



## ORO Community News

*Building a Framework for Success*

▶ THE VOICE

Fall 2008 — Volume 10

### We could not have done it without you...

A sure sign that fall is in full swing is that the annual GTEC conference is over for another year. Bringing together public and private sector IM and IT professionals from around the globe, this year's conference, "Moving to Government 2.0" focused on the challenges faced by governments in delivering services to the networked world.

At the opening night gala, among the recipients of the GTEC Distinction 2008 Awards were a number of federal organizations, recognized for their leadership, innovation and excellence in enabling and managing service delivery within the public sector.

The ORO is very honoured to have received the bronze medallion in the "Human Dimensions" category for its work in IM and IT community development by helping to enable the hiring, development and retention of a highly qualified cadre of IM and IT professionals.

I would like to thank the many departments and stakeholders who collaborate with us in numerous ways and share in our success. Together we are leading the way and making a difference!

**Nikolas Florakas**  
**Director General, ORO**

### New Director of Organizational Generics

The ORO is very pleased to announce the appointment of Mr. Hachem Ben Essalah as Director of Organizational Generics. Previously Senior Director, IM-IT at the Canada School of Public Service, Hachem will lead the on-going development of products such as standardized organizational models, generic work descriptions, and job competency profiles – all known collectively as Community Generics. In addition he will lead the maintenance and implementation support for these products. Welcome Hachem -- it's great to have you on the ORO Team!

### More about IT Generics...

The list of departments actively transitioning to IT generics -- or assessing their readiness to do so -- continues to grow. They include (among others): Library and Archives Canada, Heritage Canada, Indian & Northern Affairs Canada, Industry Canada, Health Canada, Human Resources and Social Development Canada, Public Works and Government Services Canada, and the Canada Border Services Agency. In the meantime, work on the Regional model is progressing. A decision has now been made by the working group to have all work streams report centrally, with the exception of Infrastructure/Operations, and the updated Regional Organizational Model and work descriptions have been presented to the bargaining agent for review. Work on the model for small organizations is on hold for the moment due to resourcing issues and the complexity involved in trying to develop a single model for organizations whose structure is so diverse.

To learn more about IT Community Generics, contact [Donna.Stark@tbs-sct.gc.ca](mailto:Donna.Stark@tbs-sct.gc.ca) or visit [www.ITGenerics.gc.ca](http://www.ITGenerics.gc.ca)

### The IM and IT Management Development Program (MDP)

We are looking forward to welcoming the successful candidates from 8 participating departments to the IM & IT Management Development Program this fall. The revised program kicks-off with "Conversations on Leadership" - the first leadership event for the new cohort - followed by an MDP Orientation and networking event. Participants will be available for stretch assignments in January 2009. If your department has challenging, developmental assignment opportunities, please contact Christine Tremblay at [Christine.Tremblay@tbs-sct.gc.ca](mailto:Christine.Tremblay@tbs-sct.gc.ca).



### Other Development Opportunities

The ORO is also working on the Professional Development and Apprenticeship Program (PDAP) which will allow CS-01 and CS-02's to advance up to the CS-03 level, based on the achievement of pre-determined competencies. Project launch is scheduled for April 2009, so watch for details in upcoming editions of the Voice.

### Collective Staffing Initiatives

We're pleased to report that 122 CS-01 candidates received "intents to offer" from the 15 departments and agencies who participated in last year's Post-Secondary IT Recruitment Campaign. This year's CS-01 posting closed on October 10<sup>th</sup> with over 800 applicants. A CS-04 process is also in progress with 9 departments currently participating. When it closed on September 2<sup>nd</sup>, over 2200 applications had been received!

For more information on Community Staffing and Recruitment, contact Tracey Sampson at [tracey.sampson@tbs-sct.gc.ca](mailto:tracey.sampson@tbs-sct.gc.ca)

### Elsewhere in the Public Service

The Public Service Commission recently announced the availability of a generic CR-04 candidate pool. Among the assessed criteria are those that could support IM requirements. For details and further information contact: [cr4requestdemande@psc-cfp.gc.ca](mailto:cr4requestdemande@psc-cfp.gc.ca)

**It's easier to go down a hill  
than up – but the view is  
much better at the top.**

**Henry Ward Beecher**

Your comments are always welcome.  
Please e-mail us at:  
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