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Animal and Plant Health Inspection Services (APHIS)

Strategic Alignment

APHIS-IS Succession Management Plan

*To be approved by:
Policy & Workforce Planning, International Services*





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EXECUTIVE SUMMARY

The Succession Management Plan for 2022-2023 described herein assumes that APHIS/IS desires to maximize the abilities of available staffing while effectively integrating anticipated new hires. This while trying to maximize the employer experience and training and meet APHIS goals of protecting the economic viability of US agriculture, assisting US trade goals, and meeting national security goals by assisting needy countries.

Policy and Workforce Planning (PWP) and the IS workforce planning consultants have utilized all available staff, considering those employees subject to mandatory retirement or 15-year maximum mandatory return. There is only one SFS employee fully impacted. The only constraint is that nearly all APHIS/IS overseas staff have been assigned within the past two years. PWP and the IS workforce planning consultants considered the service needs and the individual needs to make the succession decisions. PWP and the IS workforce planning consultants has determined that there was no great need to repost any of the most senior officers. They are all recently assigned. As the needs of the service are at the mid-level FO-01/2/3, PWP and the IS workforce planning consultants concentrated its posting recommendations to this group. This would limit the rotations needed to 10 positions. There are not enough commissioned officers for these open positions. In a thorough study of staff backgrounds, PWP and the IS workforce planning consultants found that the pattern of hires at the Masters and PHD level and the substantial number of 2nd tour non-commissioned officers was sufficient justification for use in the next rotation for office heads. PWP and the IS workforce planning consultants also recommends that these non-commissioned officers be ready for commissioning before posting, which will include language and managerial training.

Because we are attempting to professionalize our officers with the proper training and sustainably increase our worldwide presence as quickly as possible, PWP and the IS workforce consultants recommend the establishment of a mentoring core of former employees, much like Department of State to bridge gaps during training and provide dynamic mentoring input for our many new office heads. By doing so, APHIS IS can meet its new goals and address ongoing issues concurrently.

Background

The purpose of this project is to move the IS foreign service from its present state of chronic workforce and critical resource shortages to a fully functioning Foreign Service organization, adhering to the standards and bylaws of the Foreign Service Act of 1980. We will attempt to determine immediate personnel needs given current position and staffing levels. Secondly, we will then try and project long-term staffing needs throughout the service, projecting the future staffing needs against current staffing levels, including staffing at additional posts.

In the short term, PWP and the IS workforce planning consultants will put together a scenario for placement for 2022 and 2023, given current resources and projections for new hires over the next two years. PWP and the IS workforce planning consultants note that the current shortfall in staffing is at the FSO-1 and 2 levels. The short fall at these grades will have to be supplemented from historical sources within the Civil Service for intermediate grade staffing. For the most critical positions at the FO-01 grades a look at WAE, retired annuitants could be a short-term answer.

PWP and the IS workforce planning consultants will also look at placement over the next 5 years. This would entail an analysis of current FSO's time in class (TIC), Time in service, Mandatory retirement, and time overseas. From this analysis we then make recommendations to meet the needs of the service. This will include a practical analysis of human resource needs and suggestions for addressing



current and sustainable long-term needs, with the goal of fully professionalizing the management of the foreign service.

Succession planning will allow APHIS-IS to focus on enhancing services to the American agricultural stakeholders and supporting APHIS and USDA goals. One of the initial steps is to analyze the current overseas post locations. The objective is to focus efforts on strategic international locations and resources to magnify the APHIS-IS return on investment in the form of protecting the health and value of American agriculture and natural resources abroad, monitoring emergent pests and diseases, facilitating agricultural trade, and the potential for increasing U.S. export markets.

Mission Critical Posts

Below are lists of the current and future posts grouped based on levels of complexity and importance to US trade and SPS issues with the U.S. For level one countries, it is expected that the offices will have regional responsibilities, or the range of US agricultural interactions or cooperation are of sufficient complexity to require at least an FO-01 or Senior Foreign Service (SFS) officer. The Regional offices are as follows and would automatically be grouped at level one:

1. Latin America & Caribbean Region: Santo Domingo, Dominican Republic
2. North Asia and Pacific Region: Tokyo, Japan
3. South Asia and Pacific Region: Bangkok, Thailand
4. Europe, Africa, Middle East Region: Brussels, Belgium
5. North America Region: Mexico City, Mexico

Commented [JH1]: Need to further update these tables where appropriate @Maurice double check numbers Should this include vacant/new posts? Take current post sheet review requests into account? Also need to fill in Post Dominant Needs and any further key dates.

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2022 Level 1 Posts								
Post	Personnel Counts	FSO	LNA	New/Non-Commissioned Officers/Assistants	Post Head Grade	Post Assistant Grade	Key Dates	Post Dominant Needs
Beijing	2		1	1	FO-01	FO-03/04	8/18/2022*	Plant and Animal
Tokyo	3	2		1	FE-03	FO-02		Plant and animal
Hanoi	2	1		1	FO-01	FO-03/04		Animal
Brussels	3	1		1	FO-01	FO-03/04		Plant
Mexico City	4	1		3	FE-01	FO-03/04		Plant and Insect
Santo Domingo	2	2			FE-03	FO-03/04		Animal and Plant
Bangkok	2	1		1	FE-01	FO-03/04		Plant and Animal

*See Post Needs



2022 Level 2 Posts								
Post	Personnel Counts	FSO	LNA	New/Non-Commissioned Officers/Assistants	Post Head Grade	Post Assistant Grade	Key Dates	Post Dominant Needs
Manila	1		1		FO-02		11/2/2022*	
Lima	2	1		1	FO-02	FO-03/04		
New Delhi	2	1		1	FO-02	FO-03/04		
Pretoria	2	1			FO-03		11/2/2022*	
Taipei	1	1			FO-02			
Bogota	2	1			FO-02	FO-03/04		
Cairo	2	2			FO-02	FO-03/04		
Accra	2				FO-01/02	FO-03/04		
Nairobi	2				FE-01/02	FO-02/03		
Port Au Prince	2				FO-02	FO-03/04		
Brasilia	2	1		1	FO-03	FO-03/04		
Panama	1				FO-02			
Dubai	1				FO-01			
Seoul	1	1			FO-02			

2022 Level 3 Posts								
Post	Personnel Counts	FSO	LNA	New/Non-Commissioned Officers/Assistants	Post Head Grade	Post Assistant Grade	Key Dates	Post Dominant Needs
Rome	2	1	1		FO-02	FO-02		
Paris	1		1		FO-02			
Washington D.C.	1	1			FE-02			



For 2022 there are currently 17 post openings, with potentially 2 bidding rounds:

Summer 2022 Bid List - 1st Round				
Agriculturist			Post Differential	COLA
Summer 2022				
Beijing, China ^{1a}	FO-01	Vice: Kreindel	20%	0%
Accra, Ghana	FO-01	New		
Mexico City, Mexico ^{1c}	FO-01	Vice: Smythe	15%	0%
Port au Prince, Haiti	FO-02	New		
New Delhi, India ^{1a}	FO-02	Vice: Bandla	10%	0%
Manila, Philippines ^{1a}	FO-02	Vice: Caplen	10%	0%
Pretoria, South Africa	FO-02	Vice: McKim	10%	0%
Seoul, Korea ^{1a}	FO-02	Vice: Evans	0%	25%
Nairobi, Kenya	FO-3/4	New	10%	0%
Accra, Ghana	FO-3/4	New		
Beijing, China ^{1b}	FO-3/4	Vice: McPhearson (PD changing to Plant/Animal position)	20%	25%

Summer 2022 Bid List - 2nd Round				
Agriculturist			Post Differential	COLA
Summer 2022				
Taipei, Taiwan ^{1a}	FO-02	Vice: Evans	0%	50%
Panama City, Panama ^{1b}	FO-02	New	5%	0%
Mexico City, Mexico ^{1b}	FO-03	Vice: Fox	15%	0%
Santo Domingo, Dominican Republic ^{1b}	FO-03	Vice: Ragole	10%	0%
Hanoi, Vietnam ^{1a}	FO-03	Vice: Vukovich	20%	0%
Beijing, China ^{1a}	FO-03	Vice: Robinson	20%	60%

Post Specific Notes:

1. Language training:
 - a. Hard language training starts as soon as possible for placement overseas in 2022
 - b. Soft language training starts in spring 2022 for placement overseas in 2022.



Note: The following are hard language posts: China, Vietnam, and Taiwan

Among the post openings are new posts in Haiti, Kenya, and Ghana. None of these countries would be considered level one countries, as the level of trade and commerce, though growing, has not reached a level of complexity to be considered level one. Level one posts are characterized by large volume of trade conflicts, high relative activity of host country regulatory authorities and high pest and animal disease activity that could impact U. S. agricultural trade. Geographical proximity to the US is also a consideration. Except for Mexico City, all these posts are expected to be headed by FO-2 officers, with assistants at the FO-03/04 level as first or second tour officers.

Level 2 post are characterized by moderate levels of trade, relatively limited regulatory systems, broad-based use of non-tariff barriers and trade vastly affected by recurring sanitary and phytosanitary trade related issues.

Post Needs for 2022

China

Head of Post currently headed by an FO-1 on a limited appointment (LNA) is set to expire on August 18, 2022. There is also a FO-3/4 level position to be replaced in 2022. The APHIS-IS Beijing office maintains technical working relationships with its Chinese counterparts to resolve SPS issues when they arise. In addition, the office maintains direct contact with industry trade groups, importers, and exporters to assist and facilitate the resolution of trade-related issues as they occur at Chinese ports of entry.

China has been actively seeking a more significant leadership role in international policy fora, including agricultural trade and food safety issues. Recent examples include Beijing's successful effort to secure the election of a Chinese official to head the FAO and China's role as host of the Codex Alimentarius (Codex) committees on Food Additives and Pesticide Residues. China joins the United States as one of only two countries currently chairing two or more Codex committees. At the same time, China's policy priorities and decisions continue to be influenced by the European Union (EU) and international standards-setting bodies such as the WTO and Codex. For example, China and the EU recently announced a bilateral agreement to recognize and protect European and Chinese geographical indications (GIs) for a range of agricultural products, and China has referred to Codex standards on maximum residue limits (MRL) for pesticides and veterinary drugs while it works to develop its own national MRL standards

PWP and the IS workforce planning consultants recommends a Senior foreign Service officer at a minimum FO-01 grade for this very complicated post. Core skill levels should include, language competency, trade related negotiating experience and tours in both plant and animal areas as it relates to both the US and China. The FO-3 assistant attaché position could be a new office, but PWP and the IS workforce planning consultants believes a second tour officer would be better equipped to deal at this posts' level of complexity.

