

FDA Hiring Overview

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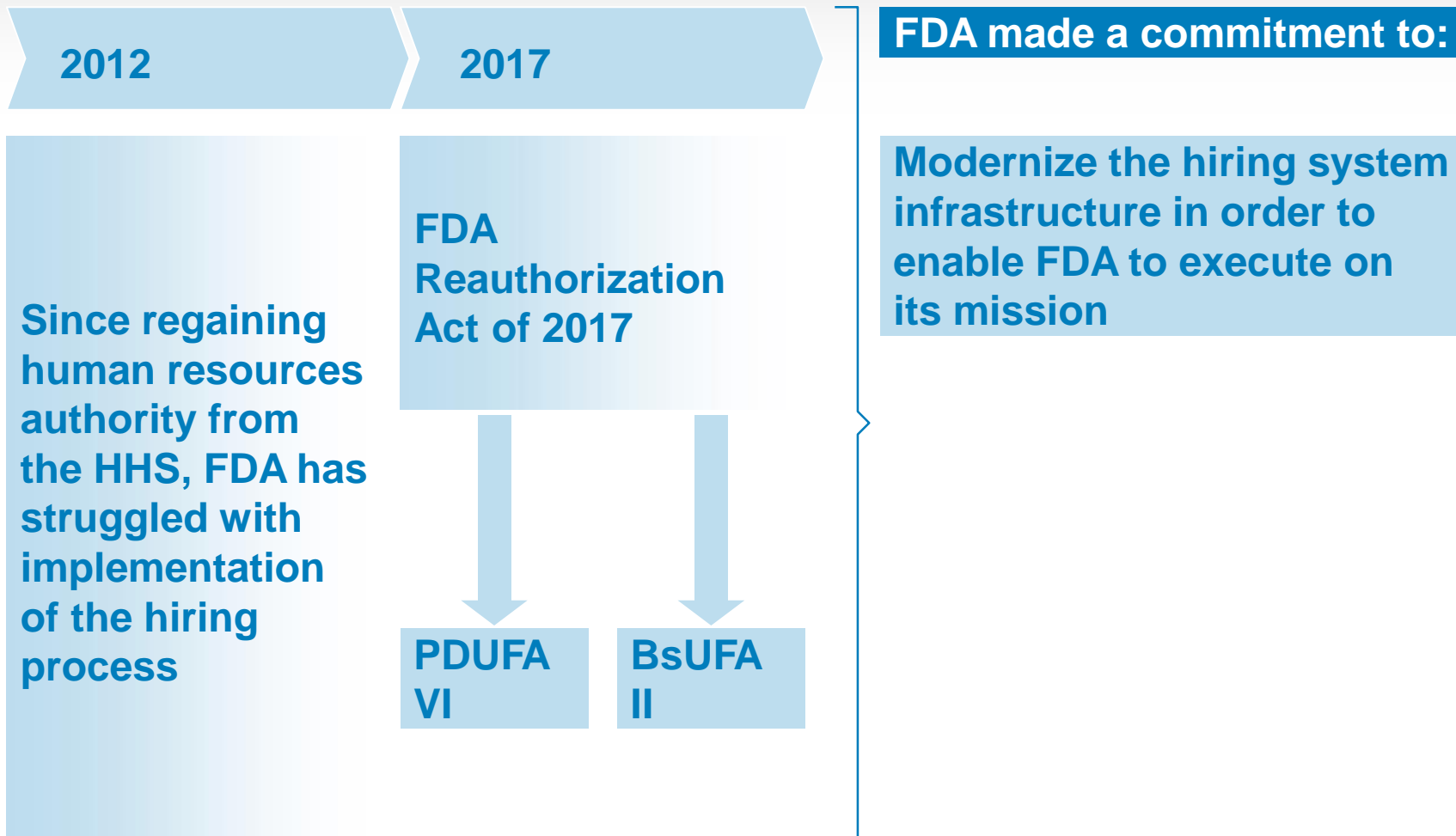
September 6, 2018



Agenda

- 1 Overview of FDA hiring and findings of the Initial Assessment
- 2 Discussion of changes and initiatives developed to address findings
 - Revised approach to recruiting and hiring
 - 21st Century Cures hiring authority
 - New tools and technology

