



# **CAREER COMPASS**

## **CHALLENGE**

Email us at [CareerCompassChallenge@nsf.gov](mailto:CareerCompassChallenge@nsf.gov)



**Robyn Rees**  
*Senior Advisor, NSF*



**Dorothy Aronson**  
*Chief Information Officer, NSF*



**Chezian Sivagnanam**  
*Chief Enterprise Architect, NSF*

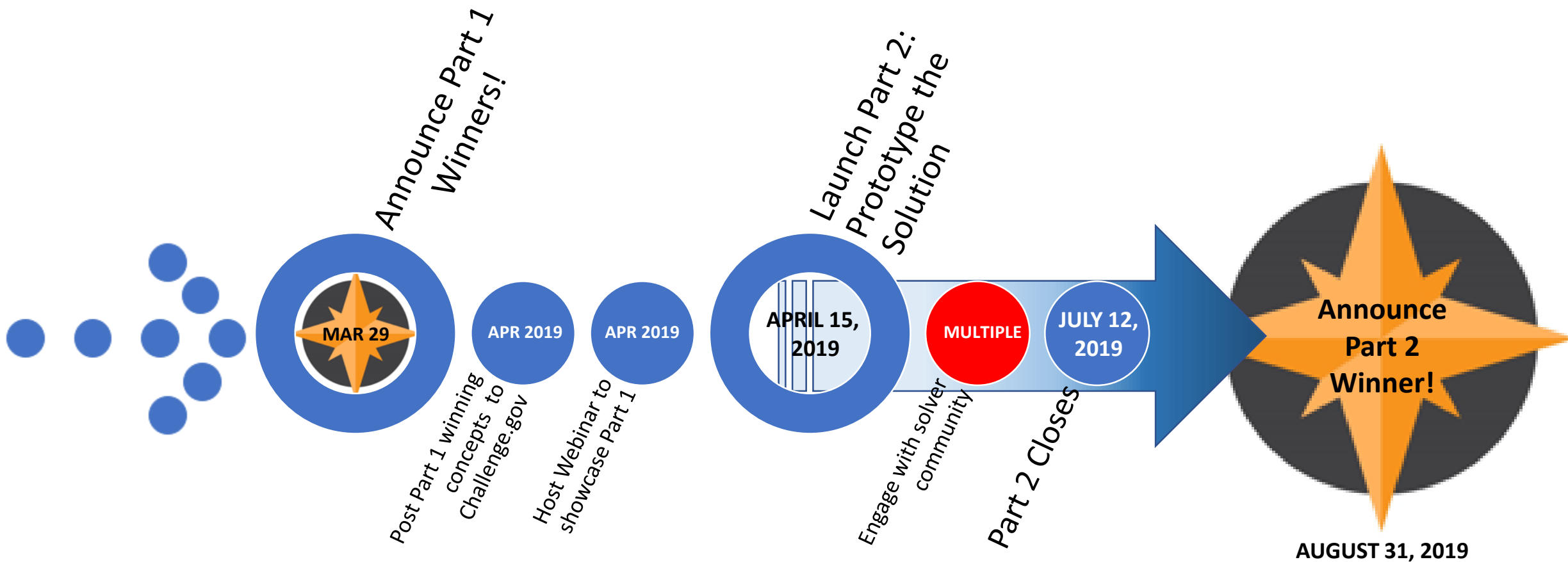


# What we are looking for in Part 2

- Working prototype
- Build upon one of the winning concepts from Part 1, or one of your own
- Make the prototype available for testing by a government panel
- Provide a short narrative describing how your tool addresses the challenge