Ghana

This will be a new level 2 post, with a FO-01 as the office head and a new officer at the FO-3/4 level.

The senior officer would serve as Area Director for West and Central Africa and would have the responsibility to provide office and regional coverage in a 24-country region of growing importance for trade and capacity development. Both officers would also be responsible for coordination with FAS, USAID, CDC, and State programs, thus increasing APHIS-IS' collaboration on long-term trade and

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development initiatives. These initiatives include implementation of the Free Trade Agreement (FTA) between the U.S. and Ghana, Feed the Future, AGOA., SPS capacity building for trade, and to encourage new agricultural investments in Africa.

PWP and the IS workforce planning consultants recommends an office seasoned in multilateral and trading zone negotiations a strong FO-1 and a new office would be adequate for this post. Skills would include competency or training in French and a good handle international phytosanitary issues as they relate to codex and have a strong background in development issues.

Mexico City

Mexico City is currently headed by an FE-03 officer whose tour ends in 2024. However, this active post will need to replace a FO-1 Limited appointed officer (LNA) in 2022 and an FO-3 LNA in 2023.

There are four FSOs and upwards of 124 LE staff throughout the country, making Mexico the largest program in the world for APHIS-IS. The Agency provides certification at the product origin of a tremendous number of Mexican commodities exported to the U.S. through the commodity pre-clearance program, which seeks to expand and maintain Mexican access for U.S. agricultural products and intervenes directly for shipments detained at Mexican ports of entry.

PWP and the IS workforce planning consultants recommends a second tour FO-3 for the position opening in 2023. There are so few FO-01 officers that with a seasoned office head, a less experienced two tour 2nd in command would be sufficient given present overhead needs in APHIS-IS.

Haiti

The new office in Port Au Prince is expected to be headed by a FO-2 officer and a FO-3/4 assistant, likely a new officer trainee hired in 2022. Endemic cholera and the relative proximity to the Dominican Republic, with its current problems eradicating the first outbreak of African swine fever in the western hemisphere.

In geographical terms Haiti is within the physical and economic zone of concern to the United States. With the current outbreak of African Swine fever (ASF) in both Haiti and the Dominican Republic this notion has been brought to our full attention. This outbreak is the first known outbreak of the most virulent form of swine fever in the western hemisphere. African swine fever is a highly contagious and deadly viral disease affecting both domestic and feral swine of all ages.

APHIS does not want this disease to enter the US. The impact on the US hog industries and pork production would be devastating. This office will help advise and direct resources to responsible Haitian government entities and international and private organizations involved in eradication efforts.

India

APHIS-IS is due to replace an office head position currently headed by a FO-1 LNA. The position will ideally be a senior mid-level officer as there will also be a new officer placement (Nettles) this year as well.

APHIS-IS maintains an active safeguarding focus and posture for Indian exports to the United States. The additional FSO position strengthens the office's expertise in animal and plant health issues by allowing APHIS-IS to place both a veterinarian and a plant health scientist (entomologist/plant pathologist/botanist)

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in the New Delhi office. This would better enable the Agency to proactively address bilateral animal and plant health issues. Additionally, it will ensure immediate responses to local government and public inquiries that routinely escalate to the highest-level, involving U.S. Trade Representative (USTR) and the broader U.S. government inter-agency group.

Philippines

This post is currently headed by an LNA who is scheduled to leave in late 2022 at the FO-2 post level. As APHIS-IS looks to expand activities in the Philippines, PWP and the IS workforce planning consultants expects APHIS-IS will add an additional FSO.

Because of the size of the trade and the multitude of issues between the U.S. and the Philippines, PWP and the IS workforce planning consultants recommended that an additional officer be added. This would speed up shipments of U.S. goods and help facilitate new opportunities. As one of the countries with a large cooperator and international organization presence, a new position as a first assignment post in 2023 would greatly improve the quality of the APHIS presence in the Philippines.

South Africa

Located in Pretoria, the office is headed by a experienced FO-2 office who is scheduled to leave post in late 2022. There is also a FO-3 level assistant that could also be ready for transfer in late 2023 or 2024.

After years of negotiations, the South Africa market was opened for U.S. beef, pork, and poultry in 2016. The big breakthrough occurred in June 2015 in Paris, when representatives from the South African and U.S. poultry industries, USDA, and from the both countries' departments of Trade found a path forward for market access of U.S. meat products and agreed on a 65,000-ton tariff-rate quota for U.S. bone-in chicken. In January 2016, the United States and South Africa concluded negotiations of the final health certificates, and the first shipment of United States poultry landed in South Africa in March 2016. Exports continued, and as a result, the United States exported about 20,000 tons of poultry meat to South Africa at a value of almost \$18 million in FY2016. In FY2017, it increased to 74,000 tons at a high historical value of \$73 million. This positive trend continued in FY2018 and FY2019 with the U.S. exporting 95,000 tons (\$103 Million) and 98,000 tons (\$89 Million), respectively

South Korea

The office in Seoul, South Korea has long been covered out of Tokyo, Japan by a FO-1 officer. This has been at the convenience of all parties. However, this post is of sufficient importance that there should be a full-time office at this post. Korea is known for trade and phytosanitary complaints. Often these complaints are frivolous and less than scientific. A full-time office would be able to address these daily challenges and mitigate long drawn-out trade and quality disputes that disrupt trade.

PWP and the IS workforce planning consultants recommends a full-time officer at FO1/2 level be assigned immediately as well as FO-3/4 to follow in 2023.

Kenya



Located in Nairobi, Kenya, this new office is schedule to cover one of the largest regions. This post should be headed by at least a FO-1 officer, with an assistant at the FO-3/4 level.

An APHIS-IS office in Nairobi would have responsibility to provide coverage for Kenya and regional coverage in an eight-country region of growing importance for trade and capacity development. The office would also have lead responsibility for coordination and liaison with other U.S. Government offices such as the CDC to support the One Health Initiative, USDA Foreign Agriculture Service as well as USAID Kenya and USAID East Africa to support AGOA and Feed the Future efforts in Kenya and the East African region, as well as State programs.

The U.S. also has a keen interest in presenting the U.S. viewpoint on agriculture regulatory policy to regional intergovernmental bodies such as the African Union (AU) and the East African Community. The office would work closely with organizations such as the African Union's Inter-African Bureau for Animal Resources (AU-IBAR, the AU's veterinary headquarters), whose mission is to support and coordinate the utilization of animals (livestock, fisheries and wildlife) as a resource for human wellbeing in the Member States of the African Union and to contribute to economic development, and the East African Community Food and Agriculture pillar to implement science based sanitary and phytosanitary regulatory policy at a technical level

Post Needs for 2023

Vietnam

There will be a need for 2 officers in Ho Chi Minh City to open a new office. One officer at the FO-02 level and another could well be a new officer at FO-04/3 level from the newly hired list in 2022. Language at the 2/2 level in Vietnamese should also be a requirement for this post. Locally employed staff (2 recommended) would also ideally be fluent in both English and Vietnamese and be a specialist related plant and animal disciplines.

Haiti

There will be a need for 2 officers in Port Au Prince to open a new office. One officer at the FO-02 level and a new hire FO-3/4 from the newly hired list. PWP and the IS workforce planning consultants understands the need for this office in Haiti in light of the confirmed outbreak of ASF in neighboring Dominican Republic and suspicion of its impact on Haiti. PWP and the IS workforce planning consultants want to make sure that in selecting an officer for this posting they be fully briefed on the sensibilities that will accompany this posting. PWP and the IS workforce planning consultants has learned that the reaction to a new APHIS/IS office in Haiti will be met with concerns and maybe protest as the last eradication resulted in what Haitian feel is severe economic loss. PWP and the IS workforce planning consultants recommends that some diplomatic groundwork be laid before we go ahead with this posting. The office head selected must also have shown some diplomatic skill.



Talent Pool Analysis (Identify Leaders)

Talent Pool			
Senior FSOs			
Name	Grade	Post	Scheduled Departure
Marc Gilkey	FE-01	Bangkok, Thailand	Aug-24
Russell Duncan*	FE-03	Tokyo, Japan	Aug-24
Mark Prescott*	FE-03	Mexico City, Mexico	Jul-24
Cynthia Duerr	FE-03	HQ-15 Overseas (vice DR)	Aug-21
Vacant			
Mid-level FSOs			
John Hurley*	FO-01	Hanoi, Vietnam	Jul-24
Kelan Evans*	FO-01	Taipei, Taiwan	Aug-25
Conrad Estrada*	FO-01	Brussels, Belgium	Jul-24
Jeffery Austin*	FO-01	Cairo, Egypt	Jul-24
John Gilmore*	FO-01	Rome, Italy	Jul-24
Cristobal Zepeda*	FO-01	Lima, Peru	Sep-23
Jeremy McKim*	FO-02	Pretoria, South Africa	Aug-22
Joseph Ragole	FO-02	Santo Domingo, DR	Jun-24
Fred Wang	FO-02	Tokyo, Japan	Jul-23
Mariusz Tadych	FO-03	Cairo, Egypt	Jan-24
Joseph Vukovich	FO-03	Hanoi, Vietnam	Sep-23
Mario Ambrosino	FO-03	Pretoria, South Africa	Oct-23
Second Tour FSOs			
Non-commissioned FSOs			
Bona Yu	GS-11	Lima, Peru	Jun-25
Ashley Van Batavia	GS-11	Beijing, China	Jun-25
Apryl Pagliaro	FP-03	Tokyo, Japan	Feb-23
Brandon Nettles	GS-11	New Delhi, India	Jul-23
George Fox	FP-03	Mexico City, Mexico	Oct-23
Joshua Robinson	FP-03	Beijing, China	Jan-23
John Falco	FP-04	Bangkok, Thailand	Feb-23
Charles Wang	FP-03	Brussels, Belgium	Dec-24
Melody Maxwell	FP-03	Brasilia, Brazil	Sep-23
Shirley Mehlenbacher	GS-11	Brasilia, Brazil	??
LNAs			
Murali Bandla	FE-02	New Delhi, India	Nov-22
Silvia Kriendel	FP-01	Beijing, China	Aug-22
Russell Caplen	FP-01	Manila, Philippines	Nov-22
Jennifer Smythe	FP-01	Mexico City, Mexico	Jul-23
Christina Lohs	FP-02	Mexico City, Mexico	Aug-22
Roberta Morales	FP-02	Paris, France	Feb-25
Rodriguez Urdaz	FP-02	Rome, Italy	Apr-26



*Office Head

There are currently 34 positions occupied by a mix of senior FSO's, mid-level FSO's, Non-commissioned officers, and LNA's. As you can see, the real shortfall in staffing is at the mid-level 01 and 02 grades. Of the current posts mid-level openings, four are headed by LNA's that will end their appointment in 2022. Except for Cynthia Duerr, all other FSO will be eligible for assignment in 2023 forward. Only Jeremy McKim and Kelan Evans are available for 2022 assignment if regular cycles are adhered to. Unfortunately, Jeremy McKim is only available for one year unless an exception is made.

