

# Unlock Your Future: Transition to a Fulfilling Career in USAID Foreign Service Information Session (2024-03-25 11:00 GMT-4) - Transcript

**Alicia Pierson:** Good morning, We're just going to give a few more minutes. So we have a people still popping in and we want to give them an opportunity to join us. So I want to be respectful for you of you all's time. So we'll just give them maybe one or two more minutes to come in and we'll get started.

**Alicia Pierson:** Marlon did you have a question?

**Angela Doriscar:** Hi Marlon, you're able to take yourself off mute. If you would like to ask a question, in addition, you can also post your question in the chat section. Where I can also answer it.

**Angela Doriscar:** I see Emmanuel has his hand raised as well.

**Alicia Pierson:** Okay, we'll go ahead and get started. It's a little after 11:00. And like I said, I want to be respectful of good morning everyone on behalf of the United States agency for International Development. We would like to welcome you our first to Foreign Service information session and panel discussion today session is titled unlock your future with usaid's Foreign Service information session will be recorded. My name is Alicia Pierson and I am the development Diplomat in Residence program manager and the team lead for a veterans and Military Spouse Employment Program at usaid. Thank you all for joining us this morning, and we will also like to take this opportunity to thank you for your service to our country.

**Alicia Pierson:** The intent of today's panel discussion is to provide a brief overview of usaid and to introduce you to two Foreign Service. Lorraine Sherman and David Brown they have both so graciously agreed to be here today to share their experience as Foreign Service usaid and tell us more about how they transition from the military to usaid's Foreign Service. Lorraine and David will also be available to answer questions We ask that you please hold your questions until the end of the session or enter them in the chat and we will answer as many as we can at the end of the session.

**Alicia Pierson:** Next slide please. Just a little bit about usaid. I'm going to just provide a brief overview. because I want to allow us much time as possible for the panelists and for your questions at the end. So usaid is a federal government agency that provides humanitarian assistance and International Development to over 100 countries.

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**Alicia Pierson:** next slide this is the map of the countries with usaid's presence. our Foreign Service in

**Alicia Pierson:** format io

**Alicia Pierson:** or more in-depth look at our agency and the work that we do, please visit our website at usaid dot gov there you will find information about usaid's Mission and other career opportunities with usaid.

**Alicia Pierson:** So, I know you all are here to learn more about the Foreign Service. So I'm going to provide just a brief overview of the requirements and benefits. Four to Foreign Service. So these are the career tracks that the Foreign Service for the Foreign Service.

**Alicia Pierson:** the legal humanitarian assistance They're all listed here. So.

**Alicia Pierson:** You take a look at those and it give you a good idea of what we do and some of the career tracks that we're, currently work in our Foreign Service in.

**Alicia Pierson:** There are minimum requirements that must be meant to become a foreign service. to obtain a top secret clearance that you in this could take up to four to five months. If you've lived overseas, you must be able to pass a class one medical Clearance and be available for worldwide wide assignments. And you will be required also to provide your official college transcripts. foreign service for our veterans because most of you may already have all of these requirements and that's why we're having this presentation today because I'm a veteran I spent 24 years in the military and the two panelists that you are going to talk to are also veterans. So we

**Alicia Pierson:** Have that experience we came into the agency with that experience in most of you all you will meet those minimum requirements as well.

**Alicia Pierson:** Okay, if you're selected to become a foreign service. Will be directed pretty much like military after your first assignment, which is normally two to three years. You'll be able to bid on an assignment. As previously mentioned you must be available for worldwide assignments wherever usaid missions are located.

**Alicia Pierson:** These are some of the benefits of Foreign Service based on your location. education allowances home lead and R&R and foreign services to language training and exposure to life abroad which many of you already have and if you join our Foreign Service will continue to be exposed to life bad. now that we've learned some of the requirements to become a foreign service will now begin our panel discussion with David and Lorraine.

**Alicia Pierson:** David and Lorraine. Can you please introduce yourselves? Tell us about your backstop? How long you've been with the Foreign Service share? What motivated you to pursue a career with usaid? Let's start with you Lorraine.

**Lorraine Sherman:** Hi everybody. Thank you. I'm a US Army veteran Lorraine Sherman.

**Lorraine Sherman:** I am the executive officer and you'll find out what that is. I'll tell you a little bit more about that in Manila Philippines right now. I'm in Bangkok Thailand on training to keep my warrant which is critical to do in my job. so basically the executive officer which is different than what you see in the military you are in charge of the human resources Information Technology all Logistics including sometimes the motor pool depending on...

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**Alicia Pierson:** He

**Lorraine Sherman:** which post you're at. You can also be doing construction. so you're basically a Chief Operating Officer of an overseas mission for usaid and it's really rewarding because like you're typical.

doing your MOS but doing something else. I'm sure some of you are laughing about that because you have your main

**Lorraine Sherman:** but then you have other things that you have to do. this job is so flexible that it gives you a lot of other things that you could do and you basically run the overseas missions and make sure people are provided support. I am an army veteran. Like I said seven years in and what made me join was just In the agency's mission, which is still somewhat the same it was reduction of poverty and I kept thinking. my goodness. Someone is going to pay me to help people overseas. And so that sense of service and commitment was always there for me. And so it was easy for me to make the transition from the military to Aid. In fact, I literally was deployed when I found out Aid even existed, so I'll turn it over to give it.

**David Brown:** Hey, good morning. How you doing? David Brown if one service officer with usaid. I've got 24 years with usaid, my military time Army veteran as well. Just like Lorraine. I've got about 30 some years in military, but active erve currently still finish up I reserve time right now.

