



NATIONAL NUCLEAR SECURITY ADMINISTRATION
GRADUATE FELLOWSHIP PROGRAM

ANNUAL REPORT

CLASS OF 2023-2024





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Cover photo

Pictured in alphabetical order: Al Saadi Bu'alaq, Saadi; Batie, Grey; Bauer, Matthew; Benavidez, Joelle; Benjamin, Savannah; Britt, Brian; Byers, Jarred; Cheng, Inen; Corte, Maria Del Carmen; Crane, Julia; DeVos-Cole, Phoebe; du Crest, Adeline; Farek, August; Garcia, Rosie; Gawronski, Raegan; Gill, Gurcharan; Hamblin, Ryan; Hanley, Camden; Harisay, Julia; Hong, Bryan; Keeton, Tiarra; Kiernan, Genevieve; Ko, Esther; Loftin, Sarah; Luo, Wei; Lynch, William; Madnick, Benjamin; Martell, Molly; Mayo, William; Mazzone, Alex; Meacher, Arlan; Mittelman, Lukas; Nelson, Ryan; Nik Farjam, Nima; Novich, Kaelee; O'Brien, Maggie; Oliveri, Mia; Pate, Sarah; Paulsen, Sia; Pellegrino, Mikhail; Peterson, Kendall; Pluff, Anna; Puentes, Daniel; Pulley III, Cliff; Ramirez, Franchesca; Seeley, Kelly; Seneary, Maclyn; Shields, Kelsey; Smith, Jordan; Smith, Kyson; Smock-Egan, Will; Spracklin, Rosemary; Strickland, Carly; Swicord, Ellen; Talavera, Anne; Timmerman, Matthew; Tsapatsaris, Leonidas; Walker, Andrew; and Williams, Grace.

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ACRONYMS

- ALCP** Aspiring Leader Certificate Program
- DNN** Defense Nuclear Nonproliferation
- DOE** Department of Energy
- DOS** Department of State
- DP** Defense Programs
- MSI** Minority-Serving Institution
- NGFP** NNSA Graduate Fellowship Program
- NNSA** National Nuclear Security Administration
- NSE** Nuclear Security Enterprise
- PNNL** Pacific Northwest National Laboratory
- R&D** research and development



EXECUTIVE SUMMARY

At the Department of Energy National Nuclear Security Administration (NNSA), our people are our most important strength. We are committed to developing an inclusive professional workforce to protect our nation. The NNSA Graduate Fellowship Program (NGFP) hires, trains, and retains the next generation of highly skilled experts to maintain our NNSA mission.

For nearly three decades, NGFP has hired talented graduate and doctoral students who intend to become future leaders for NNSA and the national security community. Since its humble beginnings of three fellows to today's more than 60 fellows each year, NGFP has become an institutional talent pipeline and leadership continuum for the Nuclear Security Enterprise.

In this report, you will read about the Class of 2023–2024 and their accomplishments. We hope you find this year's report an informative showcase of how NGFP builds our nation's future leaders.

I would like to thank you and all our stakeholders for your support and commitment to serve and uphold the values of this long-standing program, especially as we approach NGFP's 30th anniversary with the upcoming Class of 2025–2026. Additionally, I would like to thank our NNSA and Pacific Northwest National Laboratory NGFP teams for their hard work and dedication to the mission and to the program, and for their strategic enhancements implemented during the Class of 2023–2024 cohort, leading to the highest levels of satisfaction across all program and event areas. Thank you, team!

We look forward to celebrating this milestone with all of you who have championed NGFP, our fellows, and their impact!

Jennifer Kline

Chief Learning Officer
National Nuclear Security Administration

MISSION

The National Nuclear Security Administration (NNSA) Graduate Fellowship Program (NGFP) identifies and develops the next generation of exceptional national security leaders to achieve NNSA's mission: Strengthening our nation through nuclear security.

VISION

NGFP aims to be the U.S. government's model program for developing and retaining top-level national security leadership talent.

IMPACT

During their one-year assignments, fellows gain unmatched experience through:

- ▶ Real-world immersion in national security, technology, and policy
- ▶ Relationships with leading national security experts
- ▶ Hands-on experience in NNSA
- ▶ Professional growth, networking, and leadership development opportunities worldwide.

The NGFP Class of 2023–2024 continued the tradition of leaving its mark on the Nuclear Security Enterprise (NSE). Symbolically, their fellowship year started in Richland, Washington, and culminated in Washington, D.C. Amplifying the significance of nuclear security, the start of their fellowship coincided with the launch of *Oppenheimer*, the first major movie to focus on the scientist credited as the father of the atomic bomb.

This annual report showcases those activities from Orientation, held in Richland (shown in cover photo), to Closing Ceremony (pictured below), and how the fellows spent their time in between. Program activities spanned successful outreach to potential applicants that started in the spring of 2022 through supporting fellowship assignments that ended in June 2024.



NGFP CLASS OF 2023-2024 BY THE NUMBERS

- ▶ 68 University Partners
- ▶ 237 Applicants
- ▶ 165 Candidates Interviewed
- ▶ 424 Interviews
- ▶ 49 Different Program, Functional, and Field Offices Supported (plus DOS)
- ▶ 59 Fellows Started the Program
- ▶ 50 Fellows Completed the Program
- ▶ 35 Universities Represented
- ▶ 8 Minority-Serving Institutions Represented
- ▶ 32% Fellows with Technical Backgrounds
- ▶ 54% Fellows with Policy Backgrounds
- ▶ 32% Fellows Accepted Federal Positions with NNSA
- ▶ 76% Fellows Accepted Positions Tied to National Security
- ▶ 750+ Alumni

29

YEARS OF
FELLOWSHIP

750+

ALUMNI

55+

FELLOWS PER CLASS

65+

UNIVERSITY PARTNERS

**NNSA Graduate
Fellowship Program**

Building Future Leaders Est. 1995



40+

NNSA PROGRAM,
FUNCTIONAL & FIELD
OFFICES PARTICIPATING

~85%

OF ALUMNI EMPLOYED IN
NATIONAL SECURITY

8

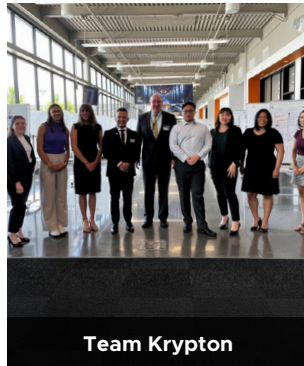
MINORITY-SERVING
INSTITUTIONS

HIGHLIGHTS AND SUCCESSES

NGFP conducted outreach to universities nationwide to connect with eligible students interested in nuclear security technical and policy careers.



