



# 2022 RESEARCH INFRASTRUCTURE WORKSHOP

## Project Personnel & Competencies RIG Section 4.6.6

Mr. Matthew Hawkins, Head, Large Facilities Office

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**Recommendation 2:** The Director of NSF should establish criteria for the **project management** expertise of large facilities project recipients and incorporate the criteria in **project requirements and external panel reviews**.

## *Article 78. Project Personnel and Competencies*

*NSF major facilities require skilled people that collectively possess a broad range of professional competencies. The minimum set of competencies NSF considers essential for managing its major facilities are detailed in NSF's Major Facilities Guide, section 4.6.*



## RIG Section 4.6.6

- Like the NSF IPT > Team approach to meeting the competencies:
  - Not one individual
- All life-cycle Stages
- “Key Personnel”- NSF approval authority:
  - Principal Investigator (PI)
  - Project Director (PD) > May be PI or co-PI
  - Project Manager (PM) or Operations Manager (OM)
- “Project Team”- i.e., everyone else:

*“...additional staff who collectively, with the Key Personnel, possess the competencies detailed in Section 4.6.6.3. The Project Team may comprise any combination of individuals or organizational units, such as an Office of Sponsored Research.”*



# Program Management Improvement and Accountability Act (PMIAA) Principles

Knowledge Area	
Change Management	Performance Management
Communications Planning, Stakeholder Engagement, and Coalition Building	Portfolio Management
Contracting and Acquisition Management	Process Improvement
Customer Service	Project Management
Evaluation	Requirements Development and Management
Financial Management	Risk Management
Human Capital Management	Strategic Planning
Information Management	



# Recipient Competencies

Table 4.6.6.3-2 Competency Resource Assignment Requirements

Competency	Assigned Resource per Life cycle Stage				
	Development	Design	Construction	Operations	Divestment
Project Management	Optional	KP	KP	Optional	Optional
Program Management	Optional	Optional	Optional	KP	Optional
Earned Value Management	Optional	Optional	KP or PT	Optional	Optional
Risk Management	Optional	Optional	KP or PT	KP or PT	Optional
Cost Estimating	Optional	KP or PT	KP or PT	KP or PT	Optional
Business Process Reengineering	Optional	Optional	Optional	KP or PT	Optional
Compliance	KP or PT	KP or PT	KP or PT	KP or PT	KP or PT
Contracting and Acquisition	Optional	KP or PT	KP or PT	KP or PT	Optional
Financial Management	Optional	KP or PT	KP or PT	KP or PT	Optional
Data Management	Optional	Optional	KP or PT	KP or PT	Optional
Information Technology	Optional	KP or PT	KP or PT	KP or PT	Optional
Workforce Management	Optional	Optional	KP or PT	KP or PT	Optional
Stakeholder Management	Optional	KP or PT	KP or PT	KP or PT	Optional

Resources indicated as Key Personnel (KP) or Project Team (PT)

# Recipient Competencies

	<ul style="list-style-type: none"><li>• Skilled in assessing the financial condition of a project or program.</li></ul>
Data Management	<ul style="list-style-type: none"><li>• Demonstrates knowledge of the principles, procedures, and tools of data management, such as modeling techniques, data backup/recovery, data mining, data standardization processes, etc.</li><li>• Able to plan/budget for, manipulate, and control access to information/scientific data during the project's or program's lifecycle.</li></ul>
Information Technology	<ul style="list-style-type: none"><li>• Able to manage information technology resources, such as personnel, equipment, etc. that support the project or program.</li><li>• Demonstrates knowledge of the four pillars of information security programs (Mission Alignment, Governance, Resources, and Controls) and how to develop and manage a robust cybersecurity program.</li></ul>
Workforce Management	<ul style="list-style-type: none"><li>• Able to manage workforce requirements to meet organizational and program goals within budget constraints and to ensure employees are appropriately recruited, selected, appraised, and rewarded.</li></ul>
Stakeholder Management	<ul style="list-style-type: none"><li>• Demonstrates knowledge of the concepts, practices, and techniques</li></ul>





Questions?

How's it working in the proposal/review process?