

DEPARTMENT OF ENERGY

SENIOR EXECUTIVE SERVICE CANDIDATE DEVELOPMENT PROGRAM

– UPDATE BULLETIN (November 27, 2002) –

- **On June 21, 2002, received 209 applications; 45 applications were received from other Federal civilian agencies**
- **All applicants have been sent letters acknowledging receipt of their application package (July 12, 2002)**
- **SES Panel Review of applications were completed on November 6-18, 2002**
- **Applicants determined to be “High-Potential,” following the Panel Review, are being invited to participate in the DOE SESCDP Assessment Center process beginning December 4, 2002 and continuing through December 23, 2002. Individuals who have been invited to the Assessment Center process should make note of the following:**

-The Assessment Center process will be conducted by Dr. Dennis Kravetz, President of Kravetz Associates. Mr. Kravetz was formerly Vice President of Human Resources and Training Director for the Fuji Bank of Japan, the world's largest bank. He also spent 13 years in other human resources positions with large corporations. Dr. Kravetz has a Master's and Ph.D. in industrial psychology from the University of Illinois, has authored four books and over 30 articles in management and human resources. He has won three national awards for innovations in the human resources and training areas. Mr. Kravetz served on the Board of Directors for both Commerce Clearing House Publishers and the Society for Human Resource Management. His clients include over half of the 500 largest companies in the country.

-Applicants scheduled for the Assessment Center process should be prepared to be interviewed on at least the following:

- **Career History**
 - **Leadership/Executive Core Competencies**
 - **Scenarios based upon a hypothetical managerial situation**
- **Expect the assessment center process to take about three hours for each individual.**
 - **Executive Resources Board review and selection of SESCDP Candidates is anticipated to be completed by the end of December 2002/early January 2003.**
 - **The SESCDP Orientation Program is anticipated to take place in late February/early March 2003.**