

Facts for Feds:

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KSAs for FPOs

How to Hire a Qualified Federal Preservation Officer

Over the next several years, as the Baby Boom generation contemplates its retirement from public service, federal agencies will encounter substantial turnover in its senior staff. For federal historic preservation programs this transition is complicated as there are nearly 80 agencies with Federal Preservation Officers, an increase of more than 40 designations over the last decade. Selecting a qualified Federal Preservation Officer starts with the Secretary of the Interior's Professional Qualification Standards, which describe the minimum educational and professional experience required in five core historic preservation disciplines. Agencies faced with the replacement of their Federal Preservation Officer might adopt these Knowledge, Skills, and Abilities (KSAs) as part of their recruitment plan.

- KSA 1: Substantial experience in the overseeing a historic preservation program that is consistent with and seeks to advance the purposes of the National Historic Preservation Act. Comprehensive knowledge of the National Historic Preservation Act and associated laws and regulations.
- KSA 2: Substantial experience in the design, implementation and management of studies that provide for the timely identification and evaluation of historic properties. Extensive experience in the nomination of historic properties to the National Register of Historic Places.
- KSA 3: Broad experience in the mission, goals, and operation of [insert agency name], or an agency with a similar mission. Substantial experience in how federal agencies plan, design, and execute activities that may affect historic properties. Experience in developing programs that provide for effective consultation about historic preservation activities with knowledgeable and concerned parties inside and outside of government.
- KSA 4: Substantial experience in the management and maintenance of historic properties in a manner that considers the preservation of their historic, architectural, archeological, and cultural values.

These KSAs were adapted from the Secretary of the Interior's Standards and Guidelines for Federal Agency Historic Preservation Programs which serve as the yardstick by which agencies measure their overall compliance with the National Historic Preservation Act.

*For more information, send an email to NPS_fpi@nps.gov or call 202-354-6999.
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