Context



In the past several years, there have been poor outcomes across 5 dimensions



Timeliness



Quality



Accuracy

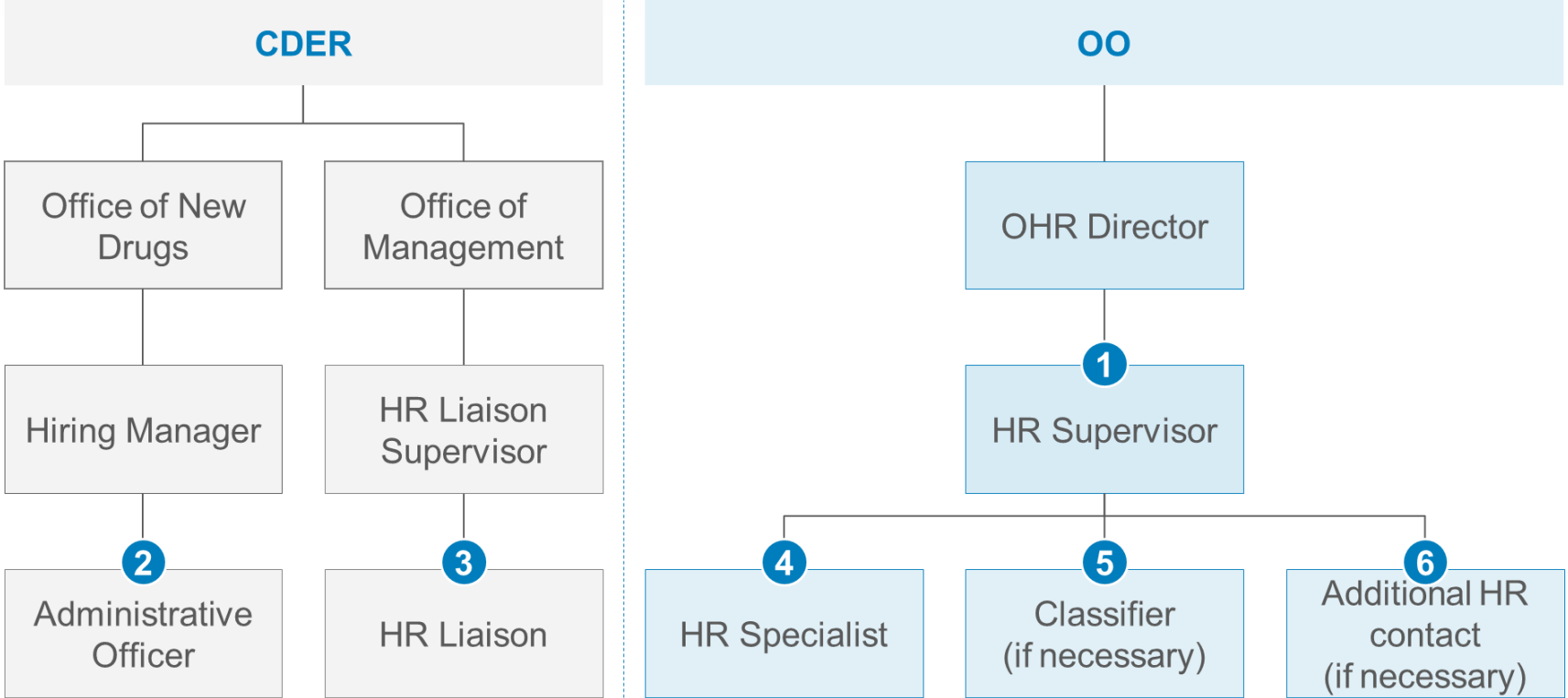


Customer service

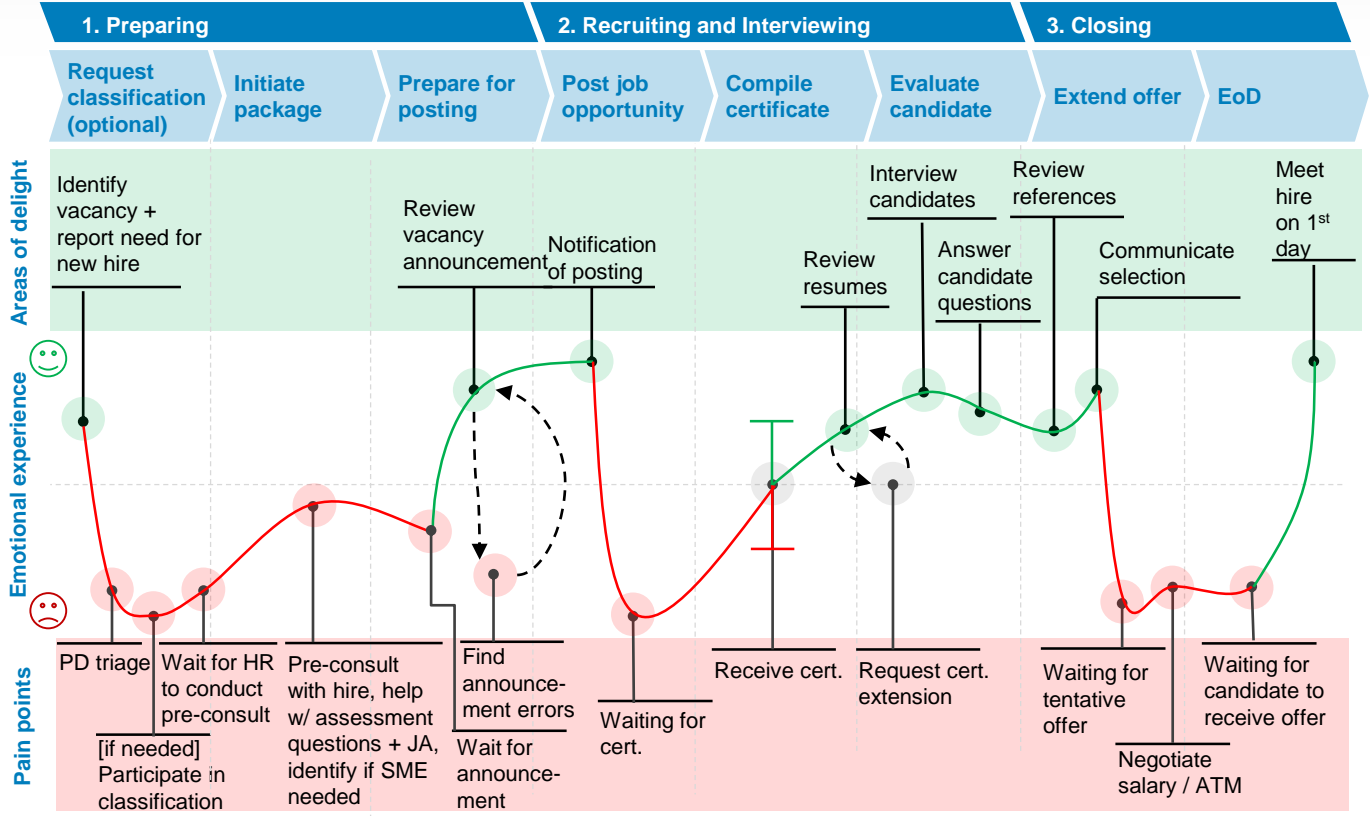


Employee satisfaction

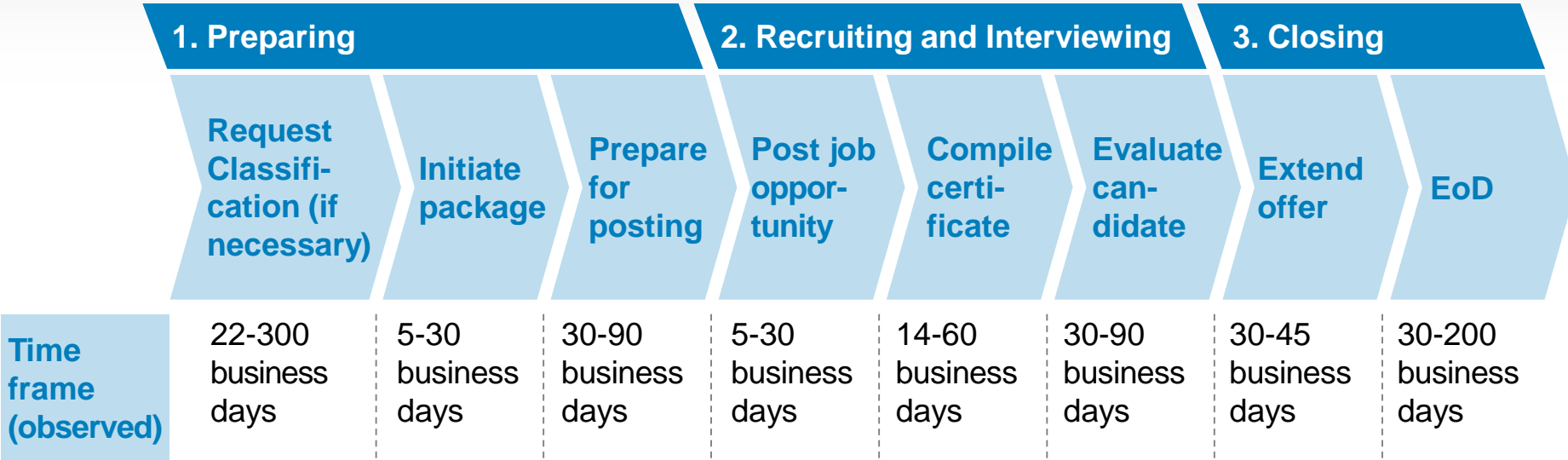
In 2017, multiple HR shadow roles existed and HMs had to interact with several points of contact



Hiring manager customer journey



