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## Breaking Down ECQ #4 For an SES Federal Job: Business Acumen

To attain a federal leadership position leading, you must be able to break down ECQ #4. ECQs are Executive Core Qualifications are based on the criteria of the Office of Personnel Management for leadership skills needed to succeed in the Senior Executive Service (SES).

The federal government is wants senior level executives who are able offer strategic leadership and commit to public policy. The core qualifications required for ECQ #4 is the ability to manage human, financial, and information resources strategically.

Competencies in the breakdown of ECQ #4 include:

- financial management and the ability to understand financial processes, prepare, justify, and administer the program budget, oversee procuring and contracting for desired results and monitor expenditures using cost-benefit thinking to determine priorities;
- management of employees including recruiting, selecting, appraising and rewarding, addresses performance problems and manage a multi-sector workforce; and
- technology management to effectively use of technology to achieve results.

For proper submission of your resume and ECQ #4, is it best to hire a professional resume writer. A professional resume writer is familiar with federal submission requirements and can mean the difference between becoming a senior level in the federal system or losing an opportunity of a lifetime.