



### **WHY HIRING REFORM?**

The civilian hiring process is governed by law and merit system principles to ensure fairness and equity. Over time, the process has become complex, difficult to understand and lengthy.

For instance, there are over 500 human resources (HR) appointing authorities, more than eight separate civilian personnel systems as well as multiple negotiated agreements with labor unions and other parties. Even after the selection of an employee, there are multiple requirements (e.g., security, medical, drug testing, etc.) that must be completed before the new employee can enter on duty.

Throughout the hiring process, we are challenged by mandated automated systems with limited interface capabilities, antiquated programming and slow response times. All of these conditions highlight the need for improving the process and strengthening communication and partnership across all stakeholders.

### **WHAT IS HIRING REFORM?**

President Obama recently announced his plans for hiring reform in the federal government. OSD, in collaboration with OMB, OPM, components (all stakeholders) and other federal agencies, have launched a Hiring Reform Initiative. The focus areas are timeliness, plain language and streamlined announcements, communication with applicants, involvement and accountability of hiring managers and the development of supporting automation. DoD has developed and is executing an action plan to address these focus areas through FY2012. These efforts will provide useful tools to improve the process and experience for hiring managers, applicants, senior leaders and human resource (HR) professionals and will promote the use of hiring flexibilities and best practices throughout the federal government.

The scope of this reform plan is to improve the overall hiring experience, promoting the recruitment and retention of a highly skilled, capable and diverse work force in support of the war fighter and the Department of Defense mission. I invite you to actively participate in our DoD Hiring Reform efforts.

You will hear more about this effort from senior leadership both across DoD and the federal government. Using the information you garner from DoD's hiring reform website, [www.cpms.osd.mil/HiringReform](http://www.cpms.osd.mil/HiringReform), you can effect change within your organization now.



### TALKING TO YOUR ORGANIZATION ABOUT DOD HIRING REFORM

The Department of Defense is reforming the hiring process. As a leader, you can help promote involvement and awareness. When you make Hiring Reform a priority within your organization, you create a new culture of hiring excellence we can all be proud of. Find ways to connect the civilian work force with the mission of national defense, appeal to the audience and attract attention and promote the DoD Hiring Reform effort.

#### TALKING POINTS FOR LEADERS

As a nation at war, it's essential to have a civilian work force ready and able to meet the needs of our troops. It's up to us to hire the best and the brightest to back them up.

From Kandahar to Kansas City...

From the deck of the USS Enterprise to the newest satellite communications enterprise...

From the Soldier on the front line to the laborer on the assembly line...

Hiring Reform is Mission Critical.

The brave men and women defending our country deserve the most qualified candidates, recruited, hired and ready to support them.

For a civilian work force prepared to support our troops...

For placing the right people in the right job...

For finding the highest-quality candidates...

For all the people depending on us...

Hiring Reform is Mission Critical.

Only with the dedicated support of all of you can we transform what is now a lengthy hiring process that discourages top talent from applying, to one that encourages and supports the drive of the best and the brightest candidates to embrace federal service.

I know I can count on you, our hiring managers, human resources professionals, security personnel and other stakeholders to join forces and transform the hiring process across DoD.

Visit [www.cpms.osd.mil/HiringReform](http://www.cpms.osd.mil/HiringReform) for all-new tools and information to help you through the hiring process.