The Initial Assessment revealed that the average Time to Hire was ~150-550 business days...



Time to hire observed for positions filled in FY16-17

~150-550+ business days

High vacancy rates

~14%

FDA has implemented several new Hiring Reform Initiatives

Initiative

Description

A Reorganize FDA Hiring function

- New organizational structure to elevate hiring and recruitment and give it the attention it deserves

B Launch Hiring Pilot

- Testbed for exploring new processes and approaches before rolling them out to the broader Hiring organization

C Rebrand FDA Hiring and Recruitment

- New recruiting, branding, and social media approach to recruiting top-notch staff to the Agency

D Rollout 21st Century Cures initiative

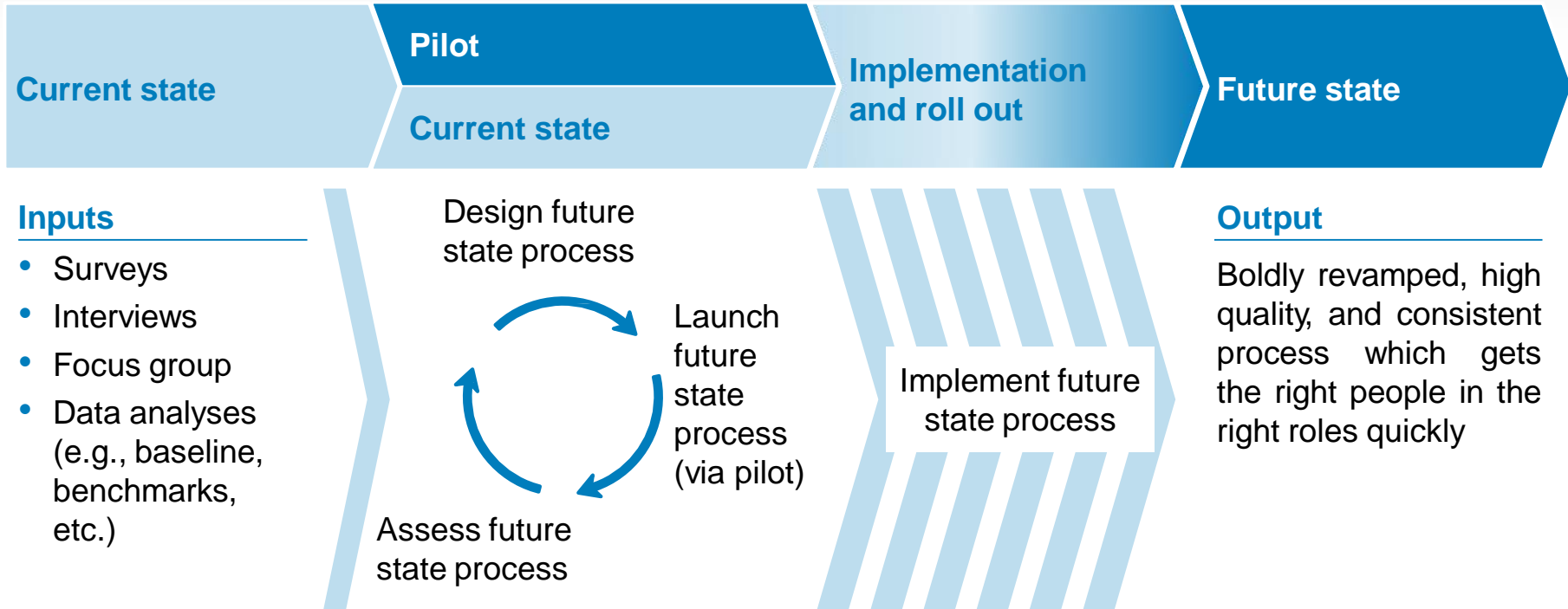
- New authority to improve FDA's ability to recruit and retain talent in a competitive hiring market