This would lead to a shortfall at Santo Domingo FE, Pretoria FO-02, Mexico City FO-01, New Delhi FO-01, Philippines FO-01, Beijing FO-01, Ho Chi Minh 2 officers FO-2 and 3 and Accra 2 officers FO-1 and 03/04, making 10 positions to be filled for just 2022

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Employee Perspectives:

Marc Gilkey FE-01

Gilkey is currently in Bangkok, Thailand. Having arrived in 2021, he is not scheduled to rotate until August 2024. He is a highly experienced FSO with previous assignments in Bogota, Mexico City, New Delhi and Brussels. He is eligible for retirement but is also eligible for further assignment as his time in class (TIC) date is 2027. He has no language qualifications, but this is a problem throughout the Senior core. Gilkey could serve anywhere because of his extensive exposure to a wide range of APIS-IS assignments. PWP and the IS workforce planning consultants would suggest his profile were updated to reflect any language proficiencies he may have acquired over his career. His educational background is in plant and insect pest areas.

Russell Duncan FE-03

Duncan was recently promoted to the senior Foreign Service (SFS) and was assigned to head the Tokyo, Japan office. He is eligible to rotate August 2024. With no pressing career dates, he is eligible for further overseas assignment for the next 3 possible tours. Duncan has no known language proficiency but has extensive assignments in Europe and Africa and now Japan.

Mark Prescott FE-03

Prescott was recently assigned to Mexico City, Mexico in July 2021. He will be available for rotation in 2024. As a veterinarian, he was recently promoted to the SFS after several successful tours in Brussels, Brasilia and Tokyo. He also has a high level of language proficiency in French and Portuguese.

Cynthia Duerr FE-03

Duerr will be ending her tour in Santo Domingo, Dominican Republic. She has reached her 15-year maximum time overseas. By regulations/law, she is required to stay at least 1 year in the US. Her TIC, TIS and mandatory retirement dates would allow her to be assigned in one year for a least two tours. Duerr is one of the agencies most experienced officers. She has extensive experience in Latin America and West Africa. Her language profile needs updating, and standard software training would



be useful while at Headquarters. PWP and the IS workforce planning consultants would also suggest hard language training for possible assignment to China in 2023.

John Hurley FO-01

As he has just arrived in Hanoi, Hurley is not scheduled to rotate until 2024. This will be his first tour outside Latin America. He is highly proficient in Spanish but has not received training in Vietnamese. Hurley has educational background in the biological science and some training in poultry diseases. This is fourth overseas tour and he has proven skills managing an office.

Kelan Evans FO-01

Evans served the last 4 years in Tokyo, Japan as the de facto office head for Seoul, Korea. He will need to rotate in 2022. He is scheduled to rotate to Taipei, Taiwan

Conrad Estrada FO-01

As he has just arrived in Brussels, Belgium, Estrada is not scheduled to rotate until 2024. He has extensive experience but will have to be assigned to HQ in two years as he will have reached his 15-year limit overseas.

Jeffrey Austin FO-01

Austin just arrived at post in July of 2021. He will be eligible to rotate in 2024. He has extensive experience from tour in San Jose, Haiti and Nairobi. He is a plant pathologist and has a high level of proficiency in Spanish.

John Gilmore FO-01

Currently in Rome, Italy, Gilmore was transferred in January 2021 from Brasilia, Brazil. He is scheduled to rotate in 2024. He is proficient in Spanish and has plant related experience.

Cristobal Zepada FO-01

Posted in Lima, Peru since 2020, Zepada should be eligible for rotation in 2023. He is proficient in Spanish and Portuguese and veterinarian sciences. This is his third overseas posting.

Jeremy McKim FO-02

McKim will be leaving post in Pretoria, South Africa slightly more than a year from his 15-year limit overseas. He has a range of tours and experiences but has limited traditional APHIS IS level educational background. His postings have been both technical and administrative.



Joseph Ragole FO-02

An experienced PPQ officer converting to the Foreign Service now serving in the Dominican Republic since June of 2017, Ragole is in his second tour, and he could rotate in 2024. He should be expected to assume head office responsibility in his next posting. He is proficient in German and has an educational background in environmental science and biology.

Fred Wang FO-02

Wang has been in Tokyo, Japan since July of 2020. He is scheduled to rotate in 2023. He is accomplished Chinese language speaker from an administrative background with previous overseas experience as an administrative officer in Beijing and a agriculturist in Hanoi. His educational background is in economics with no supporting background in science or agriculture. Under normal circumstances, his career path will be challenging. This will bear watching as his longer-term placement may be in the administrative area to better serve the agency.

Mariusz Tadych FO-03

Tadych has been serving in Cairo, Egypt since January 2021 and would like to rotate in 2024. This is his second tour and should take the language competency test. He is a fluent Polish speaker and has background in engineering and biological sciences.

Joseph Vukovich FO-03

Vukovich is currently assigned to Hanoi. This is his second overseas assignment, but he has extensive service as a PPQ officer domestically. He should rotate in 2023. He is a 3/3 in Spanish but did not receive language training prior to his move to Hanoi. Vukovich is formally educated in biological sciences.

Mario Ambrosino FO-03

Ambrosino has been in Pretoria, South Africa since June 2020. He should rotate in 2023. His educational background is in entomology. He is a 2/2 in Spanish and a 3/3 in Vietnamese. This is his second tour. He should be ready for commissioning and would probably be a good fit for onward assignment to Ho Chi Minh in 2023. He will not need additional language training but could likely use management training between tours.

George M. Fox FP-03*

Fox is in his second tour in Mexico City, Mexico starting in 2020. He is expected to rotate in 2023. His first tour was on Pretoria, South Africa. Fox is a 3/3 in Spanish, and a basic level competency in French. He should be expected to be commissioned during his tour in Mexico City and be prepared for more responsibility after a successful second tour. Fox is a rare hybrid, with graduate degrees in both plant and animal sciences. PWP and the IS workforce planning consultants would expect a bright future but does feel he has limited exposure to the APHIS domestic skill set.



Charles Y. Wang FP-03*

Wang is a second tour officer in Brussels, Belgium. Wang is expected to rotate in 2023. He is a 3/3 in Spanish and degreed in Biology. He should expect to be commissioned during this tour as well as be offered a management course to enhance his effectiveness in a future assignment.

Melody J Maxwell FP-03*

Maxwell has been in Brasilia, Brazil in 2020. This is Maxwell's second assignment. Maxwell should rotate in 2023. She is a veterinarian and is a 3/3 in Portuguese. She should be ready for commissioning and would greatly benefit for management training as well as additional language training. She should be ready for greater responsibility in her next assignment.

Apryl Pagliaro FP-03

Commented [CJ7]: Need feedback on Apryl.

Joshua Robinson FP-03

Robinson is a first tour officer assigned to Beijing, China in 2020. He is expected to rotate in 2023. He has a PHD in Polymer Chemistry and another degree in organic and general chemistry. Hopefully, he is enhancing his language development in China as the US expands its trade engagements throughout China. This would greatly improve his opportunities and improve the overall professional experience at his post.

John Falco FP-04

Falco is in his first assignment to Bangkok, Thailand. He is expected to rotate in 2023. Falco has some overseas experience prior to joining IS. He has a 2/2 level in Spanish language competency. His educational background is in veterinary sciences and would be a good fit for onward assignment in DR or Haiti where there is a need for and IS assistant to handle both diplomatic and technical issues related to the current ASF outbreaks.

Foreign Service Trainees

Shelley Mehlenbacher FP-04

Commented [CJ8]: Need feedback from Tracy. Mehlenbacher will report to Brasilia in Summer 2022

Branden Nettles FP-04

Commented [CJ9]: Branden has tested a 3/3 in Spanish and will report to India in Summer of 2022

Ashley Van Batavia FP-04

Commented [CJ10]: Ashley will report to Beijing in Summer of 2022. Need more feedback from Tracy

Bona Yu FP-04

Commented [CJ11]: Bona Yu will report to Lima in Summer of 2022. Need more feedback from Tracy.



RECOMMENDATIONS

PWP and the IS workforce planning consultants is prepared to make recommendations regarding the possible placement of foreign service officers, but several assumptions must be made to utilize existing staff to their maximum availability. With the current shortage of mid-level officers, 2nd tour officers must automatically be assumed to be available for mid-level vacancies, even if they have not yet been commissioned. The commissioning of second tour officers should be expedited to minimize this problem, especially if they have a least 4 evaluation periods. This would enable IS to limit LNA assignments and further professionalize the APHIS foreign service. With Pretoria FO-02, Mexico City FO-01, New Delhi FO-01, Philippines FO-01, Beijing FO-01, Ho Chi Minh 2 officers FO-2 and 3 and Accra 2 officer FO-1 and 03/04, Nairobi FO-1/2 and FO 03/4, making 12 positions to be filled for 2022

PWP and the IS workforce planning consultants is making the following recommendations:

Placements

Santo Domingo FE Office Head

As there are no senior officers available for this posting, PWP and the IS workforce planning consultants recommends the posting of *Kelan Evans FO-01* to head this post. This would be his 5th posting and considering the large number of special task force staff already assigned to deal with ASF, his veterinarian background would be compatible with this effort. He has already been assigned to Taipei but he should be offered Santo Domingo to replace Duerr.