Team Aluminum



Team Krypton



Team Cesium



Team Carbon



Team Neon

LEADERSHIP AND MISSION IMPACT

In May of 2024, NNSA leadership, Pacific Northwest National Laboratory (PNNL) staff, supervisors, mentors, and key stakeholders celebrated the 50 fellows from the Class of 2023–2024 who completed the fellowship. Approximately 32 percent of the class accepted federal offers with NNSA. This remains a positive trend in our programmatic outputs, with about 85 percent of our 750+ alumni having exited our fellowship into positions with ties to national security.

OUTREACH

For the Class of 2023–2024, NGFP sought to attract a highly qualified and talented pool of candidates for a targeted class size of 70 fellows. University Relationship Managers (URMs) implemented:

- ▶ In-person and virtual events with 68 university partners, including 20 MSIs
- ▶ Six general information sessions open to all universities; two sessions targeted toward Minority-Serving Institution (MSI) students
- ▶ Two panel events showcasing day-to-day work of NGFP fellows.

The outreach team advertised the fellowship through a variety of online university job boards, resulting in over 420 university postings on Handshake and additional postings on other commonly used platforms, such as Symplicity, GradLeaders, and 12twenty.

To expand outreach and engagement efforts, URMs engaged with university faculty and staff and leveraged student organizations and affinity groups to boost event attendance. Student groups included the Society for Hispanic Professional Engineers, the Society of Women Engineers, and the National Society of Black Engineers.

HIRING

From a pool of 237 applicants, NNSA and Department of State (DOS) personnel selected 165 candidates and conducted more than 424 virtual interviews. The class started with 59 fellows, representing 35 leading universities, who served in program, functional, and field offices across NNSA and DOS. The Class of 2023–2024 featured master’s and doctoral-level students with varied technical and policy backgrounds.

The fellows were placed in 49 different NNSA program, functional, and field offices, plus DOS. There, they gained hands-on experience contributing to technical and policy mission needs.



LEADERSHIP AND PROFESSIONAL DEVELOPMENT

Aspiring Leader Certificate Program

In the fall, fellows began their participation in NNSA’s Aspiring Leader Certificate Program (ALCP)—a year-long program that provides fellows with foundational exposure to leadership skills and competencies that are essential for individual and organizational success. This structured program engages participants in a variety of learning activities that include virtual and classroom training, development opportunities, senior leader interviews, and shadow assignments that will prepare fellows to continue to add value to their organization and the success of the federal workforce.

National Security Enterprise Event

Fellows attended the National Security Enterprise event, which included tours of the DOS, Remote Sensing Laboratory, and U.S. Capitol Building; leadership panels with program alumni; and briefings on nuclear science, U.S. Congress, and the federal budget.

Throughout the year, fellows also participated in various learning and development sessions with national security stakeholders and NGFP alumni.

Career Development Workshop and Career Fair

The fellows participated in several career development events during the fellowship to prepare them with the skills and perspectives needed to pursue their post-fellowship career.

Held in Washington, D.C., the January events were designed to help fellows connect with leaders from across the NSE and gain career advice for succeeding in the field of national security.

The Career Development Workshop featured a suite of presentations and panels about navigating, negotiating, and networking in the NSE. The two-day event culminated in the NGFP Career Fair, with more than 20 organizations

To learn more about NGFP or to view this report online, visit the website: www.pnnl.gov/projects/NGFP.



Photo by Andrea Starr | Pacific Northwest National Laboratory

representing federal government, NNSA contractors, national laboratories, and nongovernmental organizations to connect fellows with potential employment opportunities.

Trainings, Workshops, and Conferences

Fellows further bolstered their skills and networks through conferences, training, and other events. Below is a sampling of those opportunities.

- ▶ 2023 James Timbie Forum on Arms Control and Nonproliferation
- ▶ Counterproliferation Investigation Training
- ▶ Argonne National Laboratory's Nuclear Nonproliferation Seminar: Reactors and the Commercial Nuclear Industry
- ▶ Defense Threat Reduction Agency's Nuclear Weapons Orientation Course

- ▶ Los Alamos National Laboratory's Nonproliferation Workshop
- ▶ New Voices: 2023 Conference on Diversity in Nuclear Policy, hosted by the Nuclear Policy Program at the Carnegie Endowment for International Peace
- ▶ U.S Department of State's Art of Desk Officering

Fellows also participated in professional organizations, supported engagements with international partners in over 35 countries, completed foreign language training, and gained a wealth of leadership development training available through the NNSA Learning Nucleus.



Jill Hruby

CAPSTONE EVENTS

Orientation

In June 2023, Orientation was held at PNNL's Richland campus in Washington, for one week of opportunities for fellows to learn about basic program operations, roles and responsibilities, policies and procedures, and expectations of the fellowship. Fellows also attended individual sessions with their team leaders (who are also their line managers) to learn best practices for succeeding in the fellowship. During the event, fellows participated in hands-on radiological detection training at the Volpentest Hazardous Materials Management and Emergency Response Federal Training Center (HAMMER) facility.

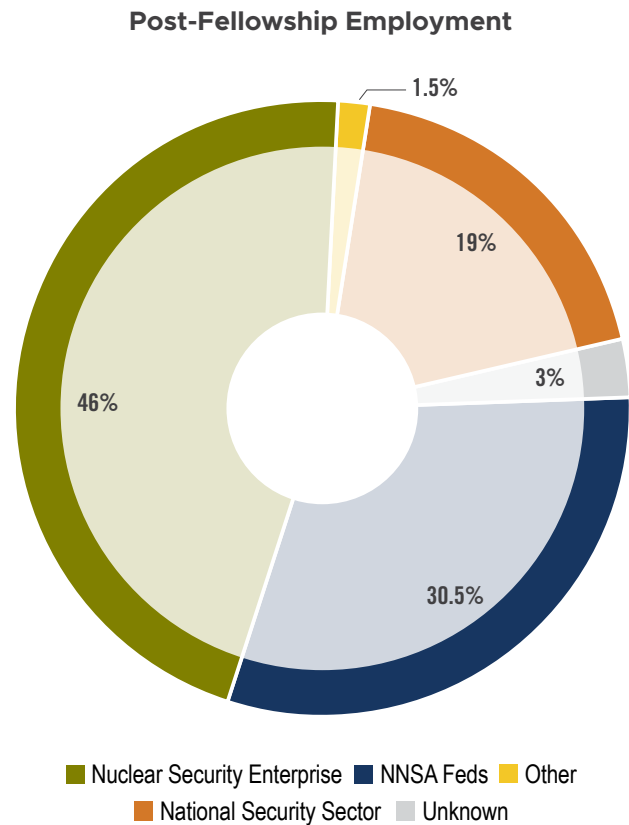
After Richland orientation, fellows participated in in-person onboarding activities specific to their assigned offices. They had virtual sessions with NNSA managers and mentors to learn more about the NNSA mission, operations, and organization.

