



## **DIRECTOR, NATIONAL ENERGY TECHNOLOGY LABORATORY (NETL) U.S. DEPARTMENT of ENERGY**

**Pittsburgh, PA or Morgantown, WV**

### **Summary:**

The National Energy Technology Laboratory (NETL), part of DOE's national laboratory system, is owned and operated by the U.S. Department of Energy (DOE). NETL supports DOE's mission to advance the national, economic, and energy security of the United States. NETL implements a broad spectrum of energy and environmental Research, Development and Demonstration (RD&D) programs that will return benefits for generations to come: enabling domestic coal, natural gas, and oil to economically power our Nation's homes, industries, businesses, and transportation while protecting our environment and enhancing our energy independence. NETL has expertise in coal, natural gas, and oil technologies, contract and project management, analysis of energy systems, and international energy issues. In addition to research conducted onsite, NETL's project portfolio includes RD&D conducted through partnerships, cooperative research and development agreements, financial assistance, and contractual arrangements with universities and the private sector. Together, these efforts focus a wealth of scientific and engineering talent on creating commercially viable solutions to national energy and environmental problems. To learn more about NETL, please visit: <http://www.netl.doe.gov/>.

### **Responsibilities:**

- The NETL Director is responsible for the management and administration of the NETL in its mission to conduct and implement a RD&D program that benefits the public by assuring the availability of clean, affordable, and reliable domestic energy that protects the environment, fuels economic prosperity, and strengthens energy security.
- The Director provides major policy input for program development to the Assistant Secretary for Fossil Energy and the involved Deputy Assistant Secretaries, develops execution strategies for Fossil Energy's RD&D and, as applicable, programs for the development of other energy and environmental technologies; spear heads the effective reporting and transfer of research results to stakeholders and customers in the public and private sector.
- The Director provides guidance and oversight for all functions and authorities delegated to NETL for its financial, legal, human resource, property management and procurement activities (including Head of Contracting Authority [HCA]).

- The Director manages and provides operational leadership for NETL that is consistent with the DOE's policies, goals, and objectives including environmental, safety, health and security programs; small business programs; and Equal Employment Opportunity initiatives.
- Additionally, oversees and fosters NETL's intramural research activities ensuring (1) pursuit of research topics important to DOE's mission, (2) research is cost effectively pursued via collaborative partnerships with other research organizations, (3) the quality and integrity of research is high, and (4) performance results are evaluated against established goals and milestones.

**Executive Core Qualifications (ECQs):**

***To be considered, all candidates must submit written responses to each ECQ. Each response should not exceed 8,000 characters (including spaces). Information regarding how to prepare your responses is available in the "Guide to Senior Executive Service Qualifications" using the following link:***

***[http://www.opm.gov/ses/references/GuidetoSESQuals\\_2010.pdf](http://www.opm.gov/ses/references/GuidetoSESQuals_2010.pdf)***

***Leading Change*** –This executive core qualification (ECQ) involves the ability to bring about strategic change to meet organizational goals and to establish an organizational vision and to implement it in a continuously changing environment. It encompasses six competencies:

- *Creativity and Innovation* combines developing new insights; questioning conventional approaches; encouraging innovation; and designing and implementing new programs or processes.
- *External Awareness* comprises understanding and staying current on local, national and international policies and trends that affect DOE and shape stakeholders' views; and being cognizant of DOE's impact on the external environment.
- *Flexibility* is openness to change and new information; and adaptability to new information, changing conditions, or unexpected obstacles.
- *Resilience* requires dealing effectively with pressure; remaining optimistic and persistent under adversity; and recovering quickly from setbacks.
- *Strategic Thinking* involves setting objectives and priorities, implementing plans consistent with DOE's long-term interests in a global environment, capitalizing on opportunities and managing risks.
- *Vision* includes taking long-term views; building a shared vision with others; acting as a catalyst for organizational change; and influencing others to translate vision into action.

***Leading People*** –This ECQ involves the ability to lead people toward meeting the organization's vision, mission, and goals, which include the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts. It encompasses four competencies:

- *Conflict Management* entails encouraging creative tension and differences of opinions; anticipating and taking steps to prevent counter-productive confrontations; and managing and resolving conflicts and disagreements constructively.
- *Leveraging Diversity* means fostering an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.
- *Developing Others* is improving the ability of others to perform and contribute to the organization by providing ongoing feedback and opportunities to learn through formal and informal methods.

- *Team Building* combines inspiring and fostering team commitment, spirit, pride, and trust; facilitating cooperation; and motivating team members to accomplish group goals.

