMA employees from the headquarters office, the contract management office and the Army Servicing Team were at the event and proved the team hiring approach to be very successful.

According to Albrizio, special recognition goes to Teresa Angel, field recruiter for DCMA Manassas, who was instrumental in coordinating the logistics and resources for the event. 

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— Don Lupton, Defense Contract Management Agency lead recruiter