Closing Ceremony and Alumni Reception

To honor the Class of 2023–2024, the program held a closing ceremony and alumni reception that welcomed hundreds of participants, including fellows, their supervisors, and alumni from across the NSE. During the event, fellows spoke about their experience in the program and shared posters showcasing their assignments across the enterprise. Key speakers included NNSA Administrator Jill Hruby, Frank Lowery who was the NNSA Associate Administrator for Management and Budget, and Deb Gracio who is the PNNL Associate Laboratory Director for the National Security Directorate. With this class, the NGFP alumni network totals more than 750 spanning the NNSA and broader national security community.

LOOKING FORWARD

In June 2024, the program welcomed aboard the Class of 2024–2025—a cohort of 65 fellows. These fellows were hand selected from a pool of more than 300 applicants, and approximately 500 virtual interviews. Stay tuned for more about the 29th NGFP cohort in the 2024–2025 annual report!



Graph showing the Class of 2023–2024 post-fellowship employment categories. Upon completing the fellowship program, more than 90 percent of the fellows pursued employment with ties to national security. In this graph, NNSA represents federal hires; NSE represents fellows hired by DOE, national laboratories, and DOE/NNSA contractors; National Security Sector represents fellows who accepted employment with other national security stakeholders, such as DOS; and Other represents fellows who returned to academia.



Frank Lowery, NNSA



Tom Gray, PNNL



NNSA leadership, PNNL staff, supervisors, mentors, and key stakeholders celebrated the NGFP Class of 2023–2024 fellows, during Closing Ceremony and the Alumni Reception. Pictured on pages 18–20 are keynote speakers and attendees. Photos courtesy of Department of Energy



Clifford Pulley



Alexander Godinez-Robinson, NNSA



Deb Gracio, PNNL

FELLOWS AND THEIR MISSION IMPACT

Fellows delivered meaningful programmatic contributions to their offices across NNSA and the DOS. Fellows used their allotted travel and training funds to participate in virtual and in-person events, trainings, and international meetings with their offices.

The following are highlights from fellows' assignments. For more information, see the fellows' posters from the closing ceremony that are available online at <https://www.pnnl.gov/sites/default/files/media/file/NGFP-Class2023-Posters.pdf>.



Fellows in the Class of 2023–2024 touring the B Reactor at the Hanford Site near Richland, Washington, which was the first large-scale nuclear reactor ever built.

Fellows connected virtually and in-person with national security counterparts around the world for training, networking, and professional development.

During their one-year assignments, the fellows learned from experts across the NSE and made valuable programmatic contributions, including:

- ▶ Supporting technical exchanges, strategic initiatives, and collaboration with our national security stakeholders both locally and abroad.
- ▶ Developing important communications for NNSA leaders, including briefing materials, press releases, and correspondence.
- ▶ Participating in working groups for emergency preparedness and response, production acceleration, electronics, gloveboxes, and forensics engagement.
- ▶ Providing technical assistance and oversight support for sites like Los Alamos, Oak Ridge, and Savannah River.
- ▶ Aiding in life-cycle cost estimates, technical assessments, and important acquisition and project management tasks.



Grey Batie



Matthew Bauer



Joelle Benavidez



Savannah Benjamin



Maria Del Carmen

Saadi Al Saadi Bu'alaq, IN-13 Nuclear Materials Information Program, was an intelligence research analyst and contributed to the all-source analysis program within the Nuclear Material Security Division. He helped implement discussion and updates on analytical methodologies that aligned the organization's objectives with national security priorities.

Saadi was featured during Arab American Heritage Month in April. Read NNSA's Employee Spotlight: <https://www.energy.gov/nnsa/articles/arab-american-history-month-spotlight-saadi-al-saadi-bualaq-nuclear-materials>.

Grey Batie, NA-22 Defense Nuclear Nonproliferation Research and Development (DNN R&D), supported federal program managers and technical advisors by evaluating research proposals, reviewing strategic and technical text, and contributing to the strategy development for various research portfolios, including arms control monitoring/verification, nuclear data, safeguards, and nuclear test detection.

Matthew Bauer, NA-242 Office of Nuclear Export Controls, supported the office's International Nonproliferation Export Control Program's international engagements and U.S. enforcement portfolio by preparing materials ahead of engagements, conducting export data analysis, and leading a project to identify potential export diversion pathways in free trade zones.

Joelle Benavidez, NA-LA Los Alamos Field Office, supported the quality assurance team by assisting in revisal of the NA-LA Quality Assurance Program, as well as assisting the reviewal of product data packages and diamond stamping to accept products as weapons quality on behalf of NNSA.

Savannah Benjamin, NA-193.3 Office of High Explosives and Energetics, helped stand up a new energetics manufacturing capability and gained an understanding of energetic material properties and strategic supply chain efforts while engaging with the DOE and NNSA laboratories, plants, and sites.

All photos provided by the fellows.



Gurcharan Gill



Ryan Hamblin



Camden Hanley



Julia Harisay



Julia Crane



Phoebe DeVos-Cole



Adeline du Crest



Rosie Garcia

Maria Del Carmen (Maricarmen) Corte, NA-213 Office of Nuclear Smuggling Detection and Deterrence, contributed to global security efforts by enhancing partnerships and overseeing the implementation of advanced radiation detection systems in key regions, including Peru and Central Asia. She oversaw the acceptance testing of equipment along the Uzbek borders, coordinating training sessions for officers, and providing briefings to high-level representatives and stakeholders in the region. Maricarmen was featured during Hispanic Heritage Month. Read about her in “NNSA Profiles in Nonproliferation”: <https://www.energy.gov/nnsa/articles/profiles-nonproliferation-maricarmen-corte>.