Mexico City FO-01 Assistant Attaché

There should be at least one new hire in Mexico City. There are ample resources in Mexico to sufficiently back up this office. There is also a lot of staff support in Washington dealing with a large number of trade issues. The very large presence in Mexico dealing with specific issues mitigates the need for 3 officers

Mexico City FO-03

PWP and the IS workforce planning consultants recommends Joshua Robinson FP-04. Robinson is a first tour officer assigned to Beijing, China in 2020. This would be a perfect 2nd tour posting for a not yet ready officer to take on more responsibility in a very active post. He has a PHD in Polymer Chemistry and another degree in organic and general chemistry. Hopefully, he is enhancing his language development in China as the US expands its trade engagements throughout China. This would greatly improve his opportunities and improve the overall professional experience at his post



New Delhi FO-01 Office Head

Fred Wang FO-02, should be reassigned to the New Delhi office and be replaced in the Tokyo Office, by a new hire FP-03. The concentration of experience in Tokyo does not meet the current worldwide needs of APHIS/IS.

Philippines FO-01 Office Head

Melody Maxwell FP-03, will be on her third assignment with background in Veterinary science and language ability. She checks the box on commissioning readiness and looks to be having a promising career. She will need APHIS support. She has only overseas experience and will need the support IS Washington if critical issues involving internal agency cooperation. Otherwise, she should become a value asset and gain valuable experience. PWP and the IS workforce planning consultants recommends managerial training and language competence testing and training to meet commissioning standards.

Beijing FO-01 Office Head

Senior LNA rotation. He/She should be an experienced office manager. However, with a large supporting USDA staff, his educational shortcomings will not be a factor. This would represent one of 3 replacement positions with LNA's for 2022. The only other alternative would be to get a one-year appointment of a former employee under the already proposed WAE plan.

Beijing FO-03

PWP and the IS workforce planning consultants recommends John Falco FP-04. Falco is in his first assignment to Bangkok, Thailand. PWP and the IS workforce planning consultants cannot recommend placing a new hire in Beijing with an LNA. Falco has some overseas experience prior to joining IS. He has a 2/2 level in Spanish language competency. His educational background is in veterinary sciences and would be a good fit for onward assignment in Beijing where there is a need for an IS assistant to handle both diplomatic and technical issues. China is very complicated, and his overall experience would be a comfort to an LNA.

Ho Chi Minh FO-02 - Office Head

Mario Ambrosino FP-03 should be shifted from Pretoria, South Africa to Ho Chi Minh. His entomology background and his language capability would be excellent for the position under the country direction of the Hanoi office. He should be commissioned as soon as possible and given management training before arrival at post. His assistant's position in Pretoria should be backfilled with the next incoming new hire.

Seoul FO-01 Office Head

PWP and the IS workforce planning consultants recommends *Cristobal Zapeda FP-01*, for assignment to head the Seoul, South Korea office. He is just one year in to his third tour; he is the highest and most experienced available officer for this demanding office. He should be evaluated for



commissioning before reassignment. He should be replaced in Lima by George Fox, currently in Mexico City.

Ho Chi Minh FO-03/4 Assistant Attaché

New Hire

Pretoria FO-02 Office Head

PWP and the IS workforce planning consultants recommends *Joseph Ragole FO-2* be assigned to Pretoria replacing McKim. PWP and the IS workforce planning consultants is aware that he has only been at his 2nd post a year, but this is a head of post opportunity and he the overall experience from a long APHIS career to head this post.

Accra FO-01 Office Head

Jeremy McKim FO-01 is recommended for this posting because of his extensive experience overseas. This is a new office, and his hand will be needed to manage the opening of the office for at least a year and a half before his 15-year time limit. He would be an excellent candidate to mentor a new assistant attaché

Accra FO-03/4 Assistant Attaché

New hire

Nairobi FO-01/2

Recommend that APHIS explore adding an LNA if convenient or preferably WAE to open this office.

Nairobi FO-03/4

New Hire

Taipei FO-02

PWP and the IS workforce planning consultants recommends George M. Fox FP-03. Fox is in his second tour in Mexico City, Mexico starting in 2020. His first tour was on Pretoria, South Africa. Fox is a 3/3 in Spanish, and a basic level competency in French. He should be expected to be commissioned during his tour in Mexico City and be prepared for more responsibility after a successful second tour. Fox is a rare hybrid, with graduate degrees in both plant and animal sciences. PWP and the IS workforce planning consultants would expect a bright future but does feel he has limited exposure to the APHIS domestic skill set. Hard language training immediately and general management courses should also be scheduled.



Panama City FO-02

PWP and the IS workforce planning consultants recommends Joseph Vukovich FO-03. Vukovich is currently assigned to Hanoi. This is his second overseas assignment, but he has extensive service as a PPQ officer domestically. He is a 3/3 in Spanish but did not receive language training prior to his move to Hanoi. Vukovich is formally educated in biological sciences. He does not need additional language training and can be placed right away.

Hanoi FO-03

A New Hire should replace Vukovich at the post. With an already experienced head of post, this can be viewed as an ideal training spot.

Santo Domingo FO-03

PWP and the IS workforce planning consultants recommends a new hire for this posting. With PWP and the IS workforce planning consultants's recommendation of a five tour office head to replace Duerr, there will be sufficient experience on hand to nurture a new hire

Vacancies

Succession Targets

Grades

Foreign Service Trainee

CONCLUSION

This exercise represents an effort to fully utilize current staffing without relying on civil service staffing to fill upcoming positions. PWP and the IS workforce planning consultants finds that except for 3 posts, there are enough officers and non-commissioned officers to meet the need for office heads. Most of these officers recommended for office head positions will be entering their third tours. PWP and the IS workforce planning consultants feels that this is a sufficient level of experience to head an office. The weakness in this argument is twofold. First, some of these Officers are yet to be commissioned. After two postings, one would have expected that this would have been the case. PWP and the IS workforce planning consultants recommends that commissioning panels should be convened as soon as possible. PWP and the IS workforce planning consultants does not have access to their performance evaluations but does note that many have received awards in the course of their duties. So, PWP and the IS workforce planning consultants has assumed that many of these officers are ready for commissioning. Secondly, some of these officers were sent directly to their post shortly after being hired. Though they may have had two assignments, PWP and the IS workforce planning consultants believes that they still lack the thorough knowledge of APHIS to fully utilize and recognize resources available to address issues. Furthermore, PWP and the IS workforce planning consultants also recognizes that the new heads of post will have assistants.



Under these circumstances, PWP and the IS workforce planning consultants think APIS/ IS should implement the rehiring of former employee as WAE's to be used as mentors to new office heads or place holders in some newly opened posts. This would add resources to further professionalize the workforce. These seasoned professionals would fill gaps in staffing that will allow for language training and managerial training gaps, while providing much needed institutional memory. PWP and the IS workforce planning consultants believe this should be a regular part of the service for the next 5 years and would perfectly complement APHIS goals of fully staffing IS offices overseas. These WAE' s should be slowly replaced with a Washington based area officer core serving the same function as well providing administrative support for both Washington and field-based needs.

PWP and the IS workforce planning consultants believe that the APHIS/IS has built a good second line of office head capable officers since 2017. Their posting in 2022 will pave the way for new hire assistance secured by seasoned former officers. This will go a long way to meet APHIS goals.

DRAFT



APPENDIX A - PROFILES

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Marc C. Gilkey	Agriculturist (Regional Director)	FE-0401-01/00

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
08/2021- Present	Agriculturist (Regional Director)	USDA/APHIS/IS Bangkok, Thailand
09/2019-08/2021	Agriculturist (Regional Director)	USDA/APHIS/IS Riverdale, MD
05/2018-09/2019	Agriculturist (Regional Director)	USDA/APHIS/IS Bogota, Colombia
02/2018-05/2018	Senior Agricultural Science Officer	USDA/APHIS/IS Bogota, Colombia
10/2016-02/2018	Agriculturist	USDA/APHIS/IS Bogota, Colombia
04/2015-10/2016	Agriculturist	USDA/APHIS/IS Brussels, Belgium
08/2012-04/2015	Agricultural Science Officer	USDA/APHIS/IS Brussels, Belgium
08/2008-08/2012	Agricultural Science Officer	USDA/APHIS/IS New Delhi, India
05/2006-08/2008	Agriculturist	USDA/APHIS/IS Mexico City, Mexico

5. EDUCATION (BEYOND HIGH SCHOOL)

- 10/1989: U.S. Navy, Advanced Navigation and Naval Leadership
- 06/1992: A.S. Natural Sciences, Skyline College
- 05/1994: B.S. Zoology-Entomology, San Francisco State University
- 07/2005: Enrolled in the University of Nebraska M.S. Entomology Program

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

- 04/2020: Appointed as lead for the Feed the Future Interagency Working Group on Research (FTF IWGR) for Emerging Pests and Diseases



- 03/2020: Published article in Agrilinks - *Protecting Plants, People and the World: Celebrating the International Year of Plant Health*
- 12/2019: Special Assignment to USAID as a Senior Agriculture Development Advisor
- 06/2019: Published feature article in the American Foreign Service Journal, entitled *Avocado Diplomacy*
- 10/2017: Individual Cash Award (performance)
- 09/2017: Individual Cash Award
- 2012-2016: Special Assignment; North American Representative on Capacity Development Committee
- 06/2014: Individual Cash Award
- 02/2014: Individual Cash Award (performance)
- 11/2012: Certificate of Appreciation in recognition of service in Afghanistan
- 12/2011: Meritorious Step Increase (MSI)
- 07/2011: Individual Cash Award
- 02/2011: Individual Cash Award
- 02/2011: Individual Cash Award
- 2011: Department of State Meritorious Honor Award for extraordinary support of President Obama and Secretary Vilsack's visit to India.
- 2011: Award for Outstanding Efforts on the Khapra Beetle from PPQ
- 2011: Award for Pakistan Mango Project from PPQ
- 12/2010: Meritorious Step Increase (MSI)
- 04/2010: Individual Cash Award
- 03/2010: Individual Cash Award
- 12/2009: Meritorious Step Increase (MSI)
- 10/2009: Special Assignment: Appointed by Secretary Vilsack to serve on the U.S.-Afghanistan-Pakistan Trilateral Working Group
- 11/2008: Meritorious Step Increase (MSI)
- 01/2007: Individual Cash Award (performance)
- 2005: Award for Afghanistan
- 09/2004: Individual Cash Award (performance)

