



DOI Career Connection Fact Sheet

DOI Career Connection (DCC) is an online portal for sharing short term assignments, details and lateral opportunities across DOI. DCC facilitates opportunities to broaden employees' experience, address staffing needs, and build a highly-skilled workforce throughout the Department of the Interior.

Benefits for participating in the DCC

For Employees:

- Work in a new environment
- Contribute to mission-critical projects and gain new skills
- Networking, cross-training, and collaboration opportunities
- Gain a broader understanding of DOI

For Supervisors:

- Cost-neutral way to fill short-term skills and personnel gaps quickly
- Build capacity for increased workload within your activity
- Increase employee engagement and retention
- Utilize as a tool for succession planning and completing backlogged projects

Eligibility

- DCC is voluntary and open to all DOI full-time permanent employees, GS-15 and below. Participation in DCC is not open to part-time and temporary employees or contractors
- Employees must receive permission from their supervisor to post or host an opportunity
- Employees must have received a performance rating of at least fully successful level or higher on their latest performance rating
- Employees must wait six months after their previous participation on a DCC project to apply to participate on another project

Time Commitment

DCC opportunities include: one-time, ongoing, details, and laterals. View a description of each opportunity in the Help Center. View a description of each opportunity in the [Help Center](#).

The DCC program offers short-term projects (NTE one year). The Project Owners will be responsible for determining the time commitment up front and including it in the project posting on DCC's Open Opportunities Portal.

Projects do not have a minimum length of time and can be as short as 1 to 2 hours in total duration. The Project Owner may extend the length of the project as long as the Selectee and the Supervisor are in agreement and the project does not exceed one year in length.

How to Access DCC

The DOI Career Connection is available at openopps.usajobs.gov/community/DOI. All DOI employees must create an account or log-in to participate in the DOI Career Connection.

For additional information

The DOI Career Connection Website includes detailed information about how to create an opportunity, apply for an opportunity and Frequently Asked Questions. Contact DCC Program Manager, Theresa Spriggs at dcc@ios.doi.gov with additional questions.

"No Fault" Clause

Any party can terminate project participation at any time for any reason (e.g., project no longer needed, Selectee no longer meets the eligibility requirement, etc.). The individual who initiates the termination will notify all parties in writing.

This "No Fault" Clause allows the Project Owner, Selectee, or Supervisor to terminate the Selectee's Participation Agreement and further participation in the specified DCC project/task without negative impact to the Selectee's performance evaluation. The "No Fault" Clause will be utilized if the required skill/proficiency/participation is no longer needed, performance is unacceptable, or if a Selectee requests to withdraw.