



U.S. DEPARTMENT OF STATE

★ CAREERS REPRESENTING AMERICA ★



Lateral Entry Pilot Program (LEPP) U.S. Department of State

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U.S. Department of State is the U.S. government's leading Foreign Affairs Agency.

Mission:

To protect and promote U.S. security, prosperity, and democratic values and shape an international environment in which all Americans can thrive.



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The Department of State is committed to building a workforce that reflects our **nation's diversity** and **talent** to advance U.S. Foreign policy.

Current Workforce:

- 275 U.S. missions
- Located in over 190 countries
- 78,000 employees

The U.S. Diplomatic Corps



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FOREIGN SERVICE OFFICER

A Career in the U.S. Foreign Service:

- Purposeful, dynamic work
- Rotating worldwide assignments
- Professional and language training
- Performance-based promotions
- Competitive federal salary
- Generous retirement package

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Lateral Entry Pilot Program

- An opportunity for entry into the Foreign Service at the mid-level (grades FP-03 and FP-02).
- LEPP seeks mid-level professionals with expertise in the following critical areas:
 1. Cyberspace and emerging technologies
 2. Climate, environment and energy
 3. Global health security and diplomacy
 4. Strategic competition with the People's Republic of China
 5. Economic statecraft
 6. Consular management
 7. Multilateral diplomacy





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Conditions of Employment

- Be a **U.S. citizen** at the time of application
- Be 21 years old and not yet 60 on the day you are appointed
- **Accept** assignments based on needs of the service
- Be able to obtain Top Secret **Security Clearance**
- Meet Minimum **Medical** Qualification Standard
- Obtain a favorable **Suitability Review Panel** Determination

USAJOBS



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FP-03 grade:

- A bachelor's degree, with 10 years of specialized experience; or
- A master's degree with 8 years of specialized experience; or
- A PhD degree with 6 years of specialized experience

FP-02 grade:

- A bachelor's degree, with 12 years of specialized experience; or
- A master's degree with 10 years of specialized experience; or
- A PhD degree with 8 years of specialized experience
- Foreign language proficiency
- Supervisory experience – at least four years directly supervising others



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Specialized Expertise (last 15 years)



- **Global Health Security:**
 - Monitoring global health security
- **Climate, Environment, and Energy:**
 - Biotechnology; biomanufacturing; AI; advanced computing; science policy; international ocean conservation; world energy markets
- **Cyberspace and Emerging Technologies:**
 - Computer science; cyber security; AI, physics; biotech; digital freedom; digital economy
- **Economic Statecraft:**
 - Trade; food security; agricultural investment; production of biotech, sanctions; supply chain, financial institutions
- **Multilateral Diplomacy:**
 - UN; multilateral organizations; policy trends including economic, social, military
- **Strategic Competition with China:**
 - Political; science; journalism; cultural exchanges; technology; environment; business; messaging

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- Processing **casework** pertaining to nonimmigrant, immigrant, and/or citizenship eligibility.
- Supervisory **emergency or crisis** management specialist
- Supervisory **customer service**
- **Senior project or program manager**
- **Supervision of teams comprised of 10** individuals or more in international relations or international law.

Consular Management Expertise



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Actions Performed in Specialized Expertise



- Work in **government, private sector, academia, or nonprofit**
- **Monitor**/analyze policy recommendations
- **Draft** policy documents and/or **defend** policy
- Experience in the **laws, regulations, treaties, and agreements** governing the development and execution of U.S. policy
- **Negotiate** at a local, state, federal, or international level
- **Plan** and organize for international audiences
- Communications, **public affairs**, or media relations related to expertise

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1. Apply via USAJobs.gov
 - Choose career track
2. Submit personal narratives:
 - Leadership; Communication; Interpersonal; Management; Intellectual; Substantive Knowledge + motivation
3. Qualifications Evaluation Panel
4. Receive invitation to the Foreign Service Officer Assessment (FSOA)
 - 1) Group Exercise; 2) Case Management; 3) Structured Interview
 - Pass – given conditional offer
5. Minimum Medical Standard
6. Security Clearance
7. Suitability Review Panel
8. Hiring Register
9. Hired from Register at FP-03 or FP-02

LEPP Selection Process





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- Serving as a U.S. diplomat requires fortitude, flexibility, and the ability to adapt to changing situations and cultures.
- Successful candidates will demonstrate the following Dimensions:
 1. Critical Thinking
 2. Cultural Adaptability
 3. Experience and Motivation
 4. Information Integration & Analysis
 5. Leadership
 6. Negotiation
 7. Objectivity/Integration
 8. Planning & Organizing
 9. Presentation Skills
 10. Teamwork
 11. Written Communication

How Do I Prepare?