Julia Crane, NA-24 Office of Nonproliferation and Arms Control, was part of the action officer team and supported a visit to Nevada National Security Sites to show, firsthand, the facilities that NNSA uses to conduct these experiments.

Phoebe DeVos-Cole, Policy and Strategic Planning (NA-1.1), supported the office’s efforts to enhance its forward-looking, resilient, and anticipatory approaches to national and nuclear

security challenges. Phoebe was featured NNSA’s Women in Nuclear Security series during Women’s History Month. Read her NNSA spotlight story: <https://www.energy.gov/nnsa/articles/womens-history-month-spotlight-phoebe-devos-cole-policy>.

Adeline du Crest, NA-243 Office of Nuclear Verification, collaborated with national laboratories, the U.S. interagency, and foreign counterparts through the International Partnership for Nuclear Disarmament Verification to identify challenges associated with nuclear disarmament verification and developed potential procedures and technologies to address those challenges.

Rosie Garcia, NA-91 Office of Infrastructure Lifecycle Management, supported the newly established Real Estate Division (NA-913) on policy developments and projects that address the challenge of devising innovative solutions to modernize aging facilities.

Gurcharan Gill, NA-23 Office of Material Management and Minimization, contributed to the redesign of the office’s command briefing to better communicate scope, accomplishments, and vision to NNSA interagency partners and U.S. Congress.



Tiarra Keeton



Genevieve Kiernan



Esther Ko



Sarah Loftin



Wei (Josh) Luo



Benjamin Madnick



Molly Martell



William (Max) Mayo

Gurcharan was featured during Asian American and Pacific Islander Heritage Month. Read NNSA's employee spotlight story: <https://www.energy.gov/nnsa/articles/asian-pacific-american-heritage-month-spotlight-gurcharan-gill-nonproliferation>.

Ryan Hamblin, NA-122.4 Weapon Security and Control Division, took on a surety technology project through qualification and production and then deployed it for operational readiness activities.

Camden Hanley, NA-232 Office of Nuclear Material Removal and Elimination, supported meetings with our partners in Kazakhstan, which included touring facilities to view the upgrades they have made to support interim storage and in-country downblending of their highly enriched uranium.

Julia Harisay, DOS Bureau of International Security and Nonproliferation /Cooperative Threat Reduction FIRST Program, oversaw bilateral and multilateral programmatic activities between the United States and partner countries that engaged Ukrainian scientists. Julia also oversaw capacity-building workshops in

Ghana, Slovakia, and Romania and supported the Politehnica University of Bucharest's integration of a FIRST-provisioned NuScale small modular reactor simulator into their academic curriculum.

Tiarra Keeton, NA-LA Los Alamos Field Office and NA-CI Office of Congressional and Intergovernmental Affairs, facilitated the movement of several projects including the Annual Site Environmental Report and assisted in securing approvals from NSE equities and stockholders, and coordinated projects, including the NA-242 Export Control Exchange workplan.

Genevieve Kiernan, NA-NV Nevada Field Office, assisted in the Clean Energy project as the role of project coordinator by attending weekly meetings with high-level DOE officials, as well as community agencies, stakeholders, and tribes.

Esther Ko, NA-1.1 Office of Policy and Strategic Planning, helped with developing enterprise-wide summits, projects to execute the NNSA Administrator's long-term vision for the NNSA workforce, and logistical components of hosting the Administrator's Strategy Forum every month.



Mikhail Pellegrino



Anna Pluff



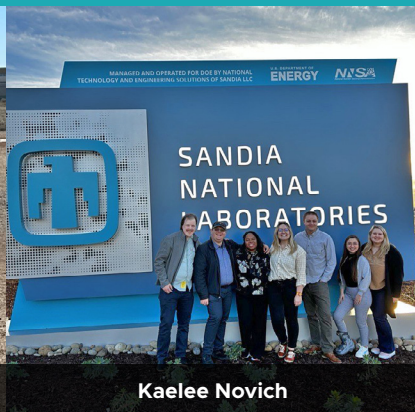
Daniel Puentes



Franchesca Paige Ramirez



Arlan Meacher



Kaelee Novich



Maggie O'Brien



Sia Paulsen

Sarah Loftin, NA-241 Office of International Nuclear Safeguards, focused on cutting-edge nondestructive assay techniques and assisted with a large inter-laboratory workshop.

Wei (Josh) Luo, NA-234 Office of Nonproliferation Construction, covered the quarterly newsletters, the monthly base financial reports, the markups of the relevant bills, and tasker trackers.

Benjamin Madnick, NA-212 Office of Radiological Security Response Team, represented the team at a conference in California, supported subject matter experts with a special operations workshop in Texas, observed large-scale tabletop exercises in rural Pennsylvania, and participated in a variety of interagency collaboration meetings with several U.S. federal government agencies.

Molly Martell, NA-212 Office of Radiological Security, managed international implementation efforts and coordinated international outreach, consisting of monitoring and evaluation of sites, and the planning of the Alternative Technologies Working Group Annual Meeting with the United States, Germany, and France.

William (Max) Mayo, NA-192.3 Enriched Uranium Modernization Program, authored a revision to the Enriched Uranium Modernization Mission Strategy that articulates the program's direction for the next several years.

Arlan Meacher, NA-19 Office of Production Modernization & Materials Management, contributed to projects and meetings, including the Insensitive High Explosives Summit, the Annual NA-19 Budget Summit, meetings with the United Kingdom, and the production-based resiliency plan.

Ryan Nelson, NA-PAS-315 Office of Partnership and Acquisition Services, was a contract specialist with the branch, assisting NNSA with numerous high-value supplies contracts for the Office of Secure Transportation.

Nima Nik Farjam, NA-122.1 Stockpile Services Division, helped prepare technical papers on multiweapon integration topics for stakeholder updates, including a program execution plan focusing on multi-weapon systems across the NSE.