**David Brown:** And my backstop I came in as a contact officer which is very similar. If you're in either GS 702 or conduct an officer was very similar to career path in that that moved on to the Kobe malic sir, and then eventually Mission director and Senior Management within usaid. I currently managed our technical support office for Europe and Eurasia which channels everything from Greenland to Russia. So I'll see the Ukraine war right now the Balkans to call Access and we manage everything from growth energy infrastructure and democracy governance in health issues as well. It's been what brought me to usaid. I'll see what I learned in the military in our ability to operation planning and communication skills and that sense of commitment and Mission really drew me into the Foreign Service information.

**David Brown:** Be with Foreign Service to give back it provide service another capacity. So take it off my uniform but still providing that service in that ability to go to foreign countries talk to beneficiaries talk to the host government really. Was it grew me in the usaid our a critical mission is now only Sports National Security but you feel that sense of pride in your work in that ability to see life's change in beneficiaries and they're going to teach people how to fish to get them really excited about their path and great a better world to live in so there is sound that sense. It really drew me to it. I think a lot of military people would be very well suited for the usaida career because of that we had the resilience we had the leadership skills. We have the teamwork and commitment service. They really will apply for it now granted you said he is not say department or other agencies. We don't go over to Berlin or London.

**David Brown:** Person more challenging places which is why I think in Moto experience gives us the opportunity to be in these places where other people may have a harder time adapting to more challenging in life expectancy a life experience. But again, I very proud of my service in the aid and in the military and I hope that you as well will consider service in usaid and happy to answer your questions. Alicia but you

**Alicia Pierson:** Yes, thank you David. I think you've kind of already answered my next question, but I'm going to ask anyway and Lorraine you can answer it and David if you want to elaborate more, you're more than welcome. How did your career in the military shape your decision to join the Foreign Service, Lorraine.

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**Lorraine Sherman:** Thank So almost literally it just float. I was deployed.

**Lorraine Sherman:** To Kosovo. So this is during the whole Balkans I was in first military intelligent Battalion. It was the only organic Military Intelligence Battalion to First armored. And so we deployed first and we deployed with 82nd 100 first we were always the ones to go and so I was out in Kosovo is this So this is ninety nine going into 2000 and I'm up on a Mountaintop. we're looking at people they're looking at us and I see this guy who's just standing alone and he's near a radio tower. So I was with and this is Army parlance. I know but I was with fifth group, but just this Special Forces Group and we walk over because at the time that was there, area of operations and we walked over

**Lorraine Sherman:** and I said

**Lorraine Sherman:** To the guy. What are you doing here? Are you here? Everybody else had deplete everyone had left the country and he said, there's people here who need Communications. There's nothing here the cut the country no longer has an infrastructure. They consider it the Breakaway Republic as you all know, and so we have to get communication to the people and I said, who do you work for and he told me a whole bunch of acronyms. So it was sort of like I work for usaid under an oti call under a contract for oti. And so It was later on that. I realized what that meant was the office of transition initiatives, which I later became the senior advisor of but I remembered usaid so I applied because I kept saying, my goodness, he's out here. He has the buddy system. I think there's something in that brown bag. Yes. So obviously he's not under general order number one,

**Lorraine Sherman:** How are you out here doing this this is something I really want to do. And he said just apply to eight so I literally went back to Germany because I was stationed in Germany and I applied to eight. And so without that's the story of that natural almost fluid entry and into Aid because I felt like wow, even though at the time I was offered jobs at State and the other agencies I chose a because it was something that I thought was really exciting. what are you doing out here you're alone and you just like chilling, but you're helping people. So wow you get that sense of fulfillment like David was saying earlier that sense of mission is back. So that's how I see it. David I'll turn it back over to you.

**David Brown:** It is real quick. I mean obviously the major feeder for usaid piece So please go volunteers had the special handshake they share information to them but for us to a lot of us to understand what the Foreign Service Embassy or Foreign Affairs officer within the military, but any ID is probably country team. We're in 100 different countries. We're a great one organization and it's a very hidden secret but it's out there and we want to make sure we share it with you guys and answer your questions, but definitely this is an area that they would appeal a lot of the ability to retire and serve in your commission officer when within the dip Matt core you have a better retirement system than you would so service and you're out there with beneficiaries the ability to connect with those host governments and host beneficiaries is second to not and I really would recommend if you are considered in your life overseas, this is a way to go.

**David Brown:** you'll never get a better sense of a mission and a commitment in service to others as you go the idea. It really is a great Organization. No or do this ya.

**Alicia Pierson:** Thank you. I'm David appreciate that. our next question for veterans and those transitioning from the military who are considering a career. with usaid What advice would you offer to help them prepare for fulfilling and meaningful career in the Foreign Service?

**Lorraine Sherman:** So I think I really like Dwayne David. nuances is so David. Can you go first and then I'll follow behind you?

**David Brown:** I can't believe erase it the following me. If they Lorraine now, hey, one of these like we're looking to go take I think they're listening to run a job laying out the career paths because imitate me back her plan a lot. She got to get where you want to be. Do you feel yourself if you're not a Conjuring also in the military, we're not Jack officer and those for an hour for you, but you maintain her assistance that account growth project engagement and that Excel which is that, a little bit of logistic planning. If you're load decision, if you're an engineer if you're actually into it or in Essex shop, that's one shop those places that EXO is a really good Peter a good career path for you and What I would do is pay your resume as far away.

