



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS
441 G STREET, NW
WASHINGTON, DC 20314-1000

S: 6 December 2024

CECW-CO

MEMORANDUM FOR COMMANDERS, MAJOR SUBORDINATE COMMANDS AND
DISTRICT COMMANDS

SUBJECT: Request for Nominations – 2025 HQUSACE Environmental Compliance
and Sustainability (ECS) Career Assignment Program (CAP)

1. It is our pleasure to announce the twelfth annual call for nominations for the HQUSACE Environmental Compliance and Sustainability Career Assignment Program (ECS-CAP). This program provides an excellent opportunity for future leaders to gain valuable experience and insight into the USACE Environmental Compliance and Sustainability Programs at the national level.
2. Two ECS-CAP assignments (6-month terms) are scheduled to run from January 2025 to June 2025, and July 2025 to December 2025, with a one week overlap of assignments with each transition. The exact start dates are determined once selections are made. The assignment will be remote but may involve some travel. Nominations must be sent through the MSC, following the instructions in Enclosure 1. **The suspense for nominations is 6 December 2024.** Nominations will not be accepted directly from individuals or Districts.
3. Salaries for the CAP assignees will remain the responsibility of their home office. Travel required as part of the detail assignment will be funded by CECW-CO-N.
4. ECS-CAP assignees are expected to be dedicated full-time to the detail assignment (i.e. 40-hrs/week). To ensure the assignees take full advantage of the career development opportunity we recommend supervisors redistribute work during the detail term.
5. The point of contact for the ECS-CAP assignment is Myrna López, CECW-CO-N, 202-718-7671, myrna.i.lopez-ortiz@usace.army.mil.

Encl

Jeffrey F. Krause
Chief, Natural Resources Management
Headquarters, U.S. Army Corps of Engineers
Operations and Regulatory Division

Enclosure 1

HQ USACE ENVIRONMENTAL COMPLIANCE AND SUSTAINABILITY CAREER ASSIGNMENT PROGRAM (ECS-CAP)

Who May Apply: The Environmental Compliance and Sustainability Career Assignment Program (ECS- CAP) is intended to provide opportunities for career development at the GS-11 thru GS- 14 staff or Section Chief-level. Two CAP participants will be selected per year, one from January through June and another from July through December. Consideration will be given to nominees who show exceptional potential, are energetic, self-motivated, and forward-thinking in terms of environmental compliance and sustainability, and who are fully supported by their chain of command.

Duties: Participants in the ECS-CAP will be involved in all facets of environmental compliance and sustainability program management at the HQ level, including strategic planning, budget development, policy/guidance/training development, performance measurement, management review, and preparation and submission of agency-level environmental compliance and sustainability deliverables responding to environmental and sustainability requirements in Federal statutes, regulations, and executive orders. Examples of CAP task assignments are listed in Enclosure 2. While completing staff actions, the assignee will have opportunities to interact with many other elements of USACE and the Office of the Assistant Secretary of the Army for Civil Works, as well as DoD components, other Federal agencies, and the Administration.

Nomination Procedure: Applicants must submit a resume following the format listed below, through their supervisor to their District office for consideration. Districts will forward their top candidates to the MSC SUS/ECC POCs (list in Enclosure 3). Each MSC will prepare and send a memorandum endorsing their top two candidates, one per term. The nomination package will consist of the MSC endorsement memorandum and the resumes of the two candidates being referred.

Resume Format. (12 point font not to exceed three pages)

- I. Name, Position Title, Classification, Grade, Location, Telephone Number
- II. Professional Career Goals and Objectives
- III. Leadership Experience and Skills
- IV. Work Experience and Major Accomplishments in the sustainability and/or environmental compliance fields
- V. Education – major field of study and degrees
- VI. Development and Training
- VII. Assignment period availability (January-June, July-December, or both)

Enclosure 2
Examples of CAP assignments

USACE Strategic Sustainability
Independent Study: <ul style="list-style-type: none"> • Executive Order 14507 • FY25 Strategic Sustainability Plan • Sustainability OPORD • Sustainability 101 training modules (10)
Leading Metrics Quarterly Data Pull
Covered Facilities List
Metering Plan & PDT coordination
Non-Haz Waste Disposal Policy
Electrification Policy
FY27 Program Delivery Guide for SUS & EVSE
Dashboards tracking SUS & EVSE progress
FY26 Strategic Sustainability Plan Drafting
Strategic Sustainability Committee Meetings
SES-level Monthly Updates
MSC Monthly SUS calls
Management of HQ/MSD Teams Channel
SUS POCs DLL Updates
USACE Environmental Compliance
Independent Study: <ul style="list-style-type: none"> • ER-200-2-3 • ERGO/Env Compliance Training Modules
ER Out-of-cycle updates
ECC Training Survey Analysis and Design of Training Program
CPTrack Status of Annual Assessments
CPTrack Status of Open Findings and Resolution
Dashboard for Outstanding Findings
CCIR-like Criteria to Elevate Compliance Issues
MSC Coordination for Emerging Environmental Compliance Issues
MSC Monthly ECC calls
ECC POCs DLL Updates

Enclosure 3
SUS & ECC POCs

Division	SUS POC	ECC POC
LRD	Scot Dahms; Scot.H.Dahms@usace.army.mil	Jeff Defosse; Jeffrey.A.Defosse@usace.army.mil
MVD	Robert Gramke; Robert.S.Gramke@usace.army.mil	Robert Gramke; Robert.S.Gramke@usace.army.mil
NAD	Ann Marie DiLorenzo; ann.m.dilorenzo@usace.army.mil	Ann Marie DiLorenzo; ann.m.dilorenzo@usace.army.mil
NWD	Breanna McBride; Breanna.E.Mcbride@usace.army.mil	Jonathan Carlisle; Jonathan.M.Carlisle@usace.army.mil
POD	Kristal Lizama; Kristal.K.Lizama@usace.army.mil	Kristal Lizama; kristal.k.lizama@usace.army.mil
SAD	Nicole Bonine; Nicole.Bonine@usace.army.mil	Nicole Bonine; Nicole.Bonine@usace.army.mil
SPD	Tom Ehrke; thomas.j.ehrke@usace.army.mil	Tom Ehrke; thomas.j.ehrke@usace.army.mil
SWD	David White; David.K.White@usace.army.mil	David White; David.K.White@usace.army.mil
ERDC	Cynthia Ray; Cynthia.C.Ray@usace.army.mil	Cynthia Ray; Cynthia.C.Ray@usace.army.mil
HNC	Mary Mangenot; Mary.M.Mangenot@usace.army.mil	Mary Mangenot; Mary.M.Mangenot@usace.army.mil