Maclyn Seneor



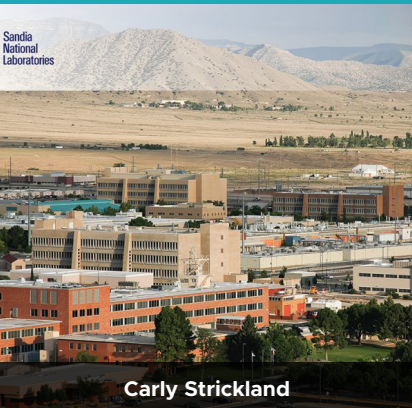
Kelsey Shields



Jordan Smith



Rosemary Spracklin



Carly Strickland



Anne Talavera



Leonidas Tsapatsaris



Andrew Walker

Kaelee Novich, NA-192.4 Office of Strategic Materials Production Modernization – Depleted Uranium, supported depleted uranium technology maturation efforts by attending technical seminars, participating as a non-voting member on the Radiation Case Steering Committee, and serving as a technical expert to the team when interfacing with national laboratories and sites. Boise State University highlighted Kaelee and her work in nuclear research. Read the full story: <https://www.boisestate.edu/news/2024/02/01/materials-science-grad-student-dedicated-to-our-energy-future-meet-kaelee-novich/>.

Maggie O'Brien, NA-20 Office of Defense Nuclear Nonproliferation, worked with the U.S. interagency to produce materials to advanced U.S. strategic objectives and DOE nuclear security goals, such as coordinating the International Conference on Nuclear Security and producing original content for the U.S. booth.

Sarah Pate, NA-192.1 Tritium Modernization, contributed toward the development of programmatic documents, including the development of the NA-192.1 tritium research and development (R&D) plan and updating the tritium supply chain risk assessment.

Sia Paulsen, NA-19 Lithium Modernization, helped with industry market analysis, the Glovebox Working Group, and records management. Sia was featured in **NNSA's Minority Serving Institutions Internship Program** and NGFP success stories series. Read the NNSA story: <https://www.energy.gov/nnsa/articles/nnsas-minority-serving-institutions-internship-program-nnsa-graduate-fellowship-0>.

Mikhail Pellegrino, NA-211 Office of International Nuclear Security, worked with current industry partners and helped develop outreach efforts to other members of the U.S. nuclear industry.

Kendall Peterson, NA-MB-812 Weapons Activity Resource Managers Matrix, collaborated with NA-MB staff and management to create the Defense Program's (DP's) five-year budget submissions for the Office of Management and Budget and U.S. Congress and worked cooperatively with other NA-MB and (DP) staff to build the budgetary chapter of the stockpile stewardship and management plan. Kendall was a guest speaker during the Focused Friday Speakers Series, which is hosted by the Huntsman School of Business at Utah State University. View his presentation: <https://huntsman.usu.edu/focusedfridays/focused-friday-speakers>.

Anna Pluff, NA-183 Office of Strategic Planning and Analysis, assisted her office in reviewing regulatory hurdles under the Environmental Protection Agency's Toxic Substance Control Act prioritization process that evaluates which chemical substances pose high or low risk. Colgate University highlighted Anna and her two fellowships. Read the full story: <https://news.colgate.edu/magazine/2024/01/30/looking-at-the-future-of-nuclear-weapons/>.

Daniel Puentes, NA-MB-92 Office of Analysis and Evaluation, helped develop products, such as a planning study on tritium R&D and a business case analysis on Product Realization Infrastructure for Stockpile Modernization.

Clifford Pulley III, NA-213 Office of Nuclear Smuggling Detection and Deterrence, assisted foreign affairs specialists to oversee program activities, including relationship management, project management, testing and acceptance, budget and forecasting, procurement, and capacity building for partner countries in the East Asia, Southeast Asia, and Poland.

Francesca Paige Ramirez, NA-LA Los Alamos Field Office, built the bridge between the Minority Serving Institutions Partnership Program and the Field Office to support tribal educational opportunities for local students. Francesca was featured in **NNSA's Minority Serving Institutions Internship Program** and a NGFP spotlight. Read the NNSA story: <https://www.energy.gov/nnsa/articles/nnsas-minority-serving-institutions-internship-program-and-nnsa-graduate-fellowship-1>.

Maclyn Senear, NA-10 Office of Defense Programs, Front Office, reviewed and scheduled briefings, contributed to leadership remarks used at public events and media interviews, and revised warhead modernization reports, shepherding them through departmental reviews and delivery to U.S. Congress.

Kelsey Shields, NA-183 Office of Strategic Planning and Analysis, took on a leadership role in the supply chain pillar of the NSE industrial base regarding microelectronics and the intersection of critical minerals and materials with vital technologies.

Jordan Smith, NA-244 Office of Nonproliferation Policy, represented the Nonproliferation and Climate Change Program and the U.S. government at International Atomic Energy Agency Conference on Climate Change and the Role of Nuclear Power.

Will Smock-Egan, NA-12 Office of Stockpile Management, developed an action tracker that became the standard for his office, increasing efficiency and communication within NA-12's front office.

Rosemary Spracklin, NA-21 Office of Global Material Security, addressed inquiries and issues related to nuclear and radiological security and counter nuclear smuggling from a variety of sources, including senior leaders, U.S. Congress, and the broader U.S. interagency.

Carly Strickland, NA-SN Sandia Field Office, helped the safety and health team with facility walkthroughs, observations of potentially hazardous operations, and root cause analysis of abnormal events. With the quality assurance team, she assisted with the process required to accept manufactured components as mark quality on behalf of the NNSA.

Anne Talavera, NA-41 Office of Policy, Preparedness, and Readiness Assurance, supported the Office's mission to provide structure and processes to ensure a comprehensive and integrated approach to emergency management.

Leonidas Tsapatsaris, NA-113 Office of Experimental Sciences, helped to develop strategies to address near- and long-term experimental challenges of high explosives research and development.

Andrew Walker, NA-181 Office of Policy and Requirements, worked with the DOE and NNSA laboratories, plants, and sites to continue and expand efforts to better analyze NNSA posture to support the needs of the U.S. nuclear stockpile.

Grace Williams, NA-233 Office of Plutonium Disposition, supported the strategic planning of the Surplus Plutonium Disposition program by developing communications products for the environmental impact statement public hearings.



Grace Williams

PROGRAM EVOLUTION

As a centerpiece of its future leadership strategy, NNSA sponsors and funds NGFP. The program is administered by PNNL, a DOE national laboratory that specializes in fostering next-generation talent for national security missions.