7. LANGUAGE SCORES

Spanish- Never Tested

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Mark C. Prescott	Agriculturist	FO-0401-01/10 (SFS Nomination Pending Approval)

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
07/2021-present	Agriculturalist	USDA/APHIS/IS, Mexico City, ME
07/2017-07/2021	Agriculturist	USDA/APHIS/IS, Brussels, BE



08/2013-07/2017	Agricultural Specialist	USDA/APHIS/IS, Riverdale, MD
07/2009-08/2013	Agricultural Science Officer (VMO)	USDA/APHIS/IS, Brasilia, BR
07/2006-07/2009	Veterinary Medical Officer, Assistant Area Director	USDA/APHIS/IS, Tokyo, JA

5. EDUCATION (BEYOND HIGH SCHOOL)

1991: B.A., University of California at Berkley, English/Forestry
 1999: DVM, Tufts University School of Veterinary Medicine
 2016: Federal Executive Institute, Leadership for Democratic Society (Leadership Training)
 2012-2013: APHIS Leadership Development Program (ALDP)

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

08/2020: Selected for Senior Foreign Service (pending Senate confirmation)
 12/2019: Individual Cash Award (performance)
 12/2019: Meritorious Service Increase (MSI)
 2018-2019: Special Assignment: ICASS Budget Committee Chair, US Embassy Brussels
 09/2018: Meritorious Service Increase (MSI)
 09/2017: Individual Performance Award – Superior Performance
 11/2016: Individual Cash Award (performance)
 2016: APHIS Administrator Award
 2014-2015: Special Assignment: APHIS IS Global Health Security Working Group Representative
 2014-2015: Special Assignment: APHIS Management Team (AMT) IS Field Representative
 2010-2013: Special Assignment: U.S. Ambassador’s Representative to the Board of the American School of Brasilia
 08/2012: Individual Cash Award (performance)
 2010-2012: Special Assignment: ICASS chairperson for US Mission Brazil
 12/2011: Meritorious Service Increase (MSI)
 04/2009: Individual Cash Award
 11/2008: Meritorious Service Increase (MSI)
 07/2008: Individual Cash Award

Mark Prescott Biographical Sketch, continued

7. LANGUAGE SCORES

6/2017 French: S2+/R3
 6/2012 Portuguese: S3/R3

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Russell A. Duncan	Agriculturist	FE-03



4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
08/2021-present	Agriculturist	USDA/APHIS/IS, Tokyo, Japan
08/2020 – 8/2021	Agriculturist	USDA/APHIS/BRS, Riverdale, MD
07/2016 - 08/2020	Agriculturist	USDA/APHIS/IS, Lima Peru
07/2012 - 07/2016	Agriculturist	USDA/APHIS/IS, Pretoria, SF
04/2008 - 07/2012	Agricultural Science Officer	USDA/APHIS/IS, Brussels, BE
10/2006 - 04/2008	Agriculturalist (Plant & Animal Health Specialist)	USDA/APHIS/IS, Santo Domingo, DR
09/2005 - 10/2006	Plant Protection & Quarantine Officer (Plant & Animal Health Specialist)	USDA/APHIS/IS, Santo Domingo, DR

5. EDUCATION (BEYOND HIGH SCHOOL)

- 1997: Howard University, BS, Biology
- 2002: Rutgers University, MS, Plant Biology
- 12/2011: Certificate of Completion; APHIS Advanced Leadership Development Program (Class Representative)
- 10/2015: Participant in the International Career Advancement Program at Aspen Institute

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

- 10/2019: Meritorious Service Increase (MSI)
- 04/2018: Letter of Thanks from DUSTR – Ambassador Mahoney for work during Summit of the Americas
- 09/2017: Individual Performance Award – Outstanding Performance
- 09/2017: Individual Cash Award
- 11/2016: Individual Cash Award (performance)
- 09/2016: 2016 Abraham Lincoln Honor Award recipient
- 09/2016: Individual Cash Award
- 08/2016: Letter of Thanks from AUSTR - EOP for trade related work in South Africa
- 10/2015: 2015 APHIS Administrators Award recipient
- 06/2014: Individual Cash Award

Russell Duncan Biographical Sketch, Continued

- 02/2014: Meritorious Step Increase (MSI)
- 05/2013: Special Assignment to West Africa SPS Interagency Team for USAID Feed the Future Strategy Assessment
- 08/2012: Individual Cash Award (performance)



06/2012: Team Leader and Winner of USEU State Department Franklin Award for Excellence in Customer Service
12/2009: Meritorious Step Increase (MSI)
10/2007: Individual Cash Award (performance)
01/2005: Individual Cash Award (performance)
11/2004: Individual Cash Award

7. LANGUAGE SCORES

6/2016 Spanish: S1+/R1+

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Cynthia K. Duerr	Agriculturist (Regional Director)	FE-0401-03/00

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
10/2019-Present	Agriculturist (Regional Director)	USDA/APHIS/IS Santo Domingo, DR
09/2019-10/2019	Agriculturist	USDA/APHIS/IS Santo Domingo, DR
09/2015-10/2019	Agriculturist	USDA/APHIS/IS Dakar, SG
01/2004-Present	Clinical Assistant Professor	Cummings School of Veterinary Medicine, Tufts University, Medford, MA
01/2011-09/2011	Agricultural Science Officer (VMO)	USDA/APHIS/IS Pacora, PM
08/2008-01/2011	Agricultural Science Officer (VMO)	USDA/APHIS/IS Panama, PM
01/2008- 08/2008	Veterinary Medical Officer	USDA/APHIS/IS Riverdale, MD
06/2003-01/2008	Veterinary Medical Officer	USDA/APHIS/VS Amherst, MA

5. EDUCATION (BEYOND HIGH SCHOOL)

1986: Boston University, BS, Biomedical Engineering
1999: Tufts University, DVM

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

09/2017: Individual Performance Award – Superior Performance
09/2014: Individual Cash Award (performance)



02/2014: Individual Cash Award (performance)
01/2012: Meritorious Service Increase (MSI)
01/2010: Individual Cash Award
03/2009: Individual Cash Award

1. LANGUAGE SCORES

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
John J. Hurley (J.J.)	Agriculturist	FO-0401-01/09

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
07/2021- present	Agriculturist	USDA/APHIS/IS, Hanoi, VN
07/2018-07/2021	Agriculturist	USDA/APHIS/IS, Mexico City, MX
06/2017-07/2018	Agriculturist	USDA/APHIS/IS, Riverdale, MD
08/2015-06/2017	Administrative Officer	USDA/APHIS/IS, Riverdale, MD
08/2014-08/2015	Administrative Officer	USDA/APHIS/IS, Guatemala, GT
01/2011-08/2014	Management Operations Officer	USDA/APHIS/IS, Guatemala, GT
12/2006-01/2011	Administrative Officer	USDA/APHIS/IS, Panama, PM
07/2002-12/2006	Budget Analyst	USDA/APHIS/PPD, Riverdale, MD

5. EDUCATION (BEYOND HIGH SCHOOL)

1999: B.A. St. Mary’s College of Maryland
2008: MBA University of Louisville
2016: North Carolina State University College of Agriculture and Life Science Certificates in HACCP and PCQI
2017: University of Delaware Emergency Poultry Disease Response Certificate
2018: Harvard Kennedy School Senior Executive Fellow

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

10/2020: Administrator’s Award: For steadfast dedication and work ethic protecting U.S. agricultural interests in a complex security and operational environment along the U.S.-Mexican border
10/2019: Meritorious Service Increase (MSI)
12/2018: Meritorious Service Increase (MSI)
03/2018: Individual Cash Award



12/2017: Meritorious Service Increase (MSI)
10/2017: Individual Cash Award
05/2017: Foreign Agricultural Service Honor Awards – Outstanding Cross-Agency Team Award
12/2016: Meritorious Service Increase (MSI)
09/2015: Administrator’s Award
12/2015: Meritorious Service Increase (MSI)

John J. Hurley Biographical Sketch, continued

02/2015: Meritorious Service Increase (MSI)
02/2014: Meritorious Service Increase (MSI)
08/2012: Individual Cash Award (performance)
12/2010: Meritorious Service Increase (MSI)
03/2009: Individual Cash Award

7. LANGUAGE SCORES

05/2018 Spanish: S4+/R4

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Kelan R. Evans	Agriculturist	FO-0401-01/09

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
01/2017-Present	Agriculturist	USDA/APHIS/IS, Seoul, South Korea
07/2015-01/2017	Agricultural Science Officer	USDA/APHIS/IS, Seoul, South Korea
07/2011-01/2015	Agricultural Science Officer	USDA/APHIS/IS, Manila, Philippines
12/2009-04/2011	Agricultural Science Advisor (TDY)	USDA/APHIS/IS, Kabul, Afghanistan
04/2008-12/2009	Agricultural Advisor (TDY)	USD/PRT, Kabul, Afghanistan
07/2007-04/2008	Supervisory Administrative Officer	USDA/APHIS/IS, Riverdale, MD
01/2005-07/2007	Supervisory CBP Agricultural Specialist, 1 st Line Supervisor	Customs and Border Protection, Toronto, Canada

5. EDUCATION (BEYOND HIGH SCHOOL)



1982 – 1984: Northland College, Ashland, Wisconsin

1985 – 1987: University of Missouri, Columbia, Missouri, B.S., Forestry Economics

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

12/2020: APHIS Administrator’s Award: U.S. – China Phase One Trade Team

10/2006: Individual Cash Award (performance)

09/2004: Individual Cash Award (performance)

2. LANGUAGE SCORES

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Conrad Estrada	Agriculturist	FO-0401-01/07

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
06/2021 – Present	Agriculturist	USDA/APHIS/IS, Brussels, Belgium
11/2017-06/2021	Agriculturist	USDA/APHIS/IS, Hanoi, Vietnam
09/2013-11/2017	Agriculturist	USDA/APHIS/IS, Brasilia, Brazil
01/2012-09/2013	Agricultural Science Officer	USDA/APHIS/IS, Mexico City, Mexico
12/2009-01/2012	Agricultural Science Officer (Vet)	USDA/APHIS/IS, Mexico City, Mexico
10/2009-12/2009	Veterinary Medical Officer	USDA/APHIS/IS, Riverdale, Maryland
09/2005-10/2009	Veterinary Medical Officer	USDA/APHIS/VS, Riverdale, Maryland

