

Award Management Competencies for Recipient Organizations



Jeff Zivick
BFA/Large Facilities Office
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PM Competency Requirements – Why?

- A National Academy of Public Administration (NAPA) report examined NSF's use of Cooperative Agreements for Major Facilities and issued two recommendations regarding project management skills and capabilities for the NSF and Award recipient organizations.

6.7 NSF should identify project management skill requirements by role and develop/implement required corollary role-specific project management training/workshops.

6.8 NSF should require award recipient project managers be certified in project management. NSF should also specify the minimum project management experience thresholds for project positions in the programmatic terms and conditions of the cooperative agreement.



PM Competency Requirements – Why?

- Program Management Improvement and Accountability Act of 2015 (PMIAA):
 - Office of Personnel Management (OPM) is developing core competency requirements for Federal Program and Project Managers
 - Possible that OPM competency requirements will flow to contractors and major assistance awards.
 - NSF is participating in OPM panels to try and ensure outcome is beneficial to NSF and its Recipients.



Project Management Institute Competency Development Framework^[1]

Performance Competencies (same as PMBOK Knowledge Areas)

- Integration Management
- Initiation/Monitor & Control (EVMS)/Change Control/Closeout (aka Project Execution)
- Scope Management
- Time/Schedule Management
- Budget/Cost Management
- Quality Management
- Human Resource Management
- Communications Management
- Risk Management
- Procurement Management
- Stakeholder Management

Personal Competencies

- Communication
- Leadership
- Management
- Cognitive Ability
- Effectiveness
- Professionalism

[1] 3rd ed. updated 2017)



Recipient Organization Impact

- Award Recipient management team (Key Personnel) is envisioned to include:
 - Principal Investigator (PI),
 - Project Director (PD),
 - Project Manager (PM),
 - Project Controls Manager, and
 - Possibly Deputy positions.
- The Project Management competencies will likely be codified in the “Cooperative Agreement Modifications and Supplemental Financial and Administrative Terms and Conditions (CAFATC) for Major Multi-User Research Facility Projects and Federally Funded Research and Development Centers.”



Assignment of Competency Skills

	Fulfillment method	Required for:	Recommended for:
Project Management	Project Management Certification from PMI ^[1] or a PMI Registered Education Provider institution	PM	PC
Earned Value Management	Training from an education provider registered with PMI, the U.S. Federal Acquisition Institute (FAI), or the Earned Value Management Institute (EVMI)	PM	PC
Risk Management/Risk Analysis	Training from an industry recognized education provider	PM	PD, PC
Cost Estimation	Training from an industry recognized education provider	PC	PM
OMB Uniform Guidance Laws, Regulations 2 CFR 200	Equivalent training or equivalent expertise	PM, PC	PD
NSF Policy Compliance	Self-instruction/Training	PI, PD, PM, PC	

PI: Principal Investigator
 PD: Project Director
 PM: Project Manager
 PC: Project Controls Manager

^[1] Project Management Institute Project Management Professional (PMI-PMP)



Questions?

- Reactions?
 - OMG? Reasonable? Proper Scope? Proper Staff?
- How could this become a positive for your organization?
- What is an acceptable time frame to implement?
- What should NSF know as part of this initiative?
- Let's collaborate while there is still time.
- Send any later realizations/concerns/inputs to me (jezivick@nsf.gov) or your Program Officer.