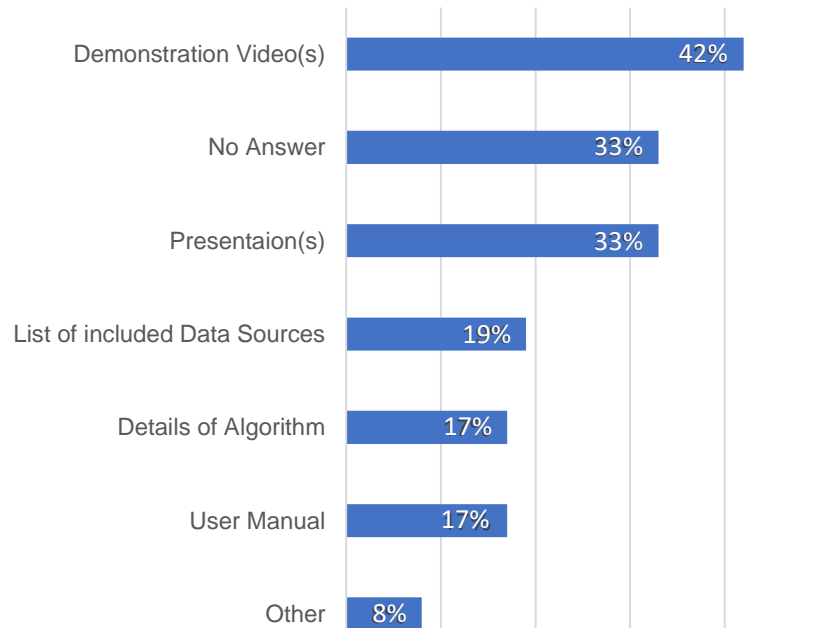
# Part 2 timeline...



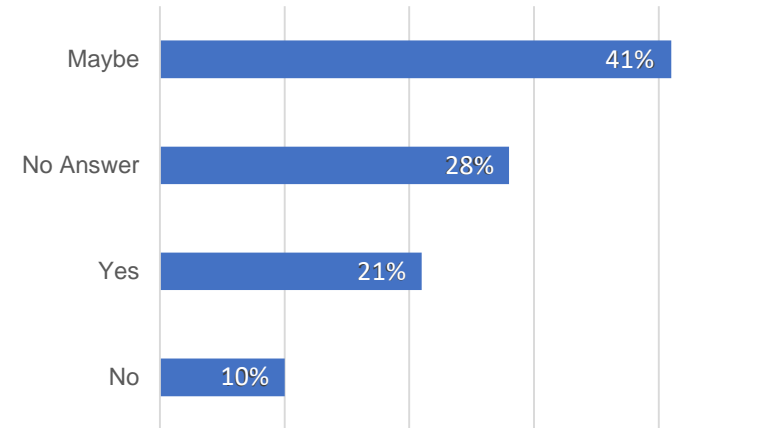


# May webinar poll recap

**What other artifacts could be included as part of the submission, in addition to the weblink or access to the app in the app store?**



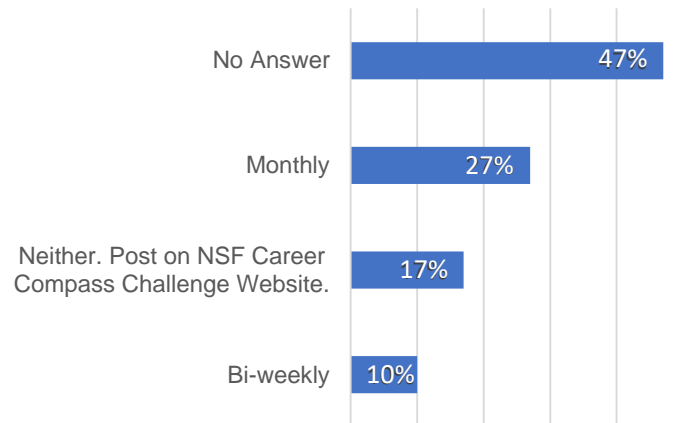
**Are you interested in finding partners to participate in part 2 of the NSF Career Compass Challenge?**