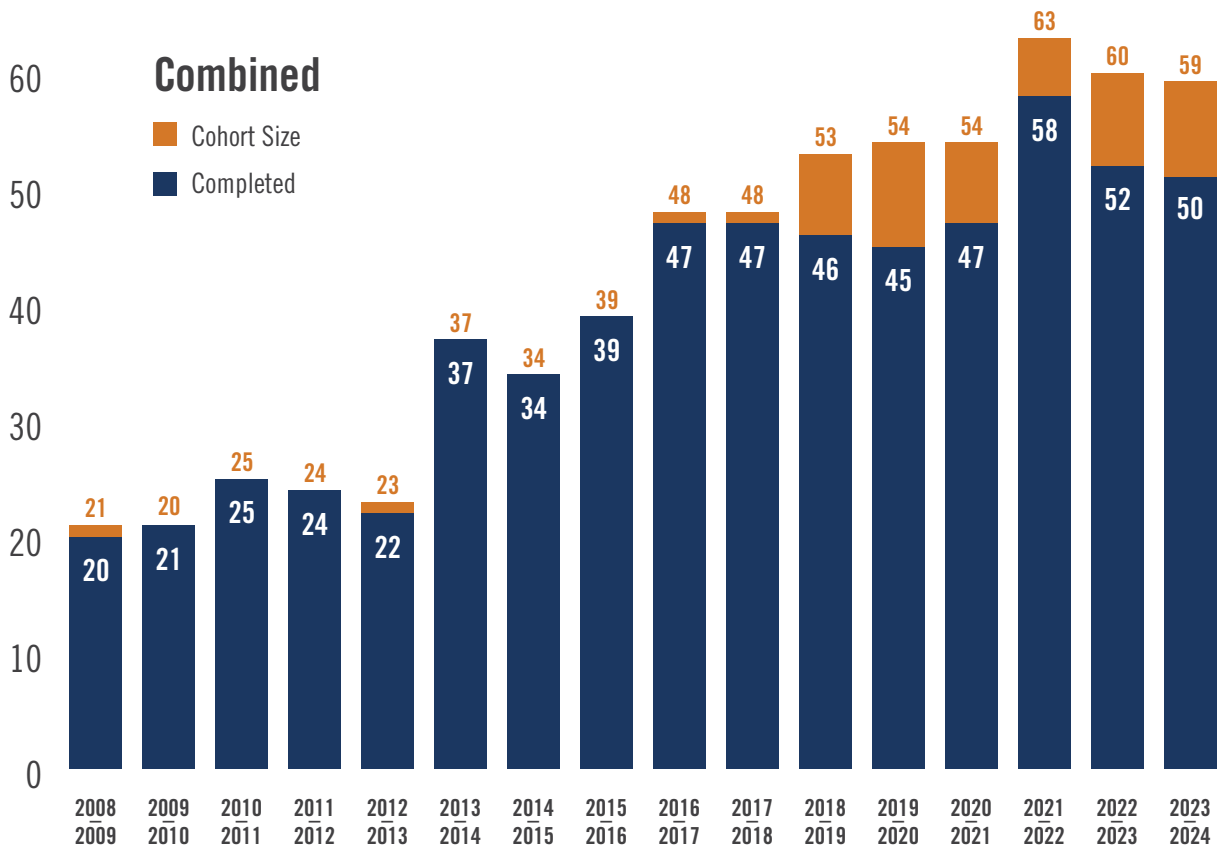
As a model program within NNSA, NGFP identifies and develops exceptional future leaders through a best-in-class program management approach designed to:

- ▶ Hire exceptional graduate and doctoral students from universities nationwide

- ▶ Transform and develop students into future leaders to advance NNSA and national security missions
- ▶ Provide an agile approach to meet dynamic NNSA needs.

EVOLUTION

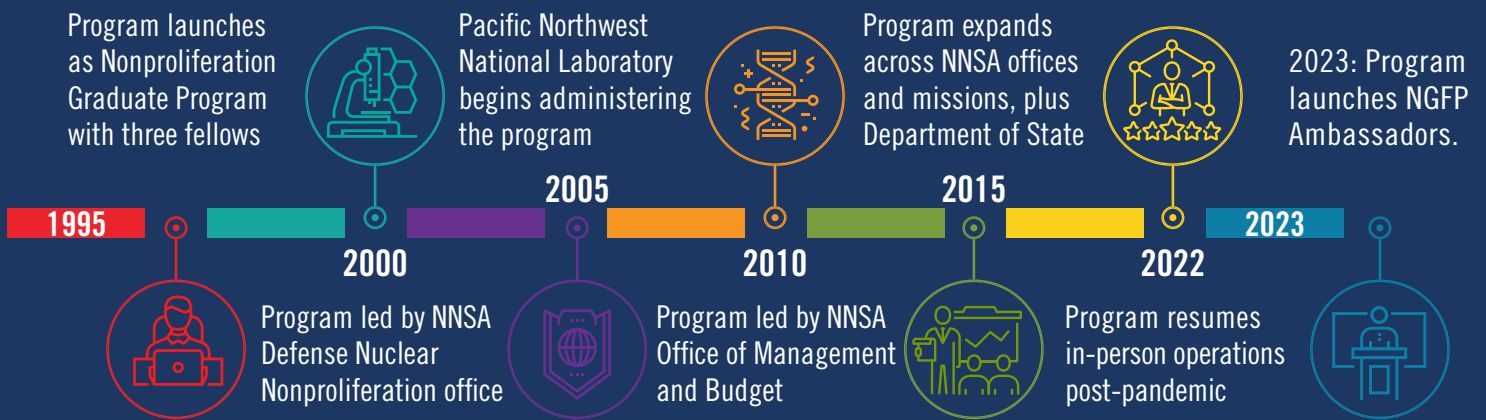
Since the NGFP's inception in 1995, the demand for fellows has evolved with NNSA's increasing need for leading-edge talent in complex mission spaces. The program has grown from three fellows in the inaugural class to 50 fellows completing the program in 2024. Launched originally to serve NNSA's Defense Nuclear Nonproliferation (DNN) mission, the program now spans the NSE, placing fellows within DNN; Defense Programs (DP); counterterrorism and counterproliferation; safety, infrastructure, and operations; NNSA's site offices; and the DOS.



NGFP class size at the start and completion of the fellowship. The program has grown from three fellows in 1995 to 50 fellows completing the program in 2024.