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**David Brown:** it's not a military bio. It's not I d in 101st at this. Latin Air Force Base No One Cares besides each other with the inflection officials want to see you've got 12 you go eight years in military. What did you do during that time period you can charge our operations planning. you're written to all communication? Did you communicate to General officers to members of Congress? Did you budget planning? Did you do Logistics what did you do small group instruction. do those kind of things look at the impact you did during you do direct supervision and then the impact that service you can start to overseas. It's fine list the countries I served to have gas and Iraq Germany Korea all that's great.

**David Brown:** Then in your graduate degrees you need a master's degree to apply for Foreign Service. Critical Masters. Don't waste your time taking stuff like, underwater basically with Aid we've got a very competitive career track a lot of people go over to the Ivy League schools. Georgetown American here. They go to Harvard Yale and do we intimidated by that? A lot of you guys will have phds they'll have Masters have asked degrees you guys can get there but make sure you use your education experience the correct way give to those Masters in areas, like public policy international relations NBA Etc that are political to what we do and then look at your service time and talk about what you do during a service time in planning operations execution. And what you done in critical areas, it would be applicable to meeting teams and working with teams here and Aid

**David Brown:** Lorraine over to you

**Lorraine Sherman:** Yes, I agree with everything he just said and I really like the way he framed it. It's not that you say, I let it 18 right you're gonna say I worked with a team of people to get a job done and do it and declarative State, sentences not just writing down. I don't know. Another thing that it comes to mind is like Marksmanship battle you that's not something that someone would want to see and so it's like transitioning your military bio to actual civilian CV and making sure that people understand that you can actually lead which is something that we all have to do in the military at some point. Even if you are really pushing yourself, also, like he said operational planning any type of planning that you've done all of those things translate. when you have someone debt your CVS and so to that extent I would say on USA Jobs you will

**Lorraine Sherman:** Be and I'm sure Alicia will tell you that there is a veteran coordinator for every federal government agency. And that person will look over your resume or CV so let them take that opportunity to look it over for you. It's so critical because you don't want to put stuff in that. how many jumps you had, it doesn't transition well, but what does transition well is your abilities and your skills?

**Lorraine Sherman:** So that's what you really want to focus on. There are some jobs obvious. that are just not for Masters. You can get the job. I met XO I think it's like a natural transition for some people who have been in the military because I see it as all of those Moses that you never signed up for but that's true,

but that they put all together and said hey Soldier do that to or hey, whatever, service that you were in but it's the one that comes naturally because you're leading people and you're telling people yes or no, maybe so the other thing yeah, please look at it's the veterans.

**Lorraine Sherman:** Website at USAJobs. It is so critical and it gives you a wealth of information and the person who's in charge of the veterans coordination for each federal government agency. It is all listed there name and their email address let them look at your CV. I think it is a natural transition to come from the military into Aid and I hope that we definitely have a lot of you applying over

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**Alicia Pierson:** Thank you Lorraine. So our next. Question is can you describe the range of roles available within usaid's Foreign Service career path that aligns you with your passion and skills and I think both of you have touched on this a little bit already.

**David Brown:** Yeah, and I think I look at as well that Aid has a lot of hiring mechanisms. So we have four inches officers. We have civil servers we have personal service contractors limit employment Foreign Service goes from a Foreign Service. It helps to get into the agency to make sure you can translate your experience into a speak. So if you not a CR right now or an Excel, but you had those skill sets in the aid but within the military if you are a little decision if you spy officer your R or it come get a job in the ID. And then while you're in the ID you can translate the experience into actual Aid work. I had a couple of you. I know it came in limited appointment positions which are a little bit less competitive than the

**David Brown:** career Faun service, but then they were able to get some on the job experience and translate their experience in their work in the area that then help them get in the Foreign Service. I want before in service Nadi great, then make sure you have the degree do you mean that transition but your resume reads? then your experience is applicable to what we do. And so that means you got to get a year under your belt working within the am

**David Brown:** Then go ahead and take that on because eventually the long-term payoff of a career fault errors officer will be there. You have that natural fit if your jack off so you're carried an officer right now great. That's probably gonna be an easy transition. But if you're like a civil Affairs officer, you've done some other work in an engineer. There are skills that can transfer over but you look at some other opportunities and within your Iraq or Yemen or Haiti or she stuff coming up or Ukraine now, they will have extra Benny opportunities come to your job within the agency try that out and then translate that to a skill set. It would be accepted and moved in the Foreign Service for that end goal and how do you get into that foreign to assignment? Lorraine

**Lorraine Sherman:** I'm not sure I have much to add to that because I really do agree with everything that you said. I think that there's many opportunities here. the agency has 38 hiring mechanisms. But of those the ones that David mentioned are the ones that you can actually go into if you don't quite make the cut now there's always opportunities some other way and that's the beauty about Aid there's so much flexibility here. It really was a surprise to me coming in. but I was the executive officer and Afghanistan the ability even then to bring in people was just amazing. I've brought in a lot of captains. I'll say that but yeah there's fluidity here. there's always an opportunity. Just I think it'd be great if you applied because I always say if I wanted someone on my six it would be another veteran, you know what I'm saying? the language I'm talking about. So, yeah. Thank you.

**Alicia Pierson:** Thank you both. Okay, this is our last question and then we'll take questions. from the audience Could you share a specific project or initiative you've been involved in that exemplifies usaid's mission of making a difference in people's lives around the world. It will start with you Lorraine.

**Lorraine Sherman:** So when I was saying to you that there is now a bet you can have a bachelor as it get in when I came in you can only have a master's and so when I first got my first assignment back to Washington after being overseas for three posts, I went to a military school, which you'll see they give us opportunities to go to almost all the military schools. One of the things is when I came in they required a master's in three years overseas experience and I not been a soldier. I probably would never have made to three years overseas requirement though. I had the Masters So my first thing when I got to DC was to sit with the second highest person in the agency and get him to change that and that's why it is a bachelor's apartment. I told him that just, people in the military not coming in and this is the same time.

