

For: FSA Offices

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

Approved by: Associate Administrator for Operations and Management



1 Overview

A Background

The MIDAS Project was established to transform the way FSA delivers services and farm program benefits. The MIDAS Project objectives include improving and streamlining business processes, implementing new information technology (IT), improving customer servicing and enhancing farm program services and delivery to all FSA Office staff, and farmers, ranchers, and producers nationwide. The MIDAS Project has specific funding designated for MIDAS implementation and associated staffing needs.

FSA is looking for highly qualified individuals with farm program and field office experience to take part in delivering of the MIDAS program.

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 and support of MIDAS.

B Purpose

This notice is to inform FSA employees of the assignment opportunities available to support the MIDAS Project and to explain the position terms and return rights. The individuals selected to serve on the MIDAS Project will be placed on a temporary assignment/promotion not to exceed (NTE) 2 years. The temporary assignment/promotion can be extended in 1-year increments up to a maximum of 5 years. This opportunity is available to current FSA GS career/career conditional status employees and County Office CO permanent employees.

C Contacts

If there are questions about the job announcements, contact Michael Wheeler Jr. at michael.wheeler@kcc.usda.gov.

Disposal Date	Distribution
May 1, 2013	All FSA Offices; State Offices relay to County Offices

2 MIDAS Opportunities

A Business Process Analyst Positions

HRD is recruiting Business Process Analyst positions to support the MIDAS Project. An estimated 3 positions will be filled **immediately** by temporary assignments/promotions to support MIDAS. The positions will be in the 1101 series and applicants will compete for grades GS/CO-9, 11, 12, **and** 13. This opportunity could be announced again, at a later date, if additional positions are needed.

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

B Temporary Assignments/Promotions

Assignment to these full-time positions will be made for an initial period of 2 years. FSA can extend an assignment for 1 year, up to a maximum of 5 years. A minimum 2-year service agreement will be **required** by selected applicants. Individuals selected at grades 9, 11, or 12 will have promotion potential to grade 13 **without** further competition while serving in the position. 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 metro area or any other location based upon the Agency needs, 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 for the three positions will be in the Washington, DC, metro area. In the future, the duty station could be subject to reassignment based on the needs of the agency.

D Relocation Expenses/Incentives

A 1-time relocation incentive of \$10,000 **may** be paid to eligible selectees who are selected from outside the Washington, DC, metro 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. As noted in subparagraph C, if an employee is reassigned based on the needs of the agency, similar relocation expenses will be paid. 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.

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2 MIDAS Opportunities (Continued)

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.

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 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

To meet the immediate need, two Business Process Analyst vacancy announcements for each of 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 one for CO applicants. The announcements will be accessible at any of the following:

Federal Government's Official Jobs Site: <http://www.usajobs.gov/>

Federal Announcement: <http://www.usajobs.gov/GetJob/ViewDetails/314949400>

County Announcement: <http://www.usajobs.gov/GetJob/ViewDetails/314962500>.

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.).