OPERATIONS

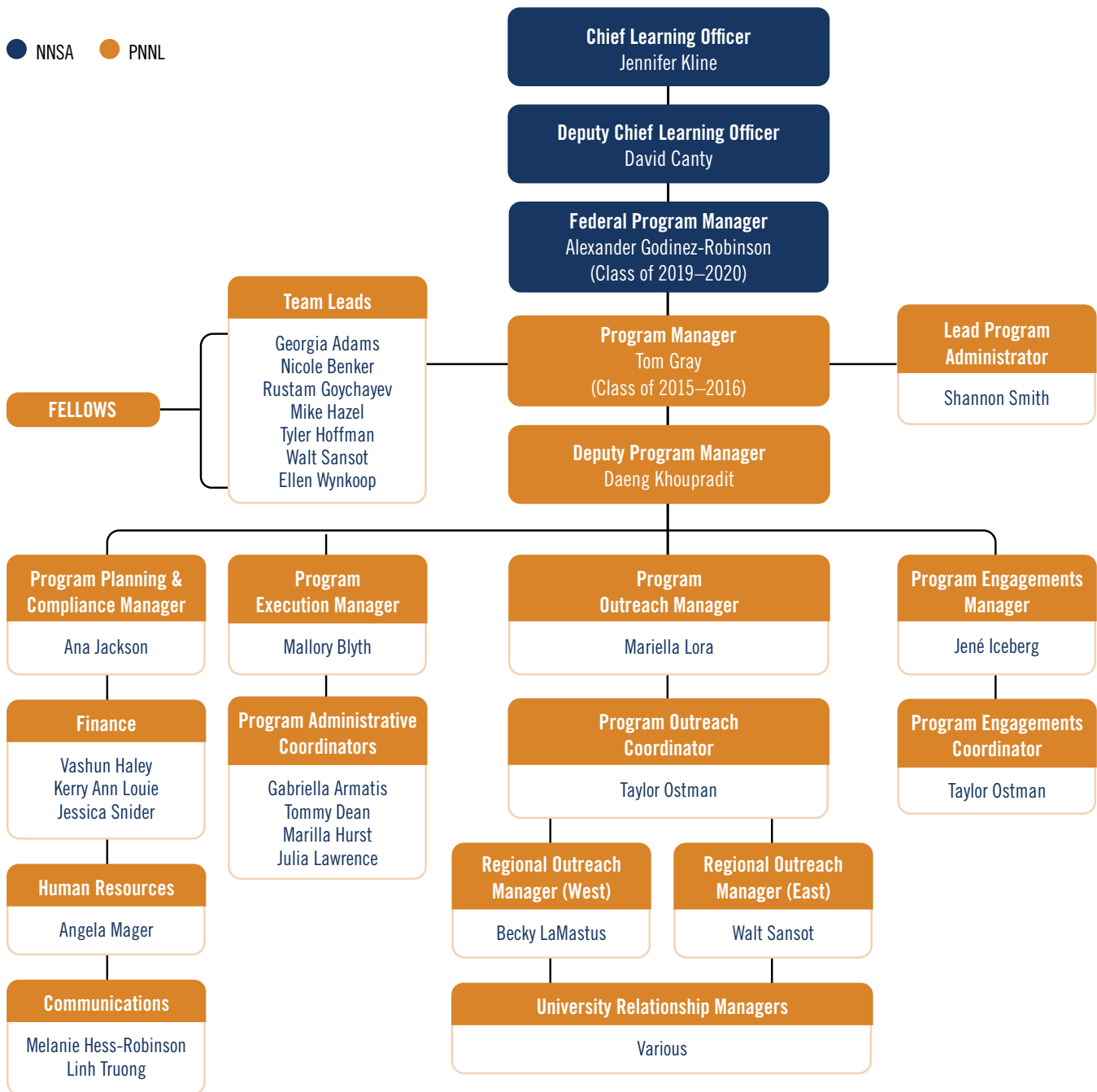
Along with general program growth, fellows' opportunities for professional growth and leadership development have evolved as well. The annual training, networking, and development agenda has expanded to include a standard suite of opportunities, including the Aspiring Leader Certificate Program (ALCP) provided to all fellows, as well as unique fellow- or office-specific trainings that are made possible with fellows' allotted travel and training funds. Each year, fellows continue to find exciting new ways to build their skillsets to best serve their office and individual development goals.



Timetable tracking the history of NGFP. Over the years, the demand for fellows has evolved with NNSA's increasing need for leading-edge talent in complex mission spaces.