5. EDUCATION (BEYOND HIGH SCHOOL)

2002: Universidad Alas Peruanas, School Of Veterinary Medicine, Bachelor of Veterinary Medicine

2004: Universidad Alas Peruanas, School Of Veterinary Medicine, Doctor of Veterinary Medicine

2005: University Of California-Davis, Davis, California, Master of Preventive Veterinary Medicine



2018: Harvard Kennedy School, Senior Executive Fellows Program

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

- 09/2021: Meritorious Service Increase (MSI)
- 05/2021: Certificate of Appreciation Awarded by the Director General, Plant Protection Department of Vietnam
- 01/2021: Commemorative Medal “For the Cause of Agriculture and Rural Development in Vietnam” Awarded by the Minister of Agriculture and Rural Development of Vietnam
- 09/2020: Individual Cash Award (performance)
- 09/2018: Individual Performance Award – Outstanding Performance
- 09/2015: Individual Cash Award
- 2015: Special Assignment – ADODR for Cooperative Agreement for Targeted Surveillance for Vesicular Diseases and Screwworm in Central America.
- 09/2014: Individual Cash Award
- 02/2014: Individual Cash Award (performance)

Conrad Estrada, Biographical Sketch (Continued)

- 2013: Certificate of Appreciation: Foreign Agricultural Service Honor Awards – Outstanding Cross-Agency Team Award, Mexico Meat and Egg Export Certificates
- 08/2012: Individual Cash Award (performance)
- 2011: Certificate of Appreciation – In recognition for efforts to ensure continued trade with Mexico while safeguarding U.S. animal health, Awarded by Under Secretary Edward Avalos
- 2011: Certificate of Appreciation: For Support as a speaker in the US North Com One Health Conference. Awarded by Colonel USAF Jay C. Neubauer, Command Surgeon
- 12/2010: Individual Cash Award (performance)
- 03/2007: Group Award
- 10/2006: Individual Cash Award (performance)

7. LANGUAGE SCORES

- 5/2014 Spanish: S4+/R4+
- 5/2014 Portuguese: S2+/R3

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
John J. Hurley (J.J.)	Agriculturist	FO-0401-01/09

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
07/2018-Present	Agriculturist	USDA/APHIS/IS, Mexico City, MX
06/2017-07/2018	Agriculturist	USDA/APHIS/IS, Riverdale, MD



08/2015-06/2017	Administrative Officer	USDA/APHIS/IS, Riverdale, MD
08/2014-08/2015	Administrative Officer	USDA/APHIS/IS, Guatemala, GT
01/2011-08/2014	Management Operations Officer	USDA/APHIS/IS, Guatemala, GT
12/2006-01/2011	Administrative Officer	USDA/APHIS/IS, Panama, PM
07/2002-12/2006	Budget Analyst	USDA/APHIS/PPD, Riverdale, MD

5. EDUCATION (BEYOND HIGH SCHOOL)

1999: B.A. St. Mary’s College of Maryland
2008: MBA University of Louisville
2016: North Carolina State University College of Agriculture and Life Science Certificates in HACCP and PCQI
2017: University of Delaware Emergency Poultry Disease Response Certificate
2018: Harvard Kennedy School Senior Executive Fellow

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

10/2020: Administrator’s Award: For steadfast dedication and work ethic protecting U.S. agricultural interests in a complex security and operational environment along the U.S.-Mexican border
10/2019: Meritorious Service Increase (MSI)
12/2018: Meritorious Service Increase (MSI)
03/2018: Individual Cash Award
12/2017: Meritorious Service Increase (MSI)
10/2017: Individual Cash Award
05/2017: Foreign Agricultural Service Honor Awards – Outstanding Cross-Agency Team Award
12/2016: Meritorious Service Increase (MSI)
09/2015: Administrator’s Award
12/2015: Meritorious Service Increase (MSI)
John J. Hurley Biographical Sketch, continued
02/2015: Meritorious Service Increase (MSI)
02/2014: Meritorious Service Increase (MSI)
08/2012: Individual Cash Award (performance)
12/2010: Meritorious Service Increase (MSI)
03/2009: Individual Cash Award

7. LANGUAGE SCORES

05/2018 Spanish: S4+/R4



Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Jeffery S. Austin	Agriculturist	FO-0401-01/07

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
01/2021 – Present	Agriculturist	USDA/APHIS/IS, Cairo, EG
07/2018-01/2021	Agriculturist	USDA/APHIS/IS, Riverdale, MD
01/2014-7/2018	Agriculturist	USDA/APHIS/IS, San Jose, CS
08/2009-01/2014	Agricultural Science Officer	USDA/APHIS/IS, Nairobi, KE
06/2007-08/2009	Agricultural Science Officer	USDA/APHIS/IS, Capetown, SF
10/2006-06/2007	Agriculturalist	USDA/APHIS/IS, Port-Au-Prince, HA
10/2005-10/2006	Plant Protection & Quarantine Officer, Officer in Charge	USDA/APHIS/IS, Port-Au-Prince, HA

5. EDUCATION (BEYOND HIGH SCHOOL)

1997: Arizona State University, B.S., Botany
2012: Fairleigh Dickinson University- Masters of Administrative Science

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

11/2019: Meritorious Service Increase (MSI)
11/2018: Meritorious Service Increase (MSI)
11/2017: Meritorious Service Increase (MSI)
11/2016: Meritorious Service Increase (MSI)
09/2014: Individual Cash Award (performance)
12/2009: Meritorious Service Increase (MSI)
08/2009: Individual Cash Award
10/2007: Individual Cash Award (performance)
08/2005: Individual Cash Award (performance)

7. LANGUAGE SCORES

**11.APHIS/International Services
Biographical Sketch**



1. NAME: John F. Gilmore	2. TITLE: Agriculturist	3. PRESENT GRADE/STEP: FO-0401-01/09
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Commented [GJF-A12]: Note the step change from 8-9.

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
01/2021 – Present	Agriculturist	USDA/APHIS/IS, Rome, Italy
03/2018- 01/2021	Agriculturist	USDA/APHIS/IS, Brasilia, Brazil
09/2013- 03/2018	Agriculturist	USDA/APHIS/IS, Mexico City, Mexico
01/2011-09/2013	Agricultural Science Officer	USDA/APHIS/IS, Tapachula, Mexico
01/2011-01/2011	Agricultural Science Officer	USDA/APHIS/IS, Riverdale, MD
09/2001-01/2011	Supervisory Plant Protection & Quarantine Officer	USDA/APHIS/PPQ, West Palm Beach, FL

5. EDUCATION (BEYOND HIGH SCHOOL)

1981: Bachelor of Science in Subtropical Horticulture ~ Florida Southern College, Lakeland, Florida

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

- 10/2019: Meritorious Service Increase (MSI)
 - 09/2018: Individual Performance Award – Superior Performance
 - 09/2017: Individual Performance Award – Superior Performance
 - 09/2016: Meritorious Service Increase (MSI)
 - 12/2012: Individual Cash Award (performance)
 - 12/2011: Individual Cash Award
 - 09/2011: Administrator’s Award
 - 12/2010: Meritorious Service Increase (MSI)
 - 12/2009: Individual Cash Award
 - 02/2009: Meritorious Service Increase (MSI)
 - 11/2008: Individual Cash Award
 - 05/2008: Individual Cash Award
 - 03/2008: Individual Cash Award
 - 08/2007: Meritorious Service Increase (MSI)
- John Gilmore Biographical Sketch, Continued**



02/2007: Individual Cash Award (performance)
06/2006: Individual Cash Award (performance)
04/2006: Individual Cash Award
06/2005: Meritorious Service Increase (MSI)

7. LANGUAGE SCORES

2/2017 & 4/2017 Spanish: S3/R3

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Cristobal A. Zepeda	Agriculturist	FP-0401-01/05

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
09/2020-Present	Agriculturist	USDA/APHIS/IS, Lima, Peru
07/2017-08/2020	Agriculturist	USDA/APHIS/IS Brasilia, Brazil
11/2016-07/2017	Agriculturist	USDA/APHIS/IS Riverdale, MD
11/2014-11/2016	Agriculturist	USDA/APHIS/IS Mexico City, Mexico
06/2013-11/2014	VMO (Epidemiology)	USDA/APHIS/VS Ft. Collins, CO
07/1999-06/2013	Veterinary Epidemiologist	Colorado State University, USDA/APHIS/VS Centers for Epidemiology and Animal Health Ft. Collins, CO

5. EDUCATION (BEYOND HIGH SCHOOL)

1986: Veterinary Medicine and Animal Husbandry. Facultad de Medicina Veterinaria Y Zootecnia, Universidad Nacional Autónoma de México.

1991: Master of Science (MSc) in Tropical Veterinary Medicine. Centre for Tropical Veterinary Medicine, University of Edinburgh, Scotland, UK.

2008: Doctor in philosophy (PhD) Veterinary Epidemiology. College of Veterinary Medicine and Biomedical Sciences, Department of Clinical Sciences, Colorado State University.