E Adopt new tools and technology

- Rollout of new tools and technology to improving the efficiency and transparency of the hiring process

The Hiring Pilot is a mechanism for designing, testing, and refining the future state design while maintaining the existing workflow

Schematic of the role of the pilot in getting from current state to future state



“The purpose of the hiring pilot is to **recruit and retain a world-class workforce**... by piloting new hiring **procedures** – based on **new systems** – that are designed to **directly support FDA hiring objectives**”

– Dr. Scott Gottlieb

The Hiring Pilot launched on July 30th and is underway

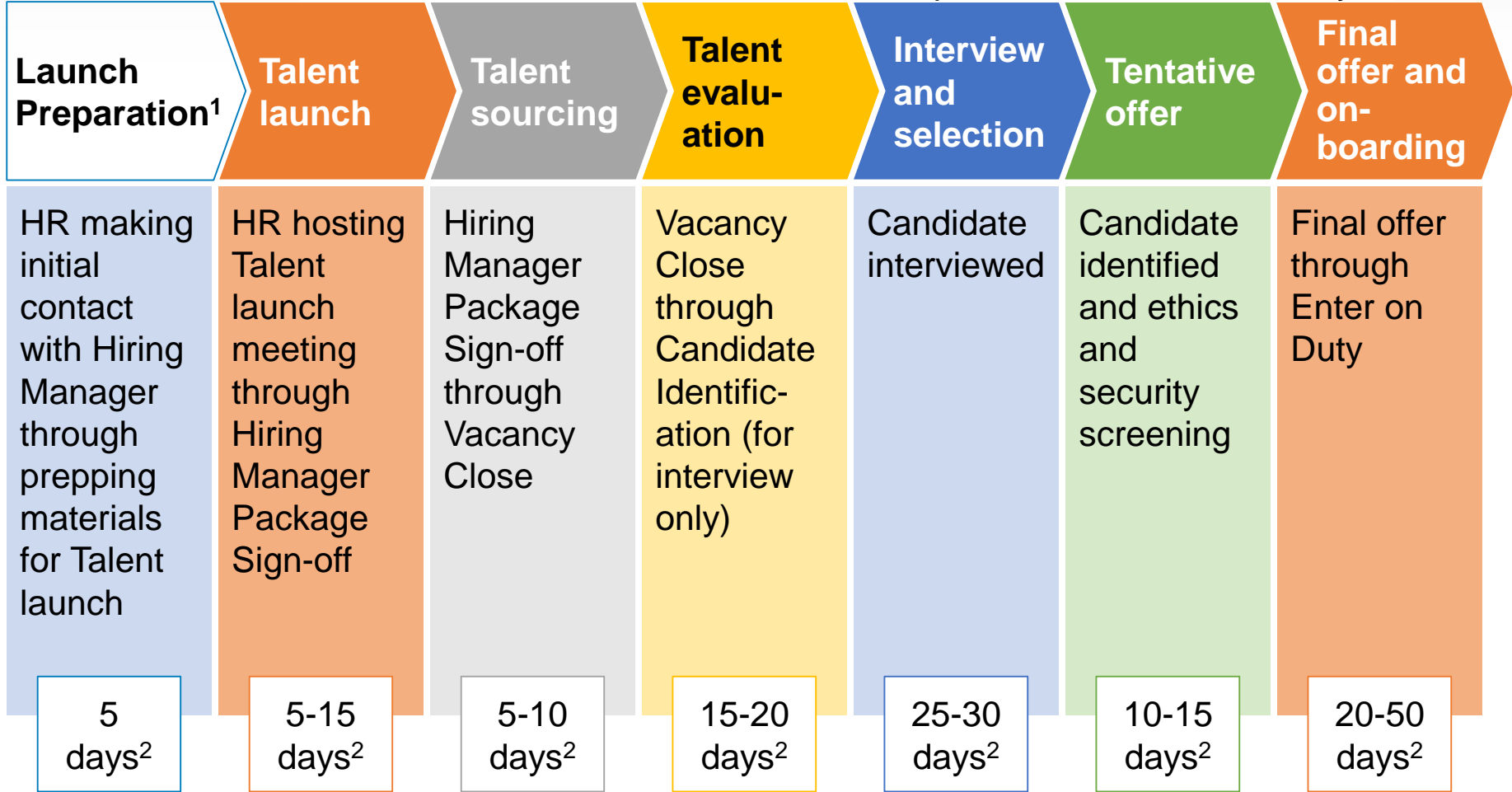
What we're trying to achieve

- **Transform hiring** at FDA by testing and iterating on best practices and innovative approaches via pilot team
- Reduce the total time to hire (talent launch to EOD) from 150-550 business days to **80 – 140 business days**
- Set new “gold standard” for FDA hiring practices that is eventually **rolled out across agency**
- Build **cohesive, collaborative relationship** with Center Hiring Managers
- Rapidly **roll out and scale up new tools and approaches** as we prove they work