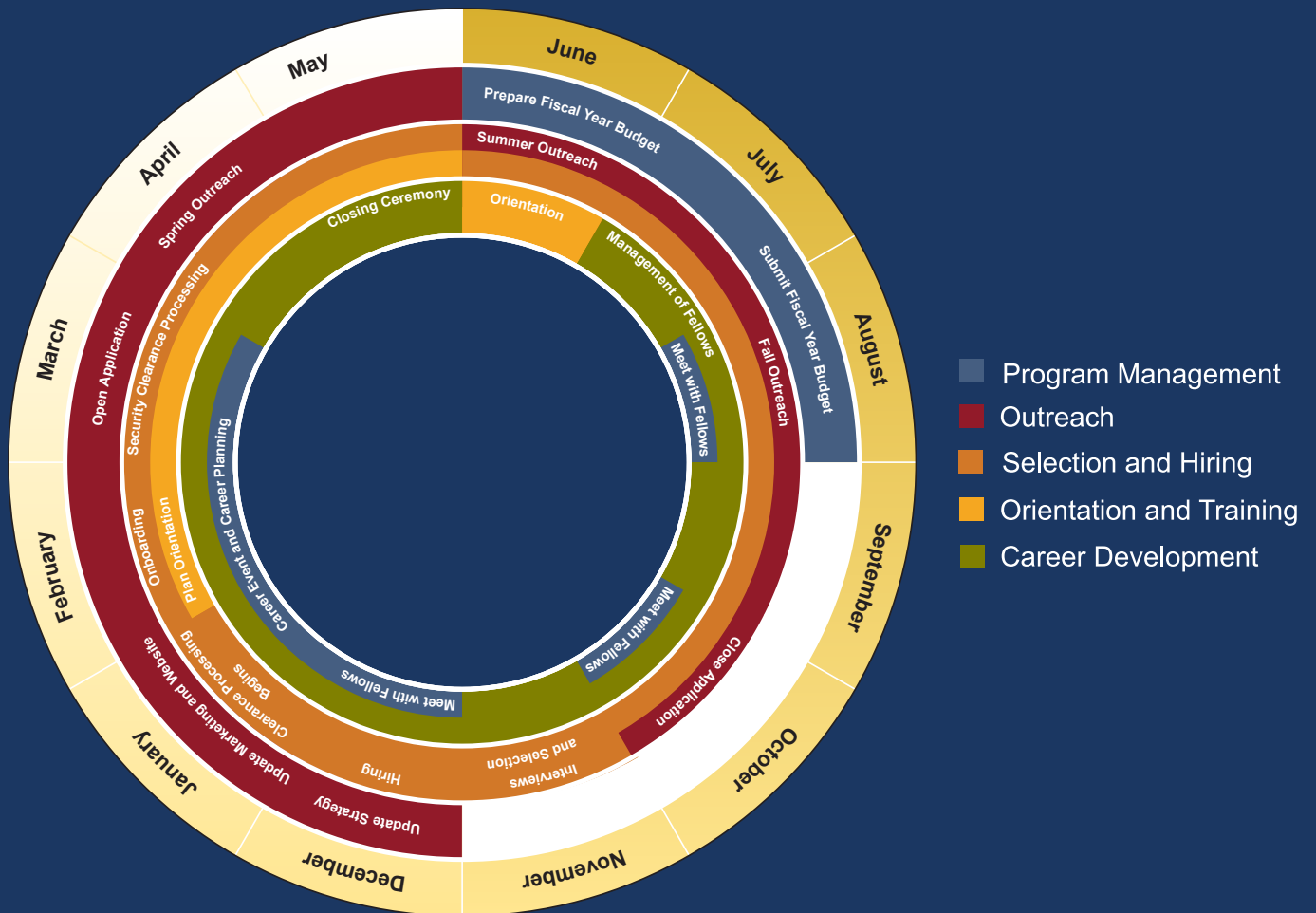
ORGANIZATION

NGFP is managed by NNSA's Office of Management and Budget (blue boxes) and administered by PNNL (gold boxes), with roles shown in the organizational chart.



LIFE CYCLE

NGFP's annual life cycle involves simultaneous planning, administering, and implementing three different fellowship classes: administering the **current class** of fellows, conducting outreach for the **next class**, and planning for the **future class**.



CONCLUSION AND ALUMNI SPOTLIGHTS

NGFP remains a premier program for bringing passionate and skilled graduate- and doctoral-level students into the NNSA and the NSE. To date, more than 85 percent of alumni have secured employment with ties to national security after their fellowship.

After completing their assignments, approximately 85 percent of the Class of 2023–2024 accepted positions where they continue to support the global security mission within government, industry, private sector, or academia.

ALUMNI SPOTLIGHTS

NGFP alumni were featured in NNSA spotlights throughout the year. They are shining examples of NGFP's lasting impact to NNSA's mission. The alumni self-nominated to be included in these profiles, which are showcased on the NNSA website.

Lyndsey Adams (Class of 2016–2017) is an NNSA program analyst in the Office of Plutonium Disposition. She was featured in NNSA's Women in Nuclear Security series and shares her background, inspirations, professional highlights, and self-proclaimed Swiftie status. Read NNSA's Women's History Month Spotlight:

<https://www.energy.gov/nnsa/articles/womens-history-month-spotlight-lyndsey-adams-nonproliferation>.

Bego Aranguren (Class of 2022–2023), NNSA program analyst, was featured during Hispanic Heritage Month in October. She manages NNSA technical projects at national laboratories that look at developing technologies for safeguarding existing nuclear reactors, as well as proposed advanced reactors and their associated nuclear fuel cycles. Read NNSA's Profiles in Nonproliferation:

<https://www.energy.gov/nnsa/articles/profiles-nonproliferation-bego-aranguren>.



Lyndsey Adams



Bego Aranguren



Whitney Baillie-Berring

Whitney Baillie-Berring (Class of 2019–2020) shares her roots in national security, advice for anyone interested in nuclear security, and her green thumb. She is an NNSA program analyst in the Domestic Uranium Enrichment Office. Read NNSA’s Women’s History Month Spotlight: <https://www.energy.gov/nnsa/articles/womens-history-month-spotlight-whitney-baillie-berring-defense-programs>.

Valerie Brusilovsky (Class of 2011–2012), a senior policy advisor in the Office of Counterterrorism and Counterproliferation, shares her experiences leaving Ukraine, working at NNSA, and celebrating Women’s History Month. Read NNSA’s Women’s History Month Spotlight: <https://www.energy.gov/nnsa/articles/womens-history-month-spotlight-valerie-brusilovsky-counterterrorism-and>.

Brett Cox (Class of 2016–2017) was highlighted in NNSA’s Profiles in Nonproliferation. He coordinates teams of nuclear technology experts to reduce the amount of nuclear material around the world that could fall into the wrong hands. He is a foreign affairs specialist in the Office of Conversion (NA-231). Read NNSA’s Profiles in Nonproliferation: <https://www.energy.gov/nnsa/articles/profiles-nonproliferation-brett-cox>.

Kevin Heaney (Class of 2022–2023) is a cyber analyst in NNSA’s Office of Cybersecurity within the Office of the Associate Administrator for Information Management and Chief Information Officer. He is the Social Chair for the Energy PRIDE employee resource group, which planned various activities throughout the month. Read NNSA’s Pride Month Spotlight: <https://www.energy.gov/nnsa/articles/pride-month-spotlight-kevin-heaney-information-management>.

Paulina Keim (Class of 2022–2023) was selected for the Center for Strategic International Studies Nuclear Scholars Initiative. Read NNSA’s article: <https://www.energy.gov/nnsa/articles/two-nnsa-professionals-selected-center-strategic-international-studies-nuclear>.

Christopher Landers (Class of 2005–2006) discusses his work with NNSA’s Office of Material Management and Minimization and passion for demolition derbies. He is the Director of the Office of Isotope R&D and Production for DOE’s Office of Science. Read NNSA’s article: <https://www.energy.gov/nnsa/articles/nnsas-chris-landers-dazzles-delivering-dents-during-demolition-derby-debut>.



Brett Cox






Kevin Heaney



Paulina Keim



NGFP CLASS OF 2023-2024
CLOSING CEREMONY



Learn about the NNSA Graduate Fellowship Program online at

<http://www.pnnl.gov/projects/ngfp>

Program Administered by Pacific Northwest National Laboratory

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