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**Lorraine Sherman:** That I founded the veterans at usaid employee Resource Group. So those were the two things that I thought had a major impact, bringing veterans in but I also, pushed through a fellowship. I was a congressional liaison officer for the agency on the hill. I pushed through our first International Development Fellowship is called Donald M Payne and then Staff Care, which is basically a way for us to get

**Lorraine Sherman:** Psychosocial emotional and other types of support as we go from country to Country and just transition and just go through life. and then also getting a general to come here because he really wanted to expand the number of slots we had and to come here and to sit with him at the table and get them to expand the schools which went from five to I think it's around 15 slots, in the military schools. So I've done a lot of agency impact stuff in the beauty of the agency is that it gives a flexibility of a person like me no title pretty much to be able to do that.

**David Brown:** Yeah, it's a good question and I had to kind of go through I think every post I've had an impactful assignment, I guess thinking about in constant working with the Mr. Fauna fairest any up there 8 organization in college town was really interesting pack. at the higher level, I think one things it really resonated with me my first simultane Armenia

**David Brown:** We had an opportunity we had additional funds available and we are to put in proposals for those funding. So I've proposal and to provide heating to school at the time. You had a breakdown Soviet Union and you had schools they were negative 29 830 degrees kids right burning coal in the middle of the classroom to stay warm crisis arrive. You can't castrate and learn if you're sitting around a local trying to get warmed up you like Bob Cratchit in Christmas Carol. So talk to them and say hey, what? do we talked about program. We're going to bring natural gas in provide borders and borders and heating just for heating into the school systems. It really make a Community Development. So they're able to talk to local Mayors and Pete's 15 million dollars. I received our goal go out there from the local community parents teachers and the local Mayors to then go fund these programs.

**David Brown:** And may get Nationwide the ability to bring heating schools and Maya Community Center, which that allowed them to come together it raise the education possibilities for students here in school longer they had more opportunities and go out there to see these kids now no longer sitting around there's black coal soot actually in a comfortable classroom learning and getting excited about it and going in there as an American really felt proud of our ability to give back from us and contribute to their lives and then impacted them for years come I have to say in six years. I mean, yeah, I laughed he was so

proud to get these letters to thanks and gratitude and parents to teachers. It really may impact. Hey, me is it for officer? I'm making a difference in hundreds or thousands of kids lives, which is really showing them why America is a great place how to give back to the local community. Essentially. He has stuck with me over the years and I'm sitting in the bad place and thinking

**David Brown:** There are good Simons and it'll get better. So I hope they can help you to understand. Some of the impact we can have is foreign terrorist officers and hopefully it'll get you guys excited about joining the Foreign Service.

**Alicia Pierson:** Thank you, David and Lorraine so we're going to now take some questions from you. All please keep in mind that we are going to have future sessions that will cover our application process in more detail. So if your questions aren't answered today, or if they're too extensive just keep in mind that we're gonna do this again, we'll have future sessions coming up. And the month of April that will answer a lot of the questions that you may have today. So Angela, can you please let us know if we have any questions in the chat or take the first question from our audience?

**Angela Doriscar:** Okay, so we do not currently have any questions in the chat, but Ebrima does have his hand raised. So you Bryant please take yourself off mute. So that you can ask your question.

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**Ebrima Ndure:** Good morning.

**Angela Doriscar:** Good morning.

**Ebrima Ndure:** Great to speak with you all more kind of I applied with USAID and had an interview back in December 2023 and I mean from the way to interview when it did look pretty promising. And I was just wondering how long on average does it take to hear about our application status as per your interview because I have contacted multiple times about it but don't answer they cannot give me update because I might be considered for other positions. But it's just kind of hard to maneuver when?

**Ebrima Ndure:** And figure out where you really want to go when number one priority is wanting to go USAID, but you don't get a definitive answer.

**Alicia Pierson:** Hey, thank you for your question. So the time frame depends on the number of interviews and that's with the hiring managers. And once the hiring managers have made a selection, we don't normally get that information. That's another office within our HR department. So I can't give you a definitive answer because like I said there's several factors that play in the timeline, so Angela has provided an email in the chat. It's vet set USAID dot go. So if you want to send us an email, we can see what we can do to follow up, but I can't promise you anything because that doesn't fall in our office under our purview, but I can see if I can get some information for you without any promises. Of course.

**Angela Doriscar:** So next you have your hand raised and you should now be able to take yourself off mute to ask your question.

**Angela Doriscar:** Arnold are you still there?

**Arnold Cantong:** Good morning. Can you hear me? hi. So yeah. Good morning My name is Arnold Cantong calling out of San Diego, California. I'm a Marine Corps veteran long ago 91 and 97. Anyway, my question is have you known any applicants or candidates or maybe even current employees? my



particular background is it's a bachelor's in international relations and a master's in International Education. And I guess that the direct question is how would someone with this particular background?

**Arnold Cantong:** I guess qualify for your program it sounds very flexible. I believe Lorraine you mentioned more than 30 entry mechanisms. So that's quite unique in my opinion.

**Lorraine Sherman:** Yes, so, you could apply either I mean as a foreign service for I think once some you look at the solicitation or...

**Arnold Cantong:** Yes, correct.

**Lorraine Sherman:** the advertisement see the CEO and me just kicked in but once you see the advertisement, I think you'll see that you probably qualify for that. But like David was saying earlier there are civil service positions. we have to do these Foreign Service. So I think Are you reticent is anything keeping you back from applying?

