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NEW MEXICO BULLETIN NO. 230-12-04

SUBJECT: PER – EMPLOYMENT – CAREER ENHANCEMENT AND EMPLOYEE
DEVELOPMENT OPPORTUNITIES

TO: All Employees

Purpose. To inform employees of the process regarding career enhancement and employee development details.

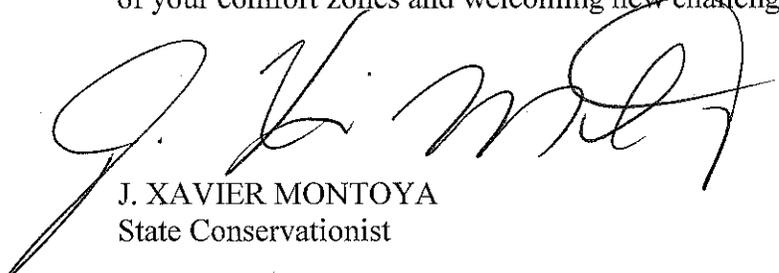
Expiration Date. September 30, 2012

Last June, NM Bulletin 230-11-05 was issued in an effort to spark interest from employees willing to serve on temporary details. As a result, several employees have been provided the opportunity to enhance their career development and improve their leadership skills.

To continue to provide opportunities for employees and to make the process more transparent, the Leadership Team has agreed on the following for selecting employees to serve on details:

- 1) Determine if an employee from the same or neighboring office can fill the detail.
- 2) If not, send an email to all employees statewide utilizing the ug-NM-nrcs address to solicit interest.
- 3) If the detail is for more than 6 weeks, process a temporary promotion if the person selected is at a lower grade.

I encourage you to consider your career goals, take advantage of opportunities to serve on details that will enhance career development and demonstrate leadership skills. This is a time of great change which brings with it great opportunity. I hope you join me on this journey by getting out of your comfort zones and welcoming new challenges.



J. XAVIER MONTOYA
State Conservationist