# May webinar poll recap (cont.)

**If we were planning more webcasts like this one, to answer your questions, what would be the preferred frequency?**



**What additional resources can NSF provide to help you build a successful prototype?**





# User personas: NSF Career Types

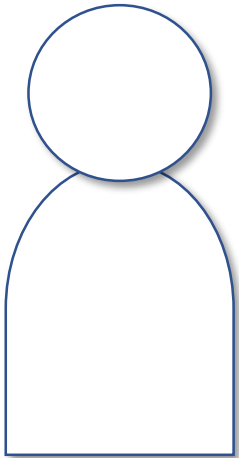
Administration

Executive/  
Managerial

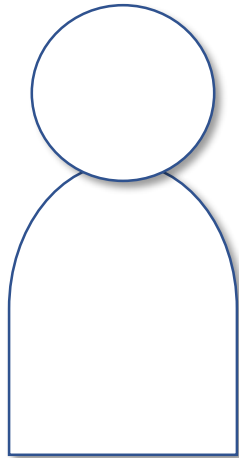
Science/  
Engineering/  
Education

Business  
Operations

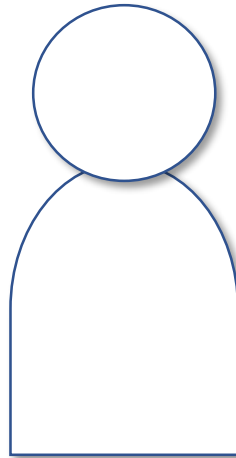
Students &  
Recent  
Graduates



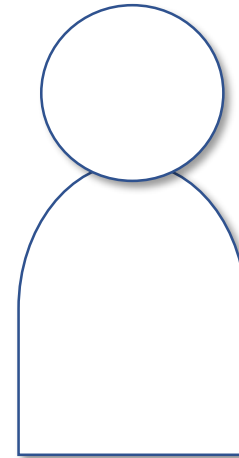
**Paul**  
Program Specialist  
(Administration)



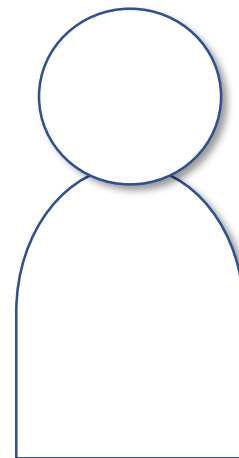
**Mary**  
Branch Chief,  
Contracts  
(Supervisory)



**Lacey**  
Program Officer  
(DMS – Math)



**Peter**  
Information  
Technology Specialist  
(Customer Support)



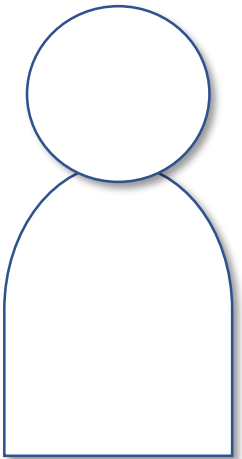
**Frida**  
Program Analyst  
(Public Affairs)

## Administration



### Administration

Positions with the primary responsibility for the administrative support of the NSF core mission. This family consists of positions such as Administrative Manager, Operations Specialist, Program Assistant, Science Assistant, Secretary, and other similar positions.



**Paul**

Program Specialist  
(Administration)  
GS-11, Step 1

#### Demographics

**Age:** 30 years old

**Education:** Associates  
Degree

**Family Status:** Single

**Other:**

- Early career
- 4 years government service
- Bargaining Unit employee

#### Goals of Using Site

- Spends his work time busily supporting Program staff with logistics and execution of reviews and processing.
- Interested in positioning himself for promotion, but not sure what it will take.

#### Environment

- Is very comfortable with technology.
- Is a “gamer” and is an early adopter of technology.