**Arnold Cantong:** I've heard of many, different organizations before but you and at one time I was simply oblivious, just not informed about what usaid really does and so listening to both of your stories. I find It's really fascinating. It's a pretty inspiring.

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**Arnold Cantong:** And I think the more popular entity is like you mentioned David the state department. but I subscribe to emails for different agencies. So I'm happy to have received this email invitation for this presentation. it's really an eye-opener. So this is just an introduction for me. but a very positive one

**David Brown:** The question is also I know you say surfing 9197. It's really, what you done since then the education obviously they're like Bryan said we had those jobs it could have fit those but also because that Batcher is a little bit more open with International license, you could go to different areas. So depending what you've done the last, since you got the Marine Corps, what kind of career field you've been working in really help kind of it is a Knowledge and Skills. You've gained to kind of help you determine where you want to go into or where your passion is because you got to light what to do. So I think that's one thing is where do you see yourself any value to our organization and look at our mission we can fit in well over.

**Angela Doriscar:** Thank you Arnold for your question. Next we have Kobe you should now be able to take yourself off mute to ask your question.

**Arnold Cantong:** really quick

**Kobi Burt:** It's on everyone. My name is Kobi Burt. I'm a United States Army veteran ultimately retired back in 2018. my background was mostly combat arms and Logistics, but since I retire I Been working in I have a Bachelors in information technology, and I'm also completing my masters. I graduate with my master in July. I'm just trying to figure out with my background how I would be to I guess. It'd be a great candidate for this organization because it sound like it's a very promising.

**Lorraine Sherman:** Yeah, so, the one I'm currently in. I've been in four backstops, by the way, but the one I'm currently in. Yes, you're in charge of it you are the lead for it support. I'm executive officer. Remember and...

**Kobi Burt:** Okay.

**Lorraine Sherman:** then also there are positions in Washington with our chief information office. So you could either do civil service or you can do Foreign Service. We definitely need more.

**David Brown:** You go here Lorraine spot with the EXO background because you talk about planning your operation skills and it skills being the information manager with any organization. That's what you do is nexo. So that would be something to be very clickable the big question. I'm between Foreign Service. Do you want to be overseas? And the life is good. I read my family there. you go to these places. You housing you have schools to your kids. You've got to follow some employment there as well, a better retirement program the nude in Social Service your commission officer. It's a good career path, but majority of your time we spend overseas because we only have really to be see there domestic assignment besides we're going to come by commands but always so most of time you overseas if you don't want to go overseas as much or live overseas, this is a civil service or opportunity to find better for you.

**David Brown:** Do TDY wise to overseas but the breath what we do and you will impact is in the Foreign Service. Nexo in its case Kobi for you. They'd be very applicable to your background in your Nole skills abilities.

**Lorraine Sherman:** Kobi applies the nexo

**Kobi Burt:** All right. Thank you.

**Angela Doriscar:** Thank you, Kobi for your question. We have Jerald Gerald you are now able to take yourself off mute to ask your question.

**Gerald Wynn:** Good morning, everyone. Thank you for your presentation. Of again,...

**Angela Doriscar:** Good morning.

**Gerald Wynn:** I just want to let you guys know first was on honor to be able to speak to you. I'm currently active duty. I'm a US Army foreign area officer. So I've been able to serve overseas with usaid and couple places so it's kind of Led me to want it. I think with you guys done on the ground and a couple places. trying to pursue this set some getting close to retiring, something I wanted to do.

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**Gerald Wynn:** In I guess my question is kind of twofold being that I have a background. I've already have a master's and announced relations, but I'm cleaning a master's and public policy here and by the end of the year and I retire beginning next year, but what again kind of I guess on it since I've been more of a foreign area officer in army, so mostly everything that you guys have seen the dios and this goes do overseas. What do you think that kind of translates to you essential ID, but also, The family lives for families living overseas on the 8 side.

**Gerald Wynn:** I mean, is it the same it State because I've kind of seen that life, but I know that Aid goes to a lot less desirable places sometimes and especially in a directed type and do you have option to bring your family with you? Or can you kind of speak more of that perspective? Thank you.

**David Brown:** Hey I think she service I'd say honestly probably what you can probably convince on the program manager at the apart development officer and program managers background the ability to operation plan strategically talk about what your roles in the FAO will definitely lay into that and they'd be as food transition began to talk about your ability to do future planning budgeting thought process guy in

the formulas what you do in the country scene your experience in the country steam. I think would be very applicable to that career set and also do educational assignments those would be okay as far as a life overseas. Yeah, we get the same to Mac housing that state department does our Sims a little more challenging in some State departments, but with that and again, We're in Asia European Eurasia just to Europe from Soviet Union countries.

**David Brown:** I've enjoyed it and you do get housing you do get schools. If there's no Attica schools at post you go schools broad you do online education. There's a lot of opportunities for you. And as Erin it has progressed in which you have the opportunities just make it easier and easier to get there along with files employment and I say my kids they spent the whole time overseas one of them when we left came back to the US. She got in a service Academy us first Marine now, she's deployed with Coast Guard, so it's definitely easy transition.