**Results Driven** – This ECQ involves the ability to meet organizational goals and customer expectations, which includes the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks. It encompasses six competencies:

- *Accountability* involves holding oneself and others accountable for measurable, high-quality, timely, and cost-effective results; setting objectives and priorities; delegating work; taking responsibility for mistakes; and complying with established control systems and rules.
- *Customer Service* entails anticipating and meeting internal and external customers' needs; delivering high-quality products and services; and being committed to continuous improvement.
- *Decisiveness* is making well-informed, effective, and timely decisions, even when data is limited or solutions produce unpleasant consequences; as well as perceiving the impact and implications of decisions.
- *Entrepreneurship* positions the organization for future success by identifying new opportunities; builds the organization by developing or improving products and services; and takes calculated risks to accomplish organizational objectives.
- *Problem Solving* combines identifying and analyzing problems; weighing the relevance and accuracy of information; generating and evaluating alternative solutions; and making recommendations.
- *Technical Credibility* is understanding and appropriately applying principles, procedures, requirements, regulations, and policies related to specialized expertise.

**Business Acumen** – This ECQ involves the ability to manage human, financial, and information resources strategically. It encompasses three competencies:

- *Financial Management* comprises understanding DOE's financial processes; preparing, justifying, and administering the program budget; overseeing procurement; contracting to achieve desired results; monitoring expenditures and using cost-benefit thinking to set priorities.
- *Human Capital Management* entails building and managing the workforce based on organizational goals, budget considerations, and staffing needs; ensuring that employees are appropriately recruited, selected, appraised, and rewarded; addressing performance problems; and managing a multi-sector workforce and a variety of work situations.
- *Technology Management* combines staying current on technological developments; using technology effectively to achieve results; and ensuring access to and security of technology systems.

**Building Coalitions** – This ECQ involves the ability to build coalitions internally and with other federal agencies, state and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals. It encompasses three competencies:

- *Partnering* is networking; building alliances; and collaborating across boundaries to build strategic relationships and achieve common goals.
- *Political Savvy* entails identifying the internal and external politics impacting DOE's work; perceiving organizational and political reality and acting accordingly.
- *Influencing/Negotiating* combines persuading others; building consensus through give and take; and gaining cooperation from others to obtain information and accomplish goals.

**Mandatory/Technical Qualifications (MTQs):**

***To be considered, all candidates must submit written responses to each MTQ. Each response should not exceed 10,000 characters (including spaces).***

1. Professional knowledge of the principles and practices of engineering and related scientific disciplines required to connect basic and applied research, and develop and demonstrate advanced technologies to help the U.S. realize near-zero emission power production; increase demand-and production-side efficiencies; enhance proven, unconventional, new and renewable energy sources and modernize our Nation's energy infrastructure.
2. Professional knowledge of the principles and practices of management and related disciplines to manage and direct complex operations of the Laboratory and effectively integrate the Laboratory's sites into a cohesive organization with a common mission focused to meet the needs of its customers including introducing and encourage novel and advanced management techniques for quality improvements and productive safe operations.
3. Broad knowledge and experience in dealing with private industries that are the prime users and owners of fossil (primarily) coal-based power and fuels generation and delivery technologies in the United States; a thorough the understanding of product development processes, cycles, systems, components, business practices, and decision-making factors; and a thorough understanding of the Federal Government's business practices in conducting RD&D, and the role it plays in helping to shape the Nation's energy policies.
4. Demonstrated ability to provide technical and managerial leadership in planning, managing and implementing the types of RD&D activities associated with NETL's programs, including facilitating partnerships with and among DOE organizations including other National Laboratories; and RD&D partnerships among industrial, academic, State, and other non-DOE federal R&D institutions.

**Education:** Advanced degree in sciences highly preferred (i.e., engineering, physics, chemistry, mathematics, etc.)

**Compensation:** To \$181,500 (Senior Executive Service); Relocation expenses will be paid; Recruitment incentive may be paid.

**Citizenship:** U.S. Citizenship required.

**Travel:** Some travel may be required.

**Clearance:** Must be able to obtain and maintain a DOE Q Clearance.

**How to Apply:** To apply, please submit a complete application to USAJOBS (to include a resume, 5 Executive Core Qualifications [ECQs], 4 Mandatory/Technical Qualifications [MTQs], and any other required documentation specified on USAJOBS) by 11:59 p.m. (EST) on February 17, 2014.

The Director, NETL's USAJOBS vacancy announcement number is **DOE-ES-NETL-14-001-KM**. Please contact JDG Associates for more details.

**EEO:**

All candidates will be considered without regard to race, gender, age, religion, sexual orientation, national origin, or disability. The DOE provides reasonable accommodations to applicants with disabilities.

**Contact:**

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*JDG Associates, established in 1973, is a leading provider of executive recruiting services to federal/state/local government, non-profit organizations, trade associations, Fortune 1000 corporations, and a broad array of government contractors.*