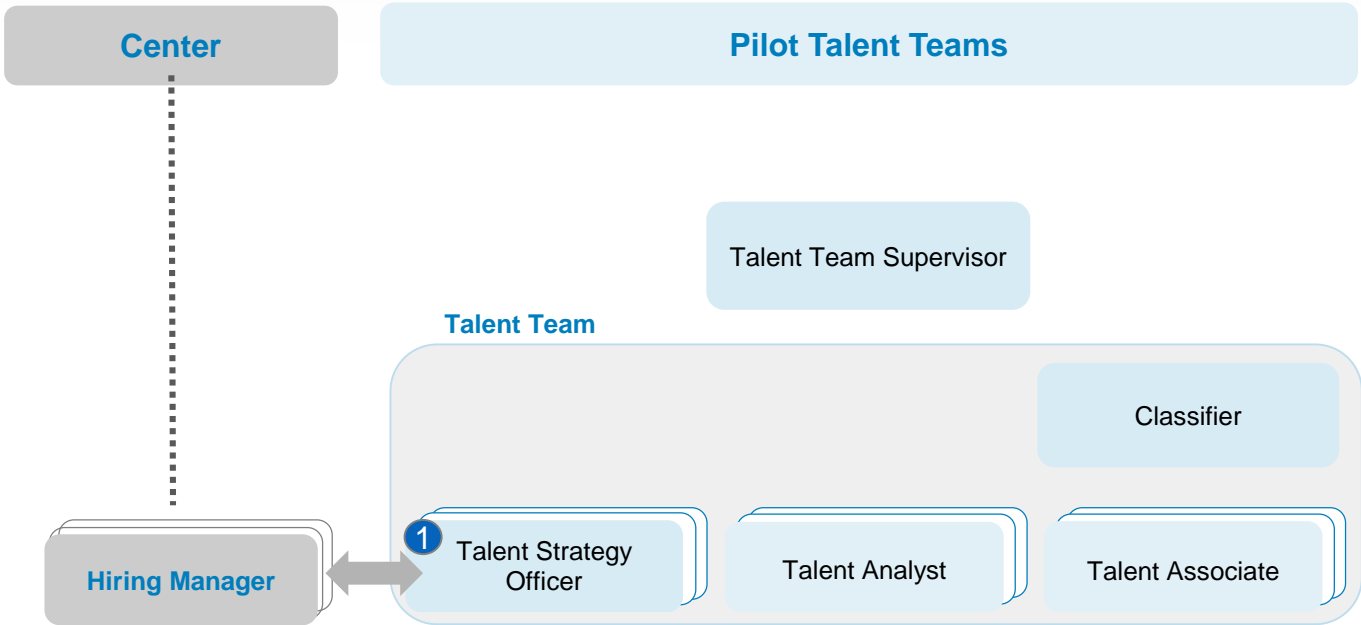
What our new s

Estimated overall time to hire: 80-140 business days
 Estimated time to end of tentative offer phase: 60-90 business days



¹ Overall time to hire and time to tentative offer exclude launch preparation days ² Business days

The pilot tests direct connection between hiring managers and hiring



NOTE:

- In this design, the primary point of contact throughout the entire hiring process would be the talent strategy officer
- The supervisor role and enabling technology are critical to effective workflow management

As part of our User Fee agreements, we are creating a dedicated team for Scientific Staffing



- ✓ Hired Dr. La'Nissa Brown-Baker as Associate Director for Scientific Staffing
- ✓ Established a staff that will conduct continuous efforts to recruit, staff, and retain scientific, technical, and professional staff

Goals Underway:

- Development of FDA recruitment branding campaign and deploy social media strategy
- Create targeted strategy for scientific staffing activities that align with Center priorities
- Improve retention of mission-critical jobs, such as math statisticians and medical officers

List of Partnerships (partial list):

- Prince George County Economic Development
- Johns Hopkins University
- National Science Foundation
- Society of Toxicology
- BIO
- Regulatory Affairs Professional Society (DC/Baltimore Chapter)
- AAM

In addition, we recently launched a new recruitment brand to attract top talent to FDA



FDA U.S. FOOD & DRUG ADMINISTRATION

You want to make a difference.

FDA wants to hire you.

Apply now www.fda.gov/jobs

Follow FDA on Social Media

www.linkedin.com/company/FDA

[@FDAjobs](https://twitter.com/FDAjobs)



FDA U.S. FOOD & DRUG ADMINISTRATION

You want to make a difference.

FDA wants to hire you.

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We recently launched a one-year ad campaign on WMATA metro rails, buses and rail stations.

We have also redesigned our social media presence



Consolidate FDA's social media platform to increase our digital presence for recruitment

