

Announcement Number: TSA-HQ-2008-0524
Transportation Security Inspector (Aviation)
Alfred J. Singletary
6654 Transmartin Blvd
Quakersville, FL 55555
Phone: 727-555-5555
Social Security Number: 123-45-6789
Citizenship: US

KSA/COMPETENCIES

Question 1: As a current or former Federal government employee with career, career-conditional or excepted service status, you may be eligible to receive to consideration for this position as an internal or external candidate. Please indicate below how you would like to receive consideration.

I am a government employee and would like to receive consideration for this position as an internal candidate for reasons that spanned eighteen years to the present, with dedication and commitment. As an internal candidate my past and present KSA's have emanated from and continue in compliance with CFR Part 1500, Title 49 - Chapter XII – Transportation Security Admin, and Department of Homeland Security with devotion and fervor. Additionally, as a TSA supervisor, being fully appraised of Aircraft Operator Standard Security Programs and also Airport Security Programs which are in place, I work closely with the Airport Police Department and TSA Law Enforcement, airline employees, and the traveling public to ensure TSA Security Program complicity but also that the programs the airport and the aircraft operators have in effect are likewise in compliance. Without reservation, I assert my readiness and I believe I am fully qualified to this position as it is described herein. Extensive ongoing training of regulatory amendments and updates has enabled proficient utilization of expertise for the expansive array of functions which have grown to be priorities among the many specialties I offer in the performance of the duties and responsibilities that are delineated within the career announcement.

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Question 2: Ability to conduct inspections and investigations of operational systems

In order to execute fully Title 49 regulations, TSA, and Airport Security Programs it is incumbent to be fully versed in many areas requiring inspections and operations. Although inspections may involve a wide range of competencies, professional experiences has engaged the abilities to recognize, analyze, optimize, and prioritize deficiencies, hazards, and other threats, whether purposeful or accidental. Moreover, careful preventative monitoring and pre-event training of teams improves operations management and system efficiencies resulting in lesser incidents of deficiencies, hazards, and other threats, whether purposeful or accidental.

Having supervised and overseen staffs in excess of 500, incidents of malfunction and threats, security and safety concerns have remained at better than respectable minimums because of ongoing training initiatives implemented and taught as routinely as or more so than all other position requirements. More than just the ability to conduct inspections and investigations of operational systems, I am extremely detail and results-oriented. Additionally, I am organized to a fault; a characteristic that has served well my intent to be thorough and exacting.

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Question 3: Oral Communication: Makes clear and convincing oral presentations to individuals or groups; listens effectively and clarifies information as needed; facilitates an open exchange of ideas and fosters an atmosphere of open communication.

An imperative to effective personnel management and training is adept oral communication skills. But, oral communication is more than simply orating; it is a blend of intense comprehension through listening and after confirming what is thought to have been heard the resulting open exchanges invite ideas and opinions which if encouraged have the power to append desired achievements, goals, and, objectives or prevent undesired happenings and catastrophes alike. It has been enunciated wisely; “God gave us two ears and one mouth.”

Communicating orally to groups is a slightly different dare. The listener’s ability to request immediate clarification is generally deterred making the task of clearly transferring ideas and information more challenging. Greater thought to choice of words, structure, and cadence influences profoundly positive results considering the average take-away from speeches and lectures is said to be less than 20 percent. Simplicity, clarity, and passion make better speech-fellows. Other important characteristics that affect oral group communications have to do with voice ebb-and-flow, body language, and a bit of the “actor/actress” in us all. “If we believe not in the message we impart, then please let us present or act as though we do!”

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Question 3: Written Communication: Expresses facts and ideas in writing in a succinct and organized manner.

Although, with the pen, the keyboard, and the texting device communicating is even more important than is the spoken word; the written word is documented. Spoken words, although possibly witnessed may easily be deemed as 'hearsay' and may be refuted as not said, not heard if said, nor remembered if heard, etc. When communications are written, the message is even more important to be expressed accurately; its transference of ideas and thoughts written clearly and effectively with easily readable penmanship are its own evidence as having been communicated. Hereof, these five questions for which essays are requested; less this literary style I would use more common terminologies to communicate at work, orally or as written.

Effective communication in all forms is of the most important of skills not for just on the job, but in life as well. It is the key to thought transference, enthusiasm and motivational enhancement, arbitration, training, debating, consultation, negotiation, inquiring, understanding, discussion, teaching, coaching, denigrating, disciplining, terminating, degrading, labeling, attacking, abusing, and much more. Having blended from good communication to its alter-bad, it's well to understand that communicating viciously and poorly in and of all forms can be destructive; it has even caused wars throughout history.

In the workplace poorly used or abusive communication skills will most definitely cause chaos and lower morale throughout the agency. So to conclude, these essays of questions 3 and 4, I summarize the importance of positive communicative skills as paramount above all others.

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Question 5: Flexibility: Is open to change and new information; adapts behavior and work methods in response to new information, changing conditions, or unexpected obstacles. Adjusts rapidly to new situations warranting attention and resolution.

From the University of Queensland in Australia, David Rooney and Greg Hearn collaborated: “The Zone of Entanglement: Change, Non-Change and the New Managerial Ideology of Ephemera.”

“We argue that change management has become ideological and that by selective use of complexity, research has used the imperative for change to further political and economic agenda. We seek to redress this situation by developing a critical perspective on change and a new metaphor, the zone of entanglement, to assist critical analysis of change. Central to our argument is that a dynamic of change is non-change. In this vein, we show that there are deep, robust and persistent structures that dampen change and which, if recognized, may help in achieving organic change, resulting in positive social transformations.”

The imperative of ‘flexibility’ shall not be restricted to matters of security. However, its relevance when pertaining to national security and public safety make such behavioral adaptations, which are influenced by environmental, planned, random, and/or spontaneous anomalies; conditional changes and informational modifications an absolute. Especially when without the attribute of ‘flexibility’ results may find themselves to be negative and possibly disastrous.

From the converse ‘rigid’: it departs from human characteristics and imitates robotics as if having been programmed to specifics. In other words, flexibility describes what is commonly labeled as “thinking on one’s feet; by the seat of one’s pants;” or more commonly described within the workplace as “an ability to make snap or quick decisions with accuracy and appropriateness.”

To relate the above to the Rooney, Hearn collaboration, I explain this position’s ultimate goal as the achievement of a ‘constant’; an unchanged condition of safety and National Security in accordance with standards predetermined and dictated by the Federal Agencies that author and append such directives. Therefore, it requires perfected and proved abilities of flexibility in order to maintain the required non-flexible or ‘constant’ high standards of the Safety and National Security. I further assert I am able to proficiently perform with ‘flexibility’ the imperatives as described within the posting for this position to which I offer myself as a highly qualified candidate; Transportation Security Inspector – Aviation – under the authority of the Transportation Security Administration.