

**AGA's  
Partnership for Intergovernmental Management and Accountability**

**Call for Volunteers  
June 29, 2011**

**Volunteers are asked to contact Helena Sims at [hsims@agacqfm.org](mailto:hsims@agacqfm.org) by  
July 18, 2011.**

**Project: Develop a Candidate Assessment Tool for Grants Management  
Positions**

AGA's Partnership for Intergovernmental Management and Accountability (Partnership) is seeking up to 12 volunteers to develop a "Candidate Assessment Tool" for use by managers at all levels of government in screening candidates for grants management jobs.

AGA established the Partnership to open the lines of communication among governments. The Partnership is comprised of high-ranking officials from the federal, state and local levels of government and higher education. You may visit the Partnership online at [www.agacqfm.org/intergovernmental/index.aspx](http://www.agacqfm.org/intergovernmental/index.aspx).

Issue: According to the Office of Management and Budget, federal outlays for grants to state and local governments exceeded over \$600 billion a year in FY 2010, consuming over one-fifth of the federal budget and increasing 350 percent since fiscal year 1990. To do their jobs effectively, grants management professionals at all levels of government must have a broad cross-section of competencies, including a knowledge of federal circulars, allowable and unallowable costs, cost allocation strategies, negotiation skills to establish quality budgets and sub-award agreements, the full range of administrative and reporting requirements, elements of the closeout process, audit requirements and audit resolution techniques. The most important attribute is often the business acumen to apply the full range of knowledge and skills in a fast-paced, customer-centric operations environment.

Those hiring grants management professionals often do not have evaluation tools capable of screening candidates to validate critical competencies across such a large array of required skills, particularly when candidate resumes commonly mimic one another on grant life cycle skill sets. As a result, managers are not always able to base their hiring decisions on assessments that accurately reveal a candidate's capabilities across the grants life cycle. With finalists having such similar "on paper" education and experience credentials, decisions are too often based on the reputation of a candidate's current employer or on the interviewer's intuition.

**Timeline:** The Partnership's Steering Committee proposes that the project should be initiated by August 15, 2011 and completed by February 10, 2012. The

assessment tool should be complete in time for release during AGA's National Leadership Conference, set for February 16 – 17, 2012, in Washington, D.C.

**Selection of Volunteers:** The co-chairs of the Partnership will select up to 12 work group members from among those who volunteer.

Volunteers:

- May be from any level of government.
- Need not be a member of AGA.
- Should have knowledge of the broad cross-section of competencies that grants management professionals must possess.

**Level of Commitment:** The work group will determine the level of commitment for volunteers. However, the Steering Committee anticipates conducting at least bi-weekly conference calls. On average, volunteers should expect to spend up to two hours a week on the project.

For more Information about the Partnership, including a list of Steering Committee members and criteria for selecting projects, visit the Partnership's website at [www.agacgfm.org/intergovernmental/index.aspx](http://www.agacgfm.org/intergovernmental/index.aspx). To volunteer for the work group, contact Helena Sims at 850.668.0625 or [hsims@agacgfm.org](mailto:hsims@agacgfm.org) by July 18, 2011.