- Use new branding designs on the various platforms
- Build a better connection with the public

Encourage centers to post on FDA's LinkedIn main page and utilize the job postings

- Increase engagement and followers

Manage @FDAJobs twitter account

- Reach a new audience to promote and educate on our job postings

Jobs webpage

- Revamped our jobs page (www.fda.gov/jobs)




LinkedIn: Main Page & Job Post Examples



FDA FDA
3w

The U.S. Food and Drug Administration recently launched the Drugs@FDA Express mobile application. On this mobile app, the public can search for information about FDA-approved brand and generic prescription and over-the-counter human drugs and biological therapeutic products. Click the link to learn more and download the app: <https://lnkd.in/db89ii7>



363 Likes · 8 Comments

Like Comment Share

Engagement:

- Impressions: 78,817
- Clicks: 946
- Engagement: 1.79%

FDA Consumer Safety Officer
FDA · Silver Spring, Maryland

This job is no longer accepting applications


255 connections work here

Job description

As a Consumer Safety Officer, you will have the following responsibilities:

1. Provide a focal point within the Food, Drug, Administration (FDA) to whom all levels of FDA personnel may turn for authoritative guidance and consultation regarding inspection and investigational methods and procedures necessary to accomplish compliance, enforcement, and regulatory objectives.
2. Participate as a subject matter specialist in the onsite evaluation of field activities. Identify areas which warrant further study or improvement and prepare reports to ensure optimum operating efficiency and resource utilization.
3. Review special and unusual problems submitted by various Center/Offices and provide authoritative guidance to resolve the issues causing the problems.
4. Conduct research into legal precedents and legislative history of the Acts enforced by FDA.
5. Prepare position papers for top FDA managers based on such research.
6. Draft responses to correspondence from within and outside the agency concerning FDA regulated products.

