



## **U.S. Army Civilian Talent Management Office** CIVILIAN TALENT MANAGEMENT

**Purpose:** Matching Army requirements with the potential and desires of a senior civilian talent pool, Civilian Talent Management seeks to ensure our Army has the right leaders in the right place at the right time.

In synchronization with the successful central management of the Army's senior executives and the successful transition to a central management construct for colonels and general officers, the Secretary of the Army and Chief of Staff of the Army established a program to centrally manage GS-15 equivalents from all pay systems.

The Civilian Talent Management Office (CTMO) will provide a corporate-level view of Army Enterprise Positions and the talent that is within and surrounding those positions. In partnership with senior leaders and employees, CTMO will gain an understanding of current and projected workforce requirements as well as the career aspirations and desires for reassignment of those in the talent pool.

### **The Army is investing in its Civilian Corps because:**

- It is the right thing to do.
- The Army is relying more heavily on its civilian workforce to generate the force and to sustain our commitments during an era of persistent conflict.
- The Army will face serious mobility and retention challenges within its Civilian Corps when BRAC moves occur in FY10-11.
- The Army is in competition for talented civilians with other government agencies and with private industry.
- Sustainment of the Civilian Corps contribution in the future depends upon the investment we make today.
- Central management of senior civilians will assist in leadership succession planning.

**Return on Investment:** Developing and managing our Civilian Corps is beneficial to our employees, our commanders and our institution.

### **Employees:**

- More opportunity and greater visibility of professional development
- Increased support of employees' career potential and professional goals
- Improved knowledge transfer between transitioning personnel

### **Commanders:**

- Timely vacancy forecasting and knowledge transfer
- Reduce lost productivity that now accompanies vacancies
- Improved leadership succession planning

### **The Army:**

- Promote and optimize talent exchange
- Provide greater visibility over vacancies and available talent pool
- Create senior leaders with a broad perspective

**End State:** Civilian Talent Management will support the Army's ability to maintain flexibility and agility today and in the future by developing interchangeable, multi-faceted senior civilians.

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