**David Brown:** She also got a lot of the Ivy League schools that background in my other daughter. She's an American University now and use her abilities to really Propel herself above their peers with that International experience the exposure different cultures and it really was a rich experience for them. And I think they treasured their time overseas. I think it's all what you put into it and the attitude you provide a home. It's important for it is challenging. They're not gonna be sitting there doing the same stuff. We do in the US but you exposure, we're in respect saying it cost to say we're also do Armenia, but you do want to come to tours. I did a rocket Afghanistan you do get silence where the family will stay in other Simon or back home to you as to other places. So the ad tries best to accommodate and I think that it's a great experience for your kids for you but it's not like a DOD situation we go or do these cools overseas you're going to

**David Brown:** National schools British or U.S. Schools, but it's not going to be that same DOD setting you are gonna be more remote areas and so a little less infrastructure, but it's a really incredible experience. right

**Lorraine Sherman:** And I'll just add that. Yes, we have less of the parises in Berlin's and more of the Peru South Africa Thailand where I'm at right now but these are countries that have great schools. They have great international schools. The ambassadors kids go to these schools, if a general's in country, their kids would go to these schools. so this is tried and true. I'll say so we've been doing this for 60 plus years and like David said, the children come out they bring something to a classroom when they go back to the United States where I believe really want those kids in the school because they have that International experience. over

00:50:00

**Angela Doriscar:** Thank you Gerald for your question and next we have adewale. You can now come off mute to ask your question.

**Adewale Daramola:** Thank you very much. Good morning. My name is adewale. I was just wondering when I did some Foreign Service.

**Lorraine Sherman:** Good question Al.

**Alicia Pierson:** so, they don't necessarily have a specific time. If you our check with usaid jobs t gov you'll see the advertisements there that come up different times. But also if you are registered with yellow and did you receive this invite through an email?

**Adewale Daramola:** Yes, I did it.

**Alicia Pierson:** Okay, so when those positions come available, you will get an email saying that those positions are available when they do come up. Here what?

**Adewale Daramola:** All right. Thank you very much. I appreciate it.

**Alicia Pierson:** You're welcome.

**Angela Doriscar:** Okay, next we have Stacey. You can now take yourself off me to ask your question.

**Angela Doriscar:** Stacey still here.

**Stacey Butler:** If you hear good morning. I want to East Coast. I'm in a doctor, Maryland. That's pretty much watched him Philadelphia DC area. Alright, I kind of got on Simmons after because I was coming out of Dennis. So, excuse My question is I'm retired military 24 years the greatest United States Navy. I heard a lot of his army stuff up in here. Hey somebody I got to bring it. But my question is I'm currently in federal government 12 years. I've been in the federal government. And I kind of heard. You said you?

**Stacey Butler:** Your benefits are different then the federal government. Is that Alright, then. I guess my next piece would be. It's except my Master's green organizational leadership. That's my Master's Degree and I worked in for the last 12 years and the government three different agencies and stuff. My next question would be is so are you talking to a lot of officers but I've been here that and who's your top target market and who you trying to recruit for your Sid? I'm beyond what I never heard of you too. I got this email. Tell me to come to this,

**Stacey Butler:** A meeting and I said, Let me check it out. Who are they? and I did briefly talk to her friend the other day. She was telling me about y'all was overseas and stuff like that there and like I said again my degrees it on, organizational leadership my Master's in organizational leadership. I love that and stuff. So, what are your target market?

**Alicia Pierson:** So we don't have a specific target market. However, we're looking for people with experience it degrees and experience overseas experience, as David and Lorraine mentioned earlier, you may have missed some of that. what you're currently doing how you translate that on your resume. You said that you have a degree in organization all leadership. It sounds like what Lorraine's doing and as an executive all officer, you may qualify for that but everything is going to depend on your current work experience. And if you have overseas experience your degree, and it sounds like you meet those qualifications, so no you do not have to be an officer.

**Alicia Pierson:** I think Lorraine's Lorraine. Were you enlisted? Yeah.

**Lorraine Sherman:** Yeah, listen David, too. So here's the thing.

**Lorraine Sherman:** In fact as you all know, I know they say it at least in the Army. You're the backbone, right? So as a backbone this is the thing you will always have the ability to do most jobs and your other job, so you have your record job and then you do other jobs, but I think for you based on what you just said Excel the job I'm in is the job for you if you applied because of your current status in history working in and doing organizational management. That's exactly what I do. I manage that organization. And so, I think

that that's a great fit for you. And the benefits are different you get housing Etc. I think maybe you can come in at the beginning and Alicia you are sending these slides to everyone right? Okay.

00:55:00

**Alicia Pierson:** Yes, this presentation will be forwarded to everyone on the call.

**Lorraine Sherman:** Okay So you'll get the slide Stacey and I think my backstop you'll see it. It says EXO that is the one I think amongst others. You might be able to fulfill to or more. I mean, I applied to two and got into two but took XO because I knew it would be easy compared to based on what I did in the military. And it worked that way for me, I moved up really fast. I went from the equivalent of a butter bar to a colonel nine years. and almost all of that was because I was in the Army first. so over

**Stacey Butler:** Okay, I'd like to take a lot of time. Another thing is how do you convert someone that's coming from over into your field. again I also was a Zone supervisor for negative recruiting district of Philadelphia. how do you convert it? over to your field and to your organization.

**David Brown:** Yes, it is. I started off so I often will tell me first time. I joined Esther Navy is a GS, then the gsfs conversion. So they have a program reply in they'll convert your time tickets time in but the retirement's a lot different the 20 years and 50 years old is Yeah, one point seven percent times your base pay times number years the first 20 years. So it's more keen to the old military Thomas system in the Gs against the ranking person system. So you actually carried your rank with you versus a positional rank, which is how the GS is to miss so very similar in the military as an officer go transition with you officer or enlisted. It doesn't matter it really matters though what your education is and what your knowledge skills and nobody are hiding trans like that into the phone in the Foreign Service. But yeah, we don't trim it either way both can provide.