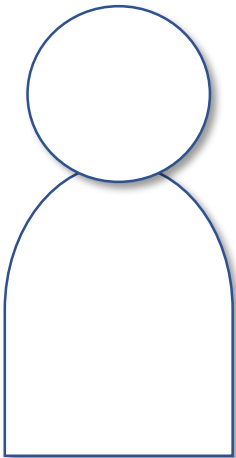


Executive/  
Managerial



**Executive/Managerial**

Positions with the primary responsibility for the management of the NSF workforce, including Assistant Director, Office Head, Division Director, their Deputies, or similar positions.



**Mary**

Branch Chief,  
Contracts  
(Supervisory)  
GS-15, Step 7

**Demographics**

**Age:** 57 years old

**Education:** Bachelors Degree

**Family Status:** Married,  
mother of two, empty-nester

**Other:**

- Veteran
- Senior-level
- 11 years government service
- Supervises 7 employees
- Non bargaining unit employee

**Goals of Using Site**

- She's reached the top of her career path and is not sure of the next step.
- She realizes that she needs new skills.
- She recently applied for an SES and did not get the job.

**Environment**

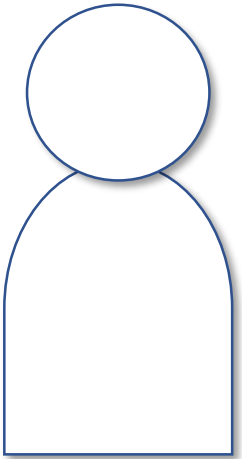
- Mary lives close to the office.
- Since the kids have gone, she's gotten into exercising...mostly bike riding and running.
- She likes gardening and being outdoors.

Science/  
Engineering/  
Education



**Science/Engineering/Education**

Positions directly responsible for the delivery of the NSF core mission, such as Program Director, Engineer, Scientist, Educator, Mathematician, Statistician, and similar positions.



**Lacey**  
Program Officer  
(DMS - Math)  
GS-14, Step 9

**Demographics**

**Age:** 40 years old

**Education:** PhD

**Family Status:** Divorced with 2 kids

**Other:**

- Mid-career
- 5 years NSF experience
- Previously worked at Lockheed Martin

**Goals of Using Site**

- Looking for a career change with more flexibility.
- Wants to try something new.
- As her kids become more independent, she has time for additional training
- She's stuck in this area. Her kids don't want to leave their friends.

**Environment**

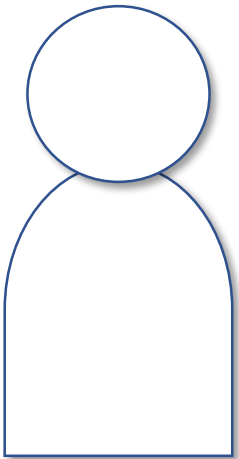
- She enjoys hanging out with her friends.
- She's in a book club.
- She does volunteer work at the homeless shelter.
- She tutors high school kids in Calculus outside of work.

**Business  
Operations**



**Business Operations**

Positions with primary responsibility for providing operational and functional support to the persons who deliver the NSF core mission, including IT Specialist, Budget Analyst, HR Specialist, Auditor, Attorney, Grants and Agreement Specialist, Program Support Manager and similar positions.



**Peter**

Information  
Technology Specialist  
(Customer Support)  
GS-13, Step 1

**Demographics**

**Age:** 34 years old

**Education:** Bachelors Degree

**Family Status:** Married with  
two young children

**Other:**

- Former military
- Early/mid-career
- 6 years government service
- NSF EOD April 2018
- Non Bargaining Unit employee

**Goals of Using Site**

- Spends his work time busily supporting Program staff with logistics and execution of virtual and in person meetings.
- Interested in positioning himself for less administrative and more strategic work.
- Knows he can't afford to fit in graduate school and wants to continue to learn using various methods to build his reputation as a trusted advisor

**Environment**

- Is very comfortable with technology.
- Teleworks occasionally from his home office, connected via high speed internet, VoIP phone, and an all-in-one printer, scanner and copier device.
- Enjoys telework days that offer him flexibility with a lesser commute to coach his daughter's T-ball games.