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- LEPP hires follow Foreign Service **Generalists** career path.
- Must be tenured within five years
- LEPP hires required to complete **1 directed assignment** in their area of expertise.
- Following the directed assignment, LEPP hires will **bid** as a mid-level FSO.
- LEPP hires receive full Foreign Service Generalists **benefits**.

Foreign Service Generalists Career Path



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Foreign Service Generalists

Consular

Management

Economic

Political

Public Diplomacy



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- Travel
- Government-paid housing overseas
- Language, training, & mentorship
- Life Insurance
- Health Benefits Plan
- Family Medical Leave
- Child Care Subsidies
- Long-term Care Insurance
- Annual Leave and Sick Leave
- Thrift Savings Plan
- 10 Paid Holidays
- Competitive Salary

Benefits



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Why Should You Join?

1. Represent America abroad
2. Advance the interests of the American people, their safety, and economic prosperity
3. Solve global challenges
4. Build alliances and counter adversaries
5. Serve as a global public servant
6. Travel around the world
7. Experience a career of a lifetime
8. Your experience, our mission



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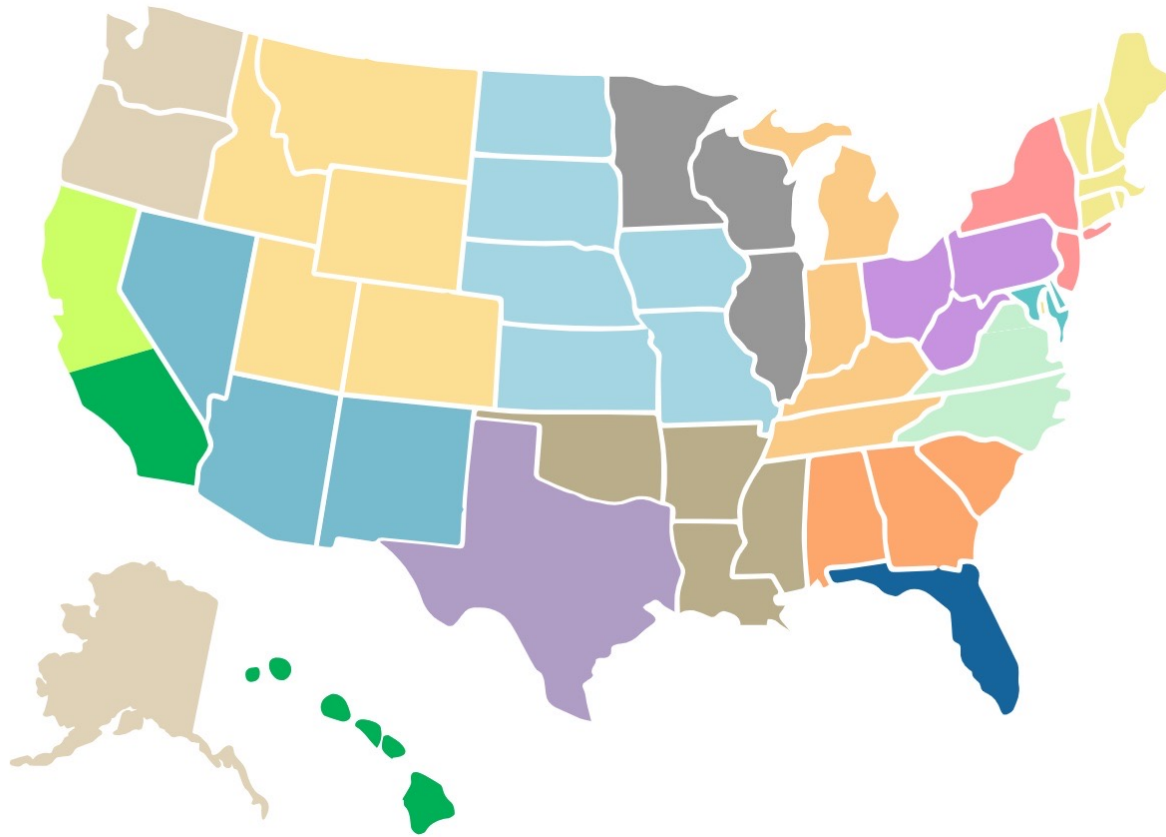
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Your Local Resource – Diplomats in Residence



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Contact Us!

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An advertisement for U.S. Department of State careers. It features three diverse professionals (two men and one woman) in business attire standing against a warm, golden background with a faint world map. The text reads: "We are Diplomacy. We are America." followed by "We are U.S. Department of State Employees." Below this is the U.S. Department of State seal, the text "★ CAREERS REPRESENTING AMERICA ★", and the website "careers.state.gov".

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We are U.S. Department of State Employees.

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