**David Brown:** To feeders into the Foreign Service. So I definitely pitch yourself and put that military experience in there. But doing the way it at. It's applicable to what we do in the aid. Look our mission. I said, what you want to look at and how those nod skills abilities will translate into something will be operational Logistics planning it, Cardinal officer legal or humanitarian assistance. I think any of those would be As you can kind of tee into it for yours again. There's a gift officer background will probably be very useful your R experience.

**Stacey Butler:** Thank you very much. I appreciate all you.

**Lorraine Sherman:** Yeah, yes. any he was just saying it doesn't matter officer enlisted. I wanted these types. I think most people in the military can do most jobs.

**Stacey Butler:** Yes, thank you very much. Very informational.

**Angela Doriscar:** Thank you Stacy. So next we have es you can now take yourself off mute. We have about 8 questions left and we have two minutes, but maybe so we will take as many as we can. Yes.

**ES Kantanka:** A good morning. Thank you. give me this opportunity and this is my tear time for this month because I was on the meeting with the embryo and the one you did last week. And so that means I'm very very, like to Get a career here with the USA and I have a battery Degree in Social and behavior science. Then I went back to school to get my education and I have a certification to come to your security prize come to us he said class. So now I want something So this is what I want to know and

**ES Kantanka:** Last week, neat in the toddlers to submit our documents to verse at usaid dot gov I did that. So I just want to know where I have to wait, what is the status or not be? Thank you.

**Alicia Pierson:** Hi, I think I spoke with you last week. But as I mentioned before the positions that you apply for we had a very good turnout for that embule hiring fear. So they're in the process of reviewing all those resumes that they received and verifying eligibility for the non-competitive hiring that I think you apply for as well. So it's going to take a few weeks. I'm sure for them to get back to you because the team has to review all those resumes.

01:00:00

**Angela Doriscar:** Thank you Alicia. So now we have two Neil or suneel. I'm sorry. If I miss pronounced your name, you can now come off me to ask your question.

**Suneel:** Good afternoon. This is suneel. You're right. thank you for the presentation. I am seven years Friend, and I actually serve in first Intelligence Battalion, so I wanted to ask that is there any mentorship program because I have been applying on civil service jobs never got any interview calls. I have MPA and MBA and I also have international experience in developmental related field in Pakistan and Afghanistan. I was program manager for and we were actually funded programs as well. And currently I'm federal employee that's in Civil Service.

**Suneel:** maybe two blocks away from usaid had so my question is that is there any mentorship program for the veterans so you mentioned that we do have diverse background, but sometimes is harder for us to pinpoint or laser focus on one sort of job because right now I'm Community Development and planning Specialists. And before that. I was a manager program director, so that's where I feel like I might need Leadership program or somebody who can guide me through this process?

**Alicia Pierson:** Okay, so we do not have a formal mentorship program outside of the agency. We do have one, for employees in our agency. However, if you have any questions or If you will for someone to assist you with maybe revealing your resume, I would encourage you to email us at vets at us 8 that gov and that's in the chat. Angela has put that email there and we're happy to answer your questions and maybe provide recommendations or suggestions that me assist you with what the application process.

**Alicia Pierson:** I know we're almost out of time and...

**Suneel:**

**Alicia Pierson:** I just want to say if we do not get to your question today. Please use that email address to ask your question and we will get back to you. You will also receive a notification for a next session which will be more about the application process and you'll be able to as ask your questions to our staff from our Foreign Service for you there as well.

**Alicia Pierson:** Angela did you want to ask one more question or are we at a time?

**Angela Doriscar:** And we are at a time. But if Lorraine and David just have a few moments longer I can ask maybe one or two more questions if that's Okay. Thank you.

**Lorraine Sherman:** Yes, yes.

**Angela Doriscar:** So as a day. You can now take yourself off me to ask your question and then after azadeh we'll go ahead and take Talia or to Laya. I'm sorry if I mispronounced your name. You can also take yourself off me after I was a day to ask your question. And those unfortunately will have to be our last two questions for the day. Thank you.

**Angela Doriscar:** Azadar, are you still with us?

**Angela Doriscar:** Okay, so maybe let's go ahead and go to the Thalia. Are you still with us?

**Angela Doriscar:** Hello. Yes,...

**Thalya Sant'Anna:** Hello. Hi.

**Angela Doriscar:** we can hear you.

**Thalya Sant'Anna:** Hi, this is Thalia Santana from Dallas Texas prior Air Force. I was in the medical when I was in the Air Force and ever since I got out in 2010. I have opened my own business and I have been working for myself as a franchise operator for Petland. And I was wondering if there were any room for veterans such as myself my passion are obviously the welfare of people so that's my passion and I was just wondering if there was a space a USDA for somebody like myself.

01:05:00

**Lorraine Sherman:** I'll just say this if you can run a business you can run an overseas Mission. You probably can be a budget person because if you're running a business, you probably can do the program side. I think that when you see the actual advertisements for the positions, you should read them and to the extent that you feel like hey, this is the one for me. I fit this to a t apply please...

**Thalya Sant'Anna:** Okay.

**Lorraine Sherman:** because you do have the skill sets if you run your own business to do most of anything because I...

**Thalya Sant'Anna:** awesome Yeah.

**Lorraine Sherman:** how hard that is.

**Thalya Sant'Anna:** Alright. I'll keep a lookout for that.

**Lorraine Sherman:** Yeah. Thank you.

**Thalya Sant'Anna:** Thank you so much you guys for your time.

**David Brown:** Again just reiterate that the manager one or even the processor the account growth one those could definitely be aires you go get against the gear in your resume to the cessation with looking for and yes, she'll set again. It would be our fit into those areas. We do have probably health programs as well that may be depending on what your degree was. Yeah, how click with that could be but I think that the program management one will definitely be something you can apply for as well. present work

**Thalya Sant'Anna:** Thank you very much guys.

**Lorraine Sherman:** Someone asked me a question in the chat of whether or not I was stationed in dexheim. Yes. That was me 500 first military intelligence Battalion next time Germany. I actually moved that whole unit to wackernheim. But yes, that was me.