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

09/2020: Individual Cash Award (performance)

05/2018: Special Assignment: Elected President of the Scientific Commission of the World Organization for Animal Health

05/2018: Special Assignment: Member of the scientific advisory board for the OIE Scientific and Technical



Review

- 11/2016: Individual Cash Award (performance)
 - 09/2016: Individual Cash Award
 - 09/2016: Individual Cash Award (performance)
 - 09/2014: Individual Cash Award
 - 06/2012: Special Assignment: Member of the Mexican Veterinary Academy
- Zepeda, Cristobal Biographical Sketch (continued)**

7. LANGUAGE SCORES

- 05/2016 Spanish: S5/R5
- 06/2017 Portuguese: S3+/R4

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Jeromy J. McKim	Agriculturist	FO-401-02/11

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
08/2017-Present	Agriculturist	USDA/APHIS/IS, Pretoria, SF
09/2017-12/2017	Agriculturist (TDY)	USDA/APHIS/IS, Havana, Cuba
06/2017-08/2017	Agriculturist	USDA/APHIS/IS, Mexico City, MX
04/2017-06/2017	Supervisory Management Analyst	USDA/APHIS/IS, Mexico City, MX
09/2014-04/2017	Management Analyst	USDA/APHIS/IS, Mexico City, MX
07/2012-09/2014	Administrative Officer	USDA/APHIS/IS, Mexico City, MX
08/2011-07/2012	Administrative Officer	USDA/APHIS/IS, Tuxtla Gutierrez, MX
03/2009-08/2011	Management Operations Officer	USDA/APHIS/IS, Tuxtla Gutierrez, MX
07/2006-03/2009	Budget Analyst	USDA/APHIS/IS, Riverdale, MD

5. EDUCATION (BEYOND HIGH SCHOOL)

- 1998: University of Wyoming, BS, Chemical Engineering w/environmental emphasis



2006: University of Maryland-Baltimore County, MA, Economics, Policy Analysis

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

- 09/2018: Meritorious Service Increase (MSI)
- 05/2018: Tom Stefani Distinguished International Service Award
- 09/2017: Individual Performance Award – Outstanding Performance
- 09/2016: Meritorious Service Increase (MSI)
- 09/2015: Meritorious Service Increase (MSI)
- 09/2015: Individual Cash Award (performance)
- 02/2014: Meritorious Service Increase (MSI)
- 2013: Received the Administrator’s Award
- 09/2012: Meritorious Service Increase (MSI)

7. LANGUAGE SCORES

10/2013 Spanish: S3/R3

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Joseph M. Ragole	Agriculturist	FP-0401-02/01

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
06/2021 – Present	Agriculturist	USDA/APHIS/IS, Santo Domingo, DR
05/2017-06/2021	Agriculturist	USDA/APHIS/IS, Brussels, Belgium
07/2015-05/2017	Agriculturist	USDA/APHIS/IS, Riverdale, MD
08/2014-07/2015	Plant Protection & Quarantine Officer	USDA/APHIS/PPQ, Charleston, SC
07/2008-08/2012	Plant Protection & Quarantine Officer (Plant Health Safeguarding Specialist)	USDA/APHIS/PPQ, Sacramento, CA
04/2007-07/2008	CBP Agricultural Specialist	CBP, Seattle, WA
11/2004-04/2007	CBP Agricultural Specialist	CBP, Boston, MA

5. EDUCATION (BEYOND HIGH SCHOOL)

B.A., Environmental, Population and Organismic Biology and German, University of Colorado at Boulder



6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

09/2020: Individual Cash Award (performance)
09/2018: Individual Performance Award – Superior Performance
09/2016: Individual Cash Award
12/2011: Group Award-Other
08/2011: Group Award-Other
06/2010: Individual Cash Award
01/2010: Individual Cash Award
09/2009: Individual Cash Award
12/2007: Individual Cash Award (performance)

7. LANGUAGE SCORES

7/2015 German: S3/R4

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Fred Wang	Agriculturist	FO-0401-02/04

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
07/2020 – Present	Agriculturist	USDA/APHIS/IS, Tokyo, Japan
05/2018-07/2020	Agriculturist	USDA/APHIS/IS, Hanoi, Vietnam
01/2018-05/2018	Agriculturist	USDA/APHIS/IS, Riverdale, MD
12/2015-01/2018	Administrative Officer	USDA/APHIS/IS, Riverdale, MD
11/2011-12/2015	Administrative Officer	USDA/APHIS/IS, Beijing, CH
10/2008-11/2011	Management Analyst	USDA/APHIS/IS, Riverdale, MD

5. EDUCATION (BEYOND HIGH SCHOOL)

2001: BA, Economics/Chinese double major, Rutgers, The State University of New Jersey, New Brunswick, NJ
2007: MA, International Affairs, American University, Washington, D.C.

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

09/2020: Individual Cash Award (performance)
10/2019: Individual Cash Award
10/2019: Individual Cash Award – Superior Performance



- 09/2017: Individual Performance Award – Superior Performance
- 06/2017: Individual Cash Award
- 09/2015: Individual Cash Award
- 2013: Citation Letter from Secretary Vilsack for support of Secretary’s visit to Beijing
- 12/2011: Individual Cash Award
- 09/2011: Individual Cash Award
- 11/2010: Individual Cash Award (performance)
- 10/2010: Individual Cash Award
- 10/2009: Individual Cash Award (performance)
- 06/2009: Individual Cash Award

7. LANGUAGE SCORES

03/2016 Chinese: S3/R2+

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Mariusz S. Tadych	Agriculturist	FP-0401-03/04

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
01/2021 – Present	Agriculturist	USDA/APHIS/IS, Cairo, Egypt
05/2017-01/2021	Agriculturist	USDA/APHIS/IS, Beijing, China
08/2015-05/2017	Agriculturist	USDA/APHIS/IS, Riverdale, MD
08/2015-Present	Visiting Research Scientist	Rutgers University, New Brunswick, NJ
09/2013-05/2017	Scientific Consultant	National Technical Systems, Inc., Tinton Falls, NJ
10/2014-08/2015	Professional Research Manager	Rutgers University, New Brunswick, NJ
11/2013-10/2014	Visiting Research Scientist	Rutgers University, New Brunswick, NJ
04/2009-11/2013	Research Associate	Rutgers University, New Brunswick, NJ
02/2004-08/2015	Data Manager	Rutgers University, New Brunswick, NJ
04/2003-04/2009	Research Assistant	Rutgers University, New Brunswick, NJ

5. EDUCATION (BEYOND HIGH SCHOOL)



07/1993: M.Sc. Eng., Agriculture Engineering
06/1998: Ph.D., Biological Sciences
04/2009: Mini-MBA, BioPharma Innovation

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

01/2021: Under Secretary’s and FAS Administrator’s – TFAA Special Recognition of the 2020 U.S.-China Phase 1 Agreement Implementation Team
12/2020: USDA Secretary’s Award – U.S.-China Phase One Trade Agreement Implementation Team
10/2020: APHIS Administrator’s Award – US/China Phase One Trade Team
10/2020: Under Secretary’s Award – US/China Phase One Trade Team
09/2020: Ambassador’s Award, Dept of State – Contributions on the US/China Phase One Agreement
Tadych, Mariusz, Biographical Sketch, Continued

09/2020: Individual Cash Award
10/2019: Individual Cash Award – Superior Performance
09/2016: Individual Cash Award

7. LANGUAGE SCORES

08/2015 Polish: S5/R5

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Joseph M. Vukovich	Agriculturist	FP-0401-03/06

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
09/2020 - Present	Agriculturist	USDA/APHIS/IS Hanoi, Vietnam
07/2017-09/2020	Agriculturist	USDA/APHIS/IS San Jose, Costa Rica
07/2015-07/2017	Agriculturist	USDA/APHIS/IS Riverdale, MD
12/2012-07/2015	Plant Protection & Quarantine Officer	USDA/APHIS/PPQ Honolulu, HI
07/2012-12/2012	Plant Protection & Quarantine Officer	USDA/APHIS/PPQ Lihue, HI
01/2010-07/2012	Plant Protection & Quarantine Officer	USDA/APHIS/PPQ Annapolis, MD
11/2009-01/2010	Plant Protection & Quarantine Officer (Plant Health Safeguarding Specialist)	USDA/APHIS/PPQ Annapolis, MD
04/2008-11/2009	Plant Protection & Quarantine Officer	USDA/APHIS/PPQ Kahului, HI



02/2004-04/2008	(Preclearance Officer) Plant Protection & Quarantine Officer	USDA/APHIS/PPQ Honolulu, HI
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5. EDUCATION (BEYOND HIGH SCHOOL)

- 12/2001: Bachelor of Science Tropical Horticulture, University of Hawaii, Honolulu, Hawaii
- 12/2007: Bachelor of Science Microbiology, University of Hawaii, Honolulu, Hawaii
- 05/2016: Master of Science, Biotechnology, Johns Hopkins University, Baltimore, Maryland

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

- 08/2020: Individual Cash Award (performance)
 - 09/2016: Individual Cash Award
 - 12/2014: Quality Step Increase (QSI)
 - 09/2014: Individual Time-Off Award
 - 08/2014: Individual Time-Off Award
 - 01/2014: Individual Cash Award (performance)
 - 08/2012: Individual Cash Award
 - 01/2012: Individual Cash Award
 - 07/2011: Individual Cash Award
- Joseph Vukovich, Biographical Sketch, continued**

- 12/2010: Individual Time-Off Award
- 10/2010: Individual Cash Award
- 02/2005: Individual Cash Award (performance)

7. LANGUAGE SCORES

- 05/2017 Spanish: S3/R3

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Mario D. Ambrosino	Agriculturist	FP-0401-03/05

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
10/2020-Present	Agriculturist	USDA/APHIS/IS, Pretoria, South Africa
05/2017-10/2020	Agriculturist	USDA/APHIS/IS Santo Domingo, Dominican Republic
07/2015-05/2017	Agriculturist	USDA/APHIS/IS Riverdale, MD
05/2009-07/2015	SITC Officer	USDA/APHIS/PPQ Daly City, CA



06/2006-05/2009	Research and Extension Associate	Integrated Plant Protection Center and Dept. of Environmental & Molecular Toxicology, Oregon State University
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5. EDUCATION (BEYOND HIGH SCHOOL)

B.S. Entomology [Minor in Molecular Biology], University of Illinois, Urbana-Champaign, IL
M.S. International Agricultural Development, University of California, Davis, CA
Ph.D. Entomology [Minor in Agroecology], Oregon State University, Corvallis, OR

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

09/2018: Individual Performance Award – Outstanding Performance
09/2016: Individual Cash Award
11/2014: Individual Cash Award (performance)
02/2014: Individual Cash Award (performance)
11/2012: Individual Cash Award (performance)
11/2011: Individual Cash Award (performance)

7. LANGUAGE SCORES

5/2017 Spanish: S2+/R2+
8/2015 Thai: S3/R3+

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
George M. Fox	Agriculturist	FP-0401-03/05

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
11/2020-Present	Agriculturist	USDA/APHIS/IS Mexico City, Mexico
04/2017-11/2020	Agriculturist	USDA/APHIS/IS Pretoria, South Africa
08/2015-04/2017	Agriculturist	USDA/APHIS/IS Riverdale, MD

5. EDUCATION (BEYOND HIGH SCHOOL)

2001: New York University, Bachelor’s degree in Biology
2009: Cornell University, Master’s degree in Animal Science
2013: University of Florida, Doctoral degree in Plant Health



6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

09/2020: Individual Cash Award (performance)
09/2016: Individual Cash Award

7. LANGUAGE SCORES

4/2017 French: S1/R2
4/2017 Spanish: S3/R3

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Joshua Robinson	Agriculturist	FP-0401-04/09

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
01/2020 - Present	Agriculturist	USDA/APHIS/IS Beijing, China
09/2019- 01/2020	Agriculturist	USDA/APHIS/IS Riverdale, MD
06/2019 – 09/2019	Foreign Service Program Specialist (TDY)	USDA/APHIS/IS Riverdale, MD
08/2016 – 06/2019	Agriculturist	USDA/APHIS/IS Riverdale, MD
01/2014 – 07/2016	Research Associate	DOE/Battelle/PNNL Richland, WA
10/2010 – 04/2013	Research Associate	Max Planck Institute Berlin, Germany
09/2007 – 05/2010	Research Assistant	Brigham Young University Provo, UT
01/2004 – 04/2007	Student	North Arizona University Flagstaff, AZ

5. EDUCATION (BEYOND HIGH SCHOOL)

03/2013: Doctorate of Philosophy – Polymer Chemistry
05/2010: Master of Science – Organic Chemistry
05/2007: Bachelor of Science – Pre-forensic Chemistry

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS



10/2020: 2020 APHIS Administrator Award – SPOT: Recognition of contributions towards the negotiation and implementation of the U.S-China Phase One Trade Agreement.

