

## SES CDP Positions: How Achieved

My name is Bob Doyle. I'm currently the Deputy Director of the U.S. Geological Survey, and I've been in that position since 2004. I came to the Survey most immediately from the Bureau of Land Management where I served as the Assistant Director for Business and Fiscal Resources, and prior to that I also held a position as the Director of the Helium Program with BLM, and prior to that with the U.S. Bureau of Mines, and then I got my initial start in the SES (Senior Executive Service) program as the Assistant Director for Finance and Management with the U.S. Bureau of Mines. I had the good fortune to participate in the Department of Interior's SES Candidate Development Program back in the 1993-1994 era, and in fact it was during that time that I had the good fortune to meet a number of candidates from the U.S. Geological Survey. In fact, there were six of them, and it was a pleasure when I arrived here at USGS to see all of them here, and it gave me a great opportunity to renew acquaintances. We certainly had stayed in touch, and I think it's one of the benefits of the SES CDP where you develop a network of fellow executives, and as you work your career you have an opportunity to engage with them as colleagues and as informal mentors and share experiences, and it's something that I have done over the years and something that I've appreciated very much, and in talking with them I know they do as well, so it's sort of become a brotherhood or a friendship network that really certainly helped me in my career as I took on different assignments with other agencies.

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My name is Denise Sheehan, and I'm the Assistant Director for Budget, Planning and Human Capital, and I've been in this position, more or less this position since 1998, although I acted in it in 1997, and this is now 2009, so 11 years or 12 years depending if you count the acting year. Originally when I came into the Senior Executive Service, I was the Assistant Director for Budget and Planning, and I had human resources under me; however, I did not yet have any responsibility for civil rights and diversity. That was added to my functions in 2001. I was brought into the SES to my surprise actually, mostly because I had been the Staff Assistant for the Deputy Director of the Fish and Wildlife Service, and the then Assistant director for Budget, Planning and Administration was thinking about retiring, and there were two of us, two people, another Assistant Director now and myself, who were asked to be his Deputies, responsible for different functions, and the then the Assistant Director for Budget, Planning and Administration retired only three days later after we were assigned to be his Deputies, and we were asked – my counterpart and myself, were asked to act in our relative responsibilities as two separate Assistant Directors. At that time we both applied for these positions, and about a year later we were both, as it turns out, selected.

My name is Jay Slack. I'm the Director of the National Conservation Training Center for Fish and Wildlife Service. It's in Shepherdstown, West Virginia. I've been in the position for about 13 months. Prior to this, I was Deputy Regional Director in the Fish and Wildlife Service with Region 6 in Denver, Colorado.

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Before that, I was the Field Supervisor for the South Florida Ecological Service's field office in Vero Beach, Florida, and before that I was the Chief of the Endangered Species Listing Program in the Service's Washington Office. Prior to that, I was in mid-level positions and biological positions throughout the agency. I got into the SES program basically by two means. One of them had turned out to be the one that got me in my current position. One was I went through the SES Candidate Development Program class number 15, and prior to graduation I had applied for this position here at NCTC and got it through a competitive process.