**Angela Doriscar:** As the day are you Here with us. I saw your comment that you were here. You can now take yourself off me to ask your question. Hey while we're waiting for that. There is one question in the Q&A that says what is a Class one medical clearance. I don't know if you were Lorraine can kind of speak to.

**Angela Doriscar:** What that is.

**Lorraine Sherman:** So it just means that you are a worldwide available meaning that you can go to any post where usaid has a presence. I think that we're at 84 overseas presents, countries right now. So it means that you can go to any one of them to get a lower class not a one it means to just limits the amount of posts that you can go to. but it's not like it's the only one you have to have you'll see that when you get in but class one means you're worldwide available in generally you have to be unless you have some condition and then obviously, the 88 compliance is critical it comes into effect at that point. over

**Angela Doriscar:** Thank And then I think this will probably be our last question.

**Angela Doriscar:** And this person Matthew is saying that I'm an army retirement who retired after 25 years but realize that there was not many jobs out there for combat armed soldiers, which area is closely related to it. on the usaid I can seek

**Angela Doriscar:** so I guess they're asking for it positions. I'm sorry, Lorraine.

**Lorraine Sherman:** Yes, I was going to say so in general. if you yourself want to do it. You would probably be a civil servant right for Aid in Washington. However, if you want to manage it, which is different, right then you would be in my job because I manage the subject matter experts in an overseas post as the executive officer. So I think there's a lot of people here with it skills and it's easier to manage it when you have those skills, but you're the manager of it, So I think that if you were to transfer it would be the executive office and as an executive office sir, right?

**David Brown:** And again, hey just to get prior to the copyright arms guys, I was former call my arms as well but issue like that doesn't translate well into the Nadi speak. So talk about not that your comment arms that you were, paratrooper, but it's carried arms. You learned the military,

**David Brown:** The ability to program design to plan to execute to communicate it effectively or a written communication. You have small group leadership. You had Direct supervision staff. So we want to talk about your camera arms I mean veteran or Marine Corps or Air Force and in that service you had the ability to demonstrate the ability to execute design budget your program lead to lead, staff. So as we want to talk through let's try it away from that in your mindset because people hear that either. we don't need those kind of evil and that's why I make sure you put yourself in the way. They really hits the main skills you learned and gained in the military.

**01:10:00**

**David Brown:** If you've done the mdmp process the military decision-making process that process is really critical to our programs operations are designed and ve if you've been aim to the Army leadership courses, it is NCO and officer. You've been taught that and your course of action design development



exhibition are really really critical skills that translate well to the aid. So that's saying just go away if they call our mindset but everything about Translate that into work skills. It makes sense Ray ID in the software environment over.

**Lorraine Sherman:** I'll just add that the only what David is saying is a 100% Correct? No one is gonna obviously when the mission is reduce reduction of poverty helping people with economic growth. They don't really want to hear about the combat part because we're really trying to pull people out of situations like that in many cases, but when it comes to getting in and being really good in your job and you've establish yourself and you've gotten your administrative promotions in there or your competitive promotion and we have every combat and command that's open to us. There's three positions to each one of them back to command. I was a deputy development advisor sent calm in Tampa. So there are opportunities for you to transition and translate your skills in the military from an aid perspective. And what I found is that the and then all the general staff. They really appreciate the fact that you have an aid officer who was former military.

**Lorraine Sherman:** I had a great time talking to the general and ribbon with him because he was an Army General. He still is the same general and I think that that's where you would go right back into that second skin almost and...

**Azadeh Ya:** right back

**Lorraine Sherman:** be able to have that conversation but coming in the 8th. No, what David said is right? when I first came in and they told me they hire from the Peace Corps, not the Marine Corps, adrenally, but now that's transitioned. Right. So here's an opportunity. I think most of you should apply. over

**Angela Doriscar:** Thank you so much. Okay, so I think we have

**Angela Doriscar:** As a day or Jose day, you can come I think you just muted yourself. Did you have a question for us still as a day?

**Angela Doriscar:** Hello, are you still there?

**Angela Doriscar:** You're still not coming through so that was going to be our last question. And now I'll pass it back to Alicia.

**Alicia Pierson:** Okay, great.

**Alicia Pierson:** So I just want to thank everyone we want to close out today's session by thanking our panel members Lorraine and David. We appreciate you for joining us today. I know you all have busy schedules and Lorraine. I know you're in a totally different time zone. We appreciate you staying up. We're getting up early. Not sure which one but we appreciate you today and thank you for sharing all the valuable information that our audience will be able to use to apply for

**Alicia Pierson:** Positions would 8 whether it's Foreign Service for all of our audience. Thank you for joining us and we welcome any additional questions you may have please send them to vets bets at usaid dot gov and we are happy to answer those questions for you apologize if we weren't able to get to you today, but we will like I mentioned answer your questions in the email. If you send them to us, please be on the lookout for our upcoming information sessions and panel discussions. Some of the topics will include the

application process assignment process, and we will also have sessions about our special hiring authorities for veterans and Military spouses.

**Alicia Pierson:** So if you received the notification about this session through email, you will automatically receive the other notifications as well. If not, I encourage you to register. I think there's a link in the email that will take you to the registration process where you will get additional information but you can provide your information for our upcoming sessions. So once again, thank you all for joining us and this concludes our session. Have a great day everyone.

Meeting ended after 01:15:31 🙌