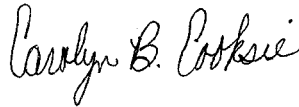


For: FSA Offices

**Recruitment for Modernize and Innovate the
Delivery of Agricultural Systems (MIDAS) Project Vacancies**

Approved by: Acting Administrator



1 Overview

A Background

USDA and FSA are undergoing a modernization effort to transform the way FSA delivers services and farm program benefits. The MIDAS Project objectives are to:

- improve and streamline business processes using the industry best practice “Lean Six Sigma” methodology
- implement new information technology (IT) to design and develop farm program benefits and services
- improve customer service by expanding and enhancing farm program services and delivery to all FSA Office staff, and farmers, ranchers, and producers nationwide.

The MIDAS Project:

- will be funded with monies specifically designed for MIDAS implementation
- is looking for highly qualified individuals with farm program and field office experience to support this major modernization initiative
- is responsible for supporting farm programs in streamlining business processes, leading the IT system design and development to support delivering farm program benefits and services, and improving customer service.

Disposal Date	Distribution
September 1, 2010	All FSA Offices; State Offices relay to County Offices

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1 Overview (Continued)

B Purpose

This notice is to inform FSA employees of the opportunities available to support the MIDAS Project. Temporary assignments/promotions will be available to current FSA GS career/career conditional status employees and County Office CO permanent employees.

FSA State and County Office employees are key stakeholders that possess valuable knowledge and skills necessary to support delivering farm program benefits and services to FSA's largest external customer base - farmers, producers, and ranchers - and are critical to the successful implementation of MIDAS.

The Administrator and the Chief Information Officer are confident that this concept will support the successful implementation of MIDAS. Involving Field Office employees will allow key stakeholders to be part of the modernization initiative from the very start.

C Contacts

If there are questions about the job announcements, contact jeana.nolan@kcc.usda.gov.

2 MIDAS Opportunities

A Business Process Analyst Positions

HRD is recruiting Business Process Analysts to support the MIDAS Project. An estimated 12 to 15 positions for temporary assignments/promotions will be filled **immediately** to support MIDAS. Positions will be in the 1101 series and applicants will compete for grades GS/CO-9, 11, 12, **and** 13. Individuals selected at grades 9, 11, or 12 will have promotion potential to grade 13 **without** further competition while serving in the position.

The selectees for these positions will be supervised by the applicable Business Process Team Leader. The Business Process Team Leaders will report to and will be supervised by Karl Keller, Deputy Director for Requirements and Project Management. The Business Process Team Leaders include the following:

- Lisa Berry, Common Programs/Functions Business Team Lead
- Elizabeth Miller, Farm Records/GIS Team Lead
- Laura Schlote, Marketing Assistance Loan Business Process Team Lead.

Business Process Team Leaders will manage the defined scope and work performed by the team.

The selected individuals will work closely with the offices under DAFP and ITSD.

Note: The specific job responsibilities and duties will be listed under "major duties" in the vacancy announcement.

2 **MIDAS Opportunities (Continued)**

B Temporary Assignments/Promotions

These full-time positions will be for a 2-year period and FSA has an option for three 1-year extensions up to a maximum of 5 years. A minimum 2-year service agreement will be **required** by selected applicants. While resulting promotions will be temporary promotions, the employees retain full career/career conditional or permanent status. The employees do **not** give up any of their rights and protections afforded to them in the career/career conditional or permanent status.

When CO employees are selected they will retain their CO employee status, as CO employee in the Washington, DC area and their payroll and other administrative needs will be handled through a designated FSA County Office. Processing for both GS and CO employees will be handled by HRD during the assignment period.

C Official Duty Station

The official duty station will be in the Washington, DC, metro area. Office space will be located in the South Building in Washington, DC, Park Office Center in Alexandria, VA, or a location in close proximity.

D Relocation Expenses/Incentives

A 1-time relocation incentive of \$10,000 **may** be paid to eligible selectees who are selected from outside the DC geographic area. Selectees **may** also be eligible for relocation expenses that include: house hunting trips, shipment and storage of household goods, and temporary quarter subsistence expenses. Real estate expenses and the relocation services offered through the Relocation Services Program will **not** be offered at this time.

A 2-year service agreement **must** be signed **before** receiving the relocation incentive. AD-202R **must** be approved **before** selectees incur any relocation expenses.

E Benefits and Returning to Vacated Positions

Selected employee entitlement and eligibility for benefits is unaffected and they will maintain all benefit eligibility during the temporary assignments/promotions. This is **not** a temporary appointment or a change in appointment.

At the end of the temporary assignments/promotions, FSA county level GS and CO employees return to the position they vacated, or to a like or similar position within the State from which they were originally employed, at the same grade they vacated. GS employees hired from other offices will return to the position they vacated, or a like or similar position within the same duty station, at the same grade they vacated.

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2 MIDAS Opportunities (Continued)

E Benefits and Returning to Vacated Positions (Continued)

If employees held a higher grade on a temporary promotion for more than 1 year, highest previous rate will apply when setting pay and placing them back to their lower-graded position. There is **no** grade retention or pay retention when the employees return to their vacated position, or similar position. See Handbook 32-PM for more information.

The Offices from which these employees are selected shall place the employees back into their offices at the end of the temporary assignments/promotions.

F Vacancy Announcements for Temporary Job Opportunities

Two Business Process Analyst vacancy announcements for these temporary assignments/promotions will be posted with an FSA-Nationwide area of consideration and will include specific details about the position. One announcement will be for GS applicants and 1 for CO applicants. The announcements will be accessible at any of the following:

<http://jobsearch.usajobs.opm.gov/a9agfsa.asp>.

http://jobview.usajobs.gov/GetJob.aspx?JobID=86580665&JobTitle=BUSINESS+PROCES S+ANALYST%2c+GS1101-9%2f11%2f12%2f13%2c+WASHINGTON%2c+DC&lid=316&sort=rv%2c-dtex&cn=&rad_units=miles&brd=3876&pp=50&fn=4504&jbf574=AGFA*&vw=b&re=134&FedEmp=Y&FedPub=Y&caller=basic.aspx&ss=0&AVSDM=2010-03-01+13%3a21%3a00

http://jobview.usajobs.gov/GetJob.aspx?JobID=86580643&JobTitle=BUSINESS+PROCES S+ANALYST%2c+CO-1101-9%2f11%2f12%2f13%2c+WASHINGTON%2c+DC&lid=316&sort=rv%2c-dtex&cn=&rad_units=miles&brd=3876&pp=50&fn=4504&jbf574=AGFA*&vw=b&re=134&FedEmp=Y&FedPub=Y&caller=basic.aspx&ss=0&AVSDM=2010-03-01+16%3a45%3a00

Applicants **must** read carefully and follow **all** instructions on the announcements (that is meet eligibility and qualification requirements, apply online by the closing date, submit all required documents, etc.).