# SELDP Selection Criteria

Candidates for SELDP must be full-time permanent civil servants, grade GS-13, 14, or 15 for NASA employees, and Senior Systems Engineers at JPL; possess a Bachelors Degree in Engineering or AST Equivalent; and have taken APPEL SE prerequisite training, including Foundations of Aerospace at NASA, Project Management and Systems Engineering, and Fundamentals of Systems Engineering or 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) | 40 | 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?<br>Nominees will be rated on:<br>o 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.<br>o Participated in, or have an understanding and exposure to, phases of project life cycle development<br>o Discipline and/or Competency<br>o Major Accomplishments (Results Achieved) Including Awards Received |
| **Developmental Preparation** (Application Question 12) | 30 | Is the nominee prepared to make maximum use of SELDP and does he/she have the prerequisite training and development necessary to be successful in the program?<br>Is this the right program for this nominee at this time in his/her career? Nominees will be rated on:<br>o Degree(s) and certificate(s) obtained<br>o APPEL and other relevant SE training completed – must be noted in application<br>o Other professional development |

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| | | o Leadership development including Agency-wide courses as applicable |
| **Senior Management Endorsement and Statement of Need** (Application Questions 13 and 15) | 25 | Does the Center consider the nominee an individual who is ready for the next level of SE challenge and complexity? Does the Center have 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:<br>o Center's overall endorsement and assessment of the nominee's SE leadership capabilities<br>o Alignment of individual development needs with Agency/Center program needs<br>o Reentry strategy (How quickly can the learning be applied?) |
| Discretionary | 5 | 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. |
| Maximum Points Awarded | 100 | |

**Attachment A**

## Interview Ratings: Assessing the *Art* of Systems Engineering

Nominees whose applications are highly ranked will be invited to interview 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 | Nominee:<br>• Appreciates/Recognizes Others<br>• Is Able to Build Team Cohesion<br>• Understands the Human Dynamics of a Team<br>• Can Create Vision and Direction and Ensure System Integrity<br>• Possess Influencing Skills<br>• Sees Situations Objectively<br>• Coaches and Mentors<br>• Delegates<br>• Ensures Resources are Available |
| Attitudes and Attributes | 25 | Nominee:<br>• Remains Inquisitive and Curious<br>• Seeks Information and Uses the Art of Questioning<br>• Advances Ideas<br>• Gains Respect Credibility, and Trust<br>• Possesses Self-Confidence<br>• Has a Comprehensive View<br>• Possesses a Positive Attitude and Dedication to Mission Success<br>• Is Aware of Personal Limitations<br>• Adapts to Change and Uncertainty<br>• Uses Intuition/ Sensing<br>• Is Able to Deal with Politics, Financial Issues, and Customer Needs |

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| Communication | 25 | Nominee Has the Ability to:<br>• Listens Effectively and Translates Information<br>• Communicates Effectively Through Personal Interaction<br>• Facilitates an Environment of Open and Honest Communication<br>• Uses Visuals to Communicate Complex Interactions<br>• Communicates Through Story Telling and Analogies<br>• Is Comfortable with Making Decisions |
| Problem Solving and Systems Thinking | 25 | Nominee:<br>• Identifies the Real Problem, Assimilates<br>• Analyzes, and Synthesizes Data<br>• Thinks Systemically<br>• Has the Ability to Find Connections and Patterns Across the System<br>• Sets Priorities<br>• Keeps the Focus on Mission Requirements<br>• Possesses Creativity and Problem Solving Abilities<br>• Validates Facts, Information and Assumptions<br>• Remains Open Minded and Objective<br>• Draws on Past Experiences<br>• Manages Risk |
| Maximum Points Awarded | 100 | |