

WORKFORCE

Our Vision

The Mountain-Prairie Region Fish and Aquatic Conservation Program will be a recognized leader in achieving sustainable populations of native species, conserving and restoring their habitats, and supporting sportfish management — in the face of changing climate conditions — for the benefit of current and future generations.

Why the Emphasis

In order to effectively address our program vision, we commit to focusing our resources on the following actions in a manner that considers current and near-future challenges from climate, funding shortfalls, degrading infrastructure, invasive species and changing demographics.

Core Values

All decisions and actions within the FAC program are steeped in our core values. These targets embrace all of these values.

Adaptability

Communication

Our People

Partnerships

Public Service

Scientific Integrity

Stewardship

Foster an inclusive feedback-rich environment that supports a robust workforce.

Five-Year Targets

Support a culture of inclusion

SMART Target

The R6 FAC Program will focus employee development on soft skills to build an inclusive work environment that promotes respect, belonging, and uniqueness to maximize individual employee engagement.

Recruit to maintain a workforce that is diverse in thought, skill, and life experience

SMART Target

Develop and implement a comprehensive R6 FAC recruitment strategy to attract diverse applicants. This will serve as a companion to the retention strategy.

Maximize employee retention through engagement and opportunity

SMART Target

Develop and implement a comprehensive R6 FAC retention strategy to retain talent within the USFWS. This will serve as a companion to the recruitment strategy.