



NSF Workforce Challenges: BFA Strategic Priorities

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Overview

- ❖ BFA Overview/Environment
- ❖ Summer Study/Employee Survey
- ❖ Three Strategic Priorities
- ❖ Seeking feedback/recommendations



BFA Overview/Environment

❖ BFA Overview

- Business, financial and analytical services
- Customers – NSF, research community, Congress, etc.
- Perform as a model organization/excellence

❖ Environment

- Accountability, transparency, integrity, responsibility
- Efficiencies, Austerity

Accountability + Austerity = Innovation



Summer Study/Employee Survey

❖ Background

- How is BFA aligned with NSF mission, vision, goals?
- Are BFA resources deployed to critical functions?

❖ Outcomes

- Opportunity for staff input into workload challenge issue; professional development
- BFA All-Hands meeting
- Staff survey

❖ Three Priorities Selected/Work Groups

- Risk Assessment
- Identifying Duplicate Functions
- SWAT/Professional Development



Strategic Priorities: Risk Assessment

❖ Charge

- To adopt risk-based approaches to managing work.

❖ Challenges/Progress

- Challenges – lack of experience with risk; workload, end-of-year
- Progress – Risk Management Training; developed enterprise risk management framework (how can BFA use risk to prioritize work?); identifying list of work activities within BFA for risk analysis



Strategic Priorities: Duplicate Functions

❖ Charge

- To identify and study functions that are duplicated in multiple divisions within BFA.
- To look at potential gaps in functions.

❖ Challenges/Progress

- Challenges – Participation, workload, end-of-year
- Progress – Received motivating/participation advice from NSF Academy & agreement to assist in later stages; created template for analysis to identify duplicate functions; created work plan for next steps



Strategic Priorities: SWAT/ Professional Development

❖ Charge

- To develop a BFA professional development opportunity for a defined SWAT team to rotate across BFA to support critical needs over a 12-18 month rotation.
- To consider if the availability of a defined SWAT team might help reduce the use of contractors.

❖ Challenges/Progress

- Challenge – lack of experience with surveys related to human capital/staff competencies, identifying competencies/skills; defining scope; year-end workload
- Progress – completed detailed list of objectives & tasks



Strategic Priorities/Outcomes

- ❖ Timeline
- ❖ Outcomes/Expectations
- ❖ Implementation





Feedback Recommendations Sought

- Feedback/Recommendations
- Process
- Substance
- Future Implementation of Work Group Outcomes
- Other