09/2020: Individual Cash Award – SPOT: Exemplary support as part of the inter-agency taskforce to evacuate U.S. residents/permanent residents and family members from Wuhan, China during the COVID-19 pandemic.

09/2020: The Ambassador's Award – CERTIFICATE: Extraordinary contribution supporting the negotiation and implementation of the U.S.-China Phase One Agreement, advancing Mission China's strategic priority of rebalancing the bilateral trade and economic relationship.

08/2020: Individual Cash Award – SPOT: For supporting the APHIS management Future Ops initiative during unprecedented times.

Joshua Robinson Biographical Sketch, continued

09/2018: Individual Cash Award – Extra Effort: Correcting a \$2 million fiscal shortfall.

05/2018: "Polymer Architecture: Does it Influence Shear Stability?" *Ind. Eng. Chem. Res.*, 57(35), 11858.

03/2018: "Synthesis of a biofuel target through conventional organic chemistry." *Tetrahedron Letters*, 59(14), 1421.

03/2018: Certificate of Appreciation – Organizational support of Risk Based Sampling symposium

02/2018: "Friction and wear reducing properties of multifunctional small molecules." *ACS Appl. Mater. Interfaces*, 10(1), 1317.

01/2017: Individual Cash Award – SPOT: Exemplary service in supporting phytosanitary issues.

08/2016: "Trends in thermos-responsive behavior of lipophilic polymers." *Ind. Eng. Chem. Res.* 55(51), 12983.

06/2016: "Dual functional star polymers for lubricants." *RSC Advances*, 6(89), 86259.

05/2016: "Highly branched polyethylenes as lubricant viscosity and friction modifiers." *React. Funct. Polym.*, 109, 52.

03/2016: "Effects of Star-Shaped Poly(alkyl methacrylate) Arm Uniformity on Lubricant Properties." *J. Appl. Polym. Sci.*, 133(26), 43611.

01/2016: "Probing the molecular design of hyper-branched aryl polyesters towards lubricant applications." *Sci. Rep.*, 6, 18624.

08/2015: Recognition of scientific contribution – Patent filed as a DOE contractor.

06/2015: Individual Cash Award – Spot award for identifying and resolving inefficiencies.

05/2015: "Alkyne-X Modification of Polypeptides." *Eur. Polym. J.*, 62, 394.

06/2013: "Thermo-responsive Poly(N-C3 glycine)s." *Macromolecules*, 46(3), 580.

10/2012: "A versatile polypeptoid platform based on N-allyl glycine." *Chem. Comm.* 48(63), 7835.

04/2010: Outstanding Research Award

09/2009: Bradshaw Graduate Fellowship research grant

04/2009: Individual Cash Award – Outstanding research recognition

06/2008: "Second-Generation DBFOX Ligands for the Synthesis of beta-Substituted alpha-Amino Acids via Enantioselective Radical Conjugate Additions." *J. Org. Chem.*, 73, 8973.

09/2008: Cancer Research Center Fellowship grant

04/2007: Nicholas-Maw Award

08/2006: NASA Space Grant Intern Fellowship

04/2006: Honorary Nominee

7. LANGUAGE SCORES

08/2016 German 0+/0+

12/2019 Chinese 0+/0+

04/2021 Chinese 1/0+



Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
John Falco	Agriculturist	FP-0401-04/06

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
02/2020 - Present	Agriculturist	USDA/APHIS/IS Bangkok, Thailand
10/2018-02/2020	VMO (Epidemiology)	USDA/APHIS/IS Riverdale, MD
08/2015 – 08/2018	Graduate Research Assistant	University of Missouri Columbia, MO
08/2017 – 09/2017	Research Exchange Intern	EcoHealth Alliance New York City, NY
05/2015 - 12/2015	Content Manager	Global Resilience System Washington, DC
06/2015 – 08/2015	Field Assistant	Lima Family Farms Hillsborough, NJ
04/2014 – 06/2014	Visiting Researcher	UN-Food and Agriculture Organization Rome, Italy
03/2014-04/2014	Visiting Researcher	USDA-APHIS- Center for Epidemiology and Animal Health and National Wildlife Research Center Fort Collins, CO
07/2013 – 08/2013	Instructor/Field Assistant	Veterinarians Without Borders Monrovia / Gbarnga, Liberia
06/2012 – 08/2012	Student Ambassador	Dairy Education Center Khon Kaen / Chaiyaphum, Thailand
01/2012 – 01/2015	Herdsmen	University of Pennsylvania Marshak Dairy Kennett Square, PA
06/2008 – 10/2009	Seasonal Safari Warden	Six Flags Great adventure Wild Safari Jackson, NJ
09/2007 – 06/2010	Animal Care Assistant	Rutgers University Cook College Farm New Brunswick, NJ



John Falco, Biographical Sketch (Continued)

5. EDUCATION (BEYOND HIGH SCHOOL)

2011: Rutgers University, New Brunswick, NJ, Bachelors of Science, Animal Science (Minor: Ecology)
2015: University of Pennsylvania, Philadelphia, PA, Doctor of Veterinary Medicine
2017: University of Missouri, Columbia, MO, Graduate Certificate of Public Health

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

2019 - Kathryn Davis Fellow for Peace

7. LANGUAGE SCORES

Spanish S2+/R2

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Charles Y. Wang	Agriculturist	FP-0401-03/08

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
12/2021-Present	Agriculturist	USDA/APHIS/IS, Brussels, Belgium
07/2018-10/2021	Agriculturist	USDA/APHIS/IS, Lima, Peru
08/2016-07/2018	Agriculturist	USDA/APHIS/IS, Riverdale, MD
01/2011-08/2016	Research Microbiologist	HHS/FDA/CFSAN, College Park, MD
07/2009-01/2011	Oak Ridge Institute for Science and Education Research Fellow	HHS/FDA/CFSAN, College Park, MD
08/2007-06/2009	Research Assistant/Teaching Assistant	Pepperdine University, Malibu, CA

5. EDUCATION (BEYOND HIGH SCHOOL)

12/2008: Pepperdine University – Bachelors of Science in Biology with Honors



6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS

08/2021: Individual Cash Award
09/2017: Individual Cash Award
2014: Health and Human Services Innovates Award – Secretary’s pick – Team Member – Whole Genome Sequencing: Future of Food Safety
07/2013: Food and Drug Administration Commissioner’s Special Citation - Member of the Salmonella Bareilly Outbreak Response Team
07/2013: Food and Drug Administration Excellence in Laboratory Science - Member of the Team Tomato
2012: Health and Human Services Innovates Award – Secretary’s pick – Team Member – 100k Pathogen Genome Project
2012: FDA Scientific Achievement Award – Excellence in Laboratory Science – Genomics Group
09/2012: Center for Food Safety and Applied Nutrition Team Spirit Award – Team Member of Salmonella Newport Tomato project

7. LANGUAGE SCORES

08/2016 Mandarin Chinese: S1+/R0
10/2021 Spanish: S3/R3

Biographical Sketch

1. NAME:	2. TITLE:	3. PRESENT GRADE/STEP:
Melody J Maxwell	Agriculturist	FP-0401-03/05

4. EXPERIENCE DATA (LIST LAST 15 YEARS, BEGINNING WITH THE MOST RECENT DATE)

DATES:	POSITION:	ORGANIZATION/LOCATION:
09/2020 – Present	Agriculturist	USDA/APHIS/IS, Brasilia, Brazil
06/2018 - 09/2020	Agriculturist	USDA/APHIS/IS, Dakar, Senegal
01/2018 - 04/2018	Agriculturist (detail)	USDA/FAS/OASA/Animal Division, Washington D.C.
08/2016 - 06/2018	Agriculturist	USDA/APHIS/IS, Riverdale, MD

5. EDUCATION (BEYOND HIGH SCHOOL)

2010: Bachelor of Arts
2014: Doctor of Veterinary Medicine
2016: Diplomate of the American College of Veterinary Preventative Medicine
2016: Master of Public Health, Specialization in Veterinary Public Health

6. LIST BY DATE, ANY SIGNIFICANT AWARDS, CITATIONS, AND SPECIAL ASSIGNMENTS



09/2021: Individual Cash Award
10/2019: Individual Cash Award – Outstanding Performance
04/2018: Individual Cash Award
01/2017: Individual Cash Award

7. LANGUAGE SCORES

5/2018 Portuguese: S3/R3

APPENDIX B – COMMISSIONING CRITERIA

Criteria for Commissioning								
Foreign Service Candidate	Three years of service from date of appointment		Three full performance appraisal reports			Tested proficiency in one foreign language		
	Domestic	Overseas	#1	#2	#3	Language Proficiency	Language Proficiency	Language Proficiency
Apryl Pagliaro	2018-2020	2020-Present	2020	2021		1/0 - Japanese		
Joshua Robinson	2016-2020	2020-Present	2020	2021		1/0 - Chinese		
John Falco	2018-2020	2020-Present	2020	2021		2+2 - Spanish		
Branden Nettles	2020-Present					3/3 - Spanish		
Ashley Van Batavia	2020-Present							
Bona Yu	2020-Present							
Shelley Mehlenbacher	2020-Present							