

**DEPARTMENT OF DEFENSE  
EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM (ELDP)**

**ELIGIBILITY and EVALUATION CRITERIA**

ELDP is an aggressive hands-on training immersion program designed to expose the Department's future leaders to the joint and interagency perspective. It provides hands-on training in the field with our warfighters, giving the participants of the program an appreciation for the challenges that our warfighters face on a daily basis in support of carrying out the mission of the Department. Participation in ELDP requires a significant commitment by both the applicant and their nominating Component. During the course of a typical 10-month training cycle an ELDP participant can expect to travel and participate in training deployments for at least a week to 12 days out of each month.

Applying for a physically demanding leadership development program, such as ELDP, is an important step. It is not intended for everyone. Events during the program require participants to work long hours when deployed, travel on weekends, adjust to rapidly changing conditions and situations, climb three-story nautical ladders, jump from airborne training towers, fly in tactically configured military aircraft, and participate in rigorous physical fitness activities that include but are not limited to running or walking a mile in 12 minutes or less, doing push-ups, sit-ups, pull-ups and participating in an organized physical fitness regimen. Extraordinary dietary requirements, or unique/specialized medical care may not be available while traveling overseas or working at training sites. These conditions should be considered when applying for ELDP.

**ELIGIBILITY CRITERIA**

- A civilian ELDP applicant must be a permanent, full-time civilian employee of the Department of Defense, who occupies, on a permanent basis, a position at or equivalent to GS-12-14.
  - Under the National Security Personnel System, an eligible employee is in a Professional/Analytical pay schedule at the senior journey (within pay band 2) or expert (pay band 3) level, or in pay band 2 of a Supervisor/Manager pay schedule. You may be asked to provide a detailed description of your assigned duties and responsibilities to document your eligibility for this program.
  - Employees in other pay banding systems or on grade retention should seek assistance from their personnel advisor.
- An active duty military applicant is eligible in grades O-3 (promotable) or O-4.
- All applicants must have a baccalaureate degree from an accredited college or university, or have comparable experience and training.

- All applicants must have a Secret security clearance, or be able to obtain one prior to start of class.

## **EVALUATION CRITERIA**

Each Component will establish a procedure to consider each applicant's qualifications and potential for higher level leadership positions in the Department of Defense.

Selection criteria for participation in ELDP will include:

- Depth and breadth of experience in one or more of the functional areas in which DoD employs leaders.
- Possession of the following competencies:
  - Team building - Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.
  - Accountability - Holds self and others accountable for measurable high-quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.
  - Decisiveness - Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
  - Influencing/negotiating - Persuades others; builds consensus through give and take; gains cooperation from others to obtain information and accomplish goals.
- Supervisory recommendation addressing the applicant's qualifications, leadership potential, and anticipated return on investment.

## **ADDITIONAL CONSIDERATIONS**

Generally, the ideal ELDP candidate:

- Is flexible, adaptable and willing to be a member of a cohesive team.
- Has an outstanding performance record and has progressed through positions of increasing responsibility at a faster pace than his/her peers.
- Has experience that has demonstrated strong potential for higher level leadership positions, which includes the competence, confidence, and motivation to be a bold and innovative leader in the public sector. This includes showing initiative, professional excellence, community involvement, commitment to public service, and integrity.
- Sees value in life-long learning.

- Has succeeded in rigorous programs of formal training and self-development, and assumes responsibility for this learning.
- Has successfully completed Component-sponsored leadership programs and other developmental activities toward attaining career goals.
- Is highly motivated to succeed and is willing to challenge himself/herself to do so.
- Is committed to continued service in DoD and can articulate the anticipated return on investment.

### **APPLICATION REQUIREMENTS**

Applicants must apply through and be nominated by their Component/agency. Specific guidance is available from the Component/agency points of contact. All applicants are required to furnish a nomination package that includes:

- ELDP application,
- Qualification Statement describing how you meet each of the following competencies: team building, accountability, decisiveness and influencing/negotiating (a separate paragraph for each criterion; two-page total limit),
- Supervisor's recommendation addressing applicant's qualifications, potential for higher level leadership positions, and anticipated return on investment, and
- Additional information as may be required by nominating Component or organization.