



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
5001 EISENHOWER AVENUE, ALEXANDRIA, VA 22333 - 0001

REPLY TO
ATTENTION OF

AMCPE-T (690-900)

28 June 1999

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Revised Senior Executive Service (SES) Affirmative Outreach Policy

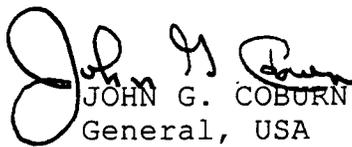
1. Reference memorandum, AMC, AMCPE-CS, 11 Feb 99, subject: SES Affirmative Outreach.
2. The referenced memorandum established a new policy regarding the competitive fill of U.S. Army Materiel Command (AMC) SES positions. The policy centralized screening and interview panels under the control of this headquarters. I am delegating this authority to the organization where the vacancy is located. This should not be viewed as a lessening of our commitment to equal opportunity and affirmative outreach in Senior Executive Service selections. We have a continuing need to develop our employees to their full potential and to ensure equity in the selection process. However, I believe that a decentralized approach will better serve our purpose at this time.
3. I strongly recommend that you employ an interview panel in the selection process, offer all candidates on the "best qualified" list the opportunity for an interview, and ensure minority and female representatives are included on both the initial screening panel and the subsequent interview panel. Minority and female perspectives are invaluable to the recruitment effort.
4. I have also decided to decentralize the nomination of screening panel members and outreach officials. These nominations will be made at the organizational level. In addition, all associated SES outreach efforts will be executed locally. In summary, we are returning to our previous SES recruitment procedures, except for the panel procedures recommended above.
5. Mr. Thomas Kroner, AMC SES Office, DSN 767-8585 or commercial (703) 617-8585, is available to answer any questions you may have.

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6. I want to assure you that I am confident you will maintain the AMC affirmative outreach focus and that together we will make great progress.

7. AMC -- Your Readiness Command . . . Serving Soldiers Proudly!


JOHN G. COBURN
General, USA
Commanding

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(CONT)

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