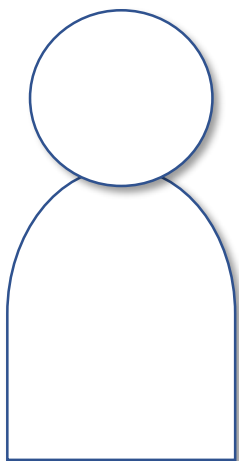


## Students & Recent Graduates



### Students and Recent Graduates

Through NSF's Pathways Program, current students can find internships in a variety of different fields, graduate students can work in a two-year program, and the Presidential Management Fellows (PMF) Program provides a path to a career in the analysis and management of public policies and programs.



### Frida

Program Analyst  
(Public Affairs)  
GS-11, Step 2

#### Demographics

**Age:** 27 years old

**Education:** Masters Degree  
in Communications

**Family Status:** Single

**Other:**

- Early-career
- 2 years government service
- Converted from Student Trainee
- Bargaining Unit employee

#### Goals of Using Site

- Ready to take her career to the next level.
- About to get married.
- She's moving to Phoenix, AZ.

#### Environment

- She takes Tango dancing classes, and likes Karaoke.
- She's introverted.
- Frida takes care of her elderly grandmother.



## Questions & Answers

**Question:** I am interested in learning whether fidelity/closeness to a winning concept from Part 1 is factored into judgment criteria. In essence, does “encouraged to leverage and build on” mean that strict adhered to a single winning concept is preferred? Or does this mean that we can choose to draw on or some concepts from multiple winning papers in part 1 to develop our part 2 prototype?

**Answer:** No. While leveraging winning concepts from Part 1 is encouraged, participants are not required to leverage any or all the concepts from Part 1 when developing their functional prototype.



## Questions & Answers

**Question:** Are clickable prototypes acceptable for some features? For instance, could testers click through a variety of screens that guides them through the intended experience - but the coding to make that experience fully functional is not necessarily complete? This would impact how many features my team is able to target in our prototype if all need to be 100% functional at the time of testing.

**Answer:** The objective of the challenge is to provide a functioning prototype. One that processes input in real time to generate an end result. However if you wish to demonstrate a future capability, a "clickable" demonstration is acceptable.



## Questions & Answers

**Question:** Aside from the earning of award money, is anything specific expected of the winning prototype/team? For example, is the winning team contractually required to continue development to provide NSF access to a fully functional product? We want to be fully aware of any time and development commitments that would be required post-competition.

**Answer:** No. There are no contractual obligations for the winner of Part 2. While we hope that this competition will inspire the winner to further develop their prototype, this is not required.





## Questions & Answers

**Question:** What kind of limitations should the app have? Like if I need a high-powered phone or computer or better for it, would that limit anything?

**Answer:** The app should be built upon technology that is widely available to the general public. All submissions will be judged on its 'Performance and Usability.' Specifically on the "Extent to which the proposed solution provides evidence that it is replicable and scalable; potential for use in other and/or larger settings must be addressed."





## Questions & Answers

**Question:** The prize money while interesting isn't really why we would get involved with something like this. We really want to know where we would have the opportunity to build a relationship with an agency that might need a solution like this moving forward.

**Answer:** We appreciate your dedication to seeing this concept further, despite winning or not. At the moment, there are no plans to partner with an agency, but we are certain the need for this technology exists.



## Questions & Answers

**Question:** Who would see the video submission we put together, and where could we leverage it to help build business?

**Answer:** The NSF Career Compass Challenge judges will view your video submission. You are welcome to share it to promote your technology.



# Poll and Questions?

- Email your question or idea to

[CareerCompassChallenge@nsf.gov](mailto:CareerCompassChallenge@nsf.gov)

- Or, send us a social media message using [#NSFCareerCompass](#)

# Thank You!



**ENTER NOW!**

Create a new future for  
career growth possibilities.



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