Contact the job poster



Karen Donnelly
Recruitment and Outreach Speci...
Washington D.C. Metro Area

PREMIUM
[Send InMail](#)

Seniority Level
Mid-Senior level

Industry
Government Administration

Employment Type
Full-time

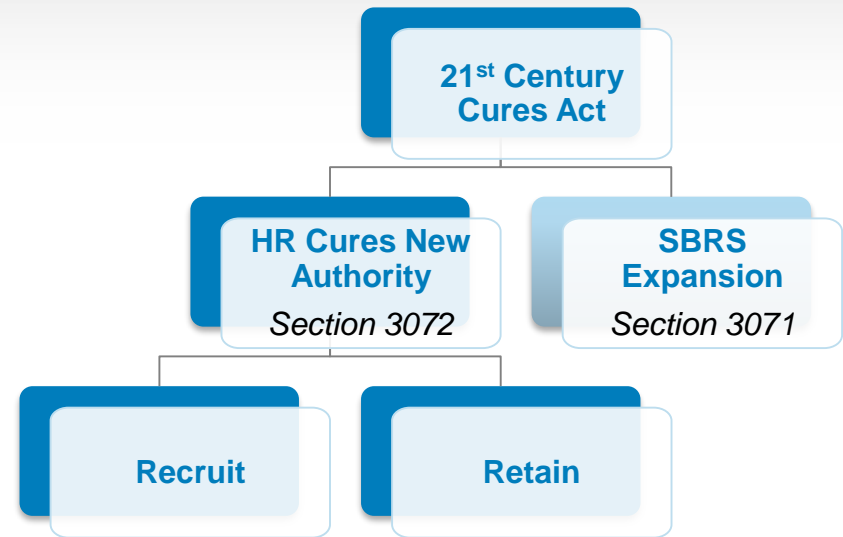
Job Functions
Manufacturing, Science

Stats:

- Consumer Safety Officer
- Posted: March 15 – March 22, 2018
- Views: 63 “apply” clicks, 548 total viewers

21st Century Cures is a new hiring authority to allow us to competitively recruit and retain top talent

The Cures Act improves FDA's ability to **recruit** and **retain** scientific, technical, and professional experts in certain occupational series that support the **development, review, and regulation of medical products** under the **Act** in an effort to bring drugs and medical devices **more quickly to the market**.



THE CHALLENGE

FDA's ability to proactively recruit and retain talent

THE SOLUTION

FDA HR Cures Appointment & Pay Authority

Strategic Priority #4

"...the Cures Act, offers FDA a new platform to fashion these scientific advances into practical treatments for patients...While these scientific advances won't be risk-free, these and equally profound clinical opportunities are before us."

Scott Gottlieb M.D.

Strategic Priority #4: Foster Sound, Sustained Advances in the Sciences

HR Cures APS Development And Implementation Timeline

21st Century Cures Act was Enacted Into Law and FDA Authorized to Use

Dec 2016



Feb 2017

Stand up the Cures Steering Committee and Working Group

Development of the APS

July to Dec 2017



Feb-Mar 2018

Initial Rollout of First HR Cures Appointments

HR Cures APS Available to CBER, CDER, CDRH, and CVM for Use

Later in 2018



June 2018

Report to Congress



We are investing in tools and technology to improve hiring efficiency and transparency

Technology

Description

Modernized EHCM

- Upgrade the core HR system to allow for position-based tracking and management

eClass

- On-line tool that stores classified PDs and makes them available for use to other HR Personnel
- Creates a searchable library of classified positions to make locating relevant PDs easy and straightforward

ATLAS

- Talent tracker from the ServiceNow platform that integrates with current systems (including USAStaffing)
- Allows Hiring Managers to have on-demand and real-time view of the status of every position
- Improves accountability and transparency in position management

Thank you for your time

Questions?

