

SELDP Selection Criteria

Candidates for SELDP must be GS 13, 14 or 15 NASA employees or a Senior Systems Engineer at JPL and possess an Engineering Bachelors Degree or AST Equivalent

Application Ratings: Assessing the *Science of Systems Engineering*

The following rating and ranking criteria will be used by the SELDP Selection Panel to rate and rank nominee applications:

Rating Factor	Max Points	Description
Experience (Application Question 11)	25	Has the nominee had the requisite experience in complexity and number of years to adequately prepare him/her to be successful in the SELDP? Has the nominee proven to be able to effectively translate the opportunities he/she has been provided into measurable results for the Agency? Nominees will be rated on: <ul style="list-style-type: none"> ○ Relevant Past Experience: Type & Number of Years of demonstrated SE discipline knowledge and practical experience within area of expertise. SMA applicants can substitute type and number of years of demonstrated SMA discipline knowledge and practical experience applying to programs and projects. ○ Participated in, or have an understanding and exposure to, phases of project life cycle development ○ Discipline and/or Competency ○ Major Accomplishments (Results Achieved) Including Awards Received
Developmental Preparation (Application Question 12)	20	Is the nominee prepared to make maximum use of SELDP and does he/she have the requisite training and development necessary to be successful in the program? Is this the right program for this nominee at this time in his/her career? Nominees will be rated on: <ul style="list-style-type: none"> ○ Degree(s) and certificate(s) obtained ○ APPEL and other relevant SE training completed – <u>must be noted in application</u> ○ Other professional development ○ Leadership development including Agency-wide courses as applicable
Senior Management Endorsement and Statement of Need	25	Does the Center consider the nominee an individual who is ready for the next level of SE challenge and complexity? Does the Center has a clear strategy for this individual that will effectively use the knowledge, skills and abilities gained in SELDP to support the achievement of the Center goals? Is there a good plan to enhance NASA's return-on investment? Nominees will be rated on:

Attachment A

(Application Questions 13 and 16)		<ul style="list-style-type: none"> ○ Center’s overall endorsement and assessment of the nominee’s SE leadership capabilities ○ Alignment of individual development needs with Agency/Center program needs ○ Reentry strategy (How quickly can the learning be applied?)
Maturity, Judgment and Attitude (Application Question 14. Further Assessed in Interview Process)	25	<p>To what level does the candidate meet the Core System Engineering Leadership competencies established by APPEL? Nominees will be rated on:</p> <ul style="list-style-type: none"> ● Mentoring and coaching ● Communications: technical communications, reporting results and interpersonal communications ● Leadership: delegating, influencing, decision making and problem solving ● Ability to use critical and systems thinking and judgment to make effective decisions ● Potential for large, complex system and out-of-the-box thinking ● Understanding of NASA strategic vision
Discretionary	5	<p>At the discretion of the SELDP Selection Panel member, up to 5 points can be added to the above factors, based on the information provided. This allows the panel member the latitude to recognize any exceptional strength, and/or to express a clear preference for one candidate over the others, despite the fact that the numerical weighting to that point may have been more or less equal.</p>
Maximum Points Awarded	100	

Interview Ratings: Assessing the *Art of Systems Engineering*

Nominees whose applications are highly ranked will be interviewed to determine if they exhibit the Systems engineering leadership behaviors and aptitudes necessary to becoming an expert in the field. The following criteria will be used by the SELDP Selection Panel to assess nominees:

Rating Factor	Max Points	Description
Leadership Skills	25	<p>Nominee:</p> <ul style="list-style-type: none"> • Appreciates/Recognizes Others • Is Able to Build Team Cohesion • Understands the Human Dynamics of a Team • Can Create Vision and Direction and Ensure System Integrity • Possess Influencing Skills • Sees Situations Objectively • Coaches and Mentors • Delegates • Ensures Resources are Available
Attitudes and Attributes	25	<p>Nominee:</p> <ul style="list-style-type: none"> • Remains Inquisitive and Curious • Seeks Information and Uses the Art of Questioning • Advances Ideas • Gains Respect Credibility, and Trust • Possesses Self-Confidence • Has a Comprehensive View • Possesses a Positive Attitude and Dedication to Mission Success • Is Aware of Personal Limitations • Adapts to Change and Uncertainty • Uses Intuition/ Sensing • Is Able to Deal with Politics, Financial Issues, and Customer Needs
Communication	25	<p>Nominee Has the Ability to:</p> <ul style="list-style-type: none"> • Listens Effectively and Translates Information • Communicates Effectively Through Personal Interaction • Facilitates an Environment of Open and Honest Communication

Attachment A

		<ul style="list-style-type: none"> • Uses Visuals to Communicate Complex Interactions • Communicates Through Story Telling and Analogies • Is Comfortable with Making Decisions
Problem Solving and Systems Thinking	25	<p>Nominee:</p> <ul style="list-style-type: none"> • Identifies the Real Problem, Assimilates • Analyzes, and Synthesizes Data • Thinks Systemically • Has the Ability to Find Connections and Patterns Across the System • Sets Priorities • Keeps the Focus on Mission Requirements • Possesses Creativity and Problem Solving Abilities • Validates Facts, Information and Assumptions • Remains Open Minded and Objective • Draws on Past Experiences • Manages Risk
Maximum Points Awarded	100	