



WHITE HOUSE LEADERSHIP DEVELOPMENT FY27 COHORT 12: DOW NOMINATION INFORMATION

Training Coordinators and Prospective Nominees

The Defense Civilian Personnel Advisory Service (DCPAS) invites Components to submit nominations for the Fiscal Year 2027 White House Leadership Development Program (WHLDP), Cohort 12.

Please Note:

- The Department of War (DoW) establishes Component nomination quotas to maintain a rigorous, merit-based nomination process. These quotas ensure Components identify and submit only their highest-performing and most competitive candidates for consideration.
- Nominations for Intelligence Community (IC) employees assigned within the Offices of the Under Secretary of War (OUSW), Defense Agencies and DoW Field Activities, and Joint Staff (JS) organizations will be reviewed jointly. IC employees assigned to a Military Department will be reviewed with that Department's nominees.

Program Overview

The WHLDP, sponsored by the Executive Office of the President, develops high-potential GS-15s and equivalents into future career senior executives. Fellows work on high-visibility, cross-agency priorities and gain experience addressing complex, government-wide challenges that directly support Administration priorities.

There is no tuition cost. Fellows serve a one-year, non-reimbursable rotational assignment in the National Capital Region. Component organizations will fund any travel required for the placement assignment.

Fellows serve in strategic placement assignments that directly advance Administration priorities and provide high-impact, cross-agency experience. Leadership development remains a core component of the fellowship, with roughly 15% of the program focused on targeted development experiences that build the mindset and capabilities required to lead effectively and achieve results across the federal enterprise.

The Program Manual and Nomination Guidance are available at:

<https://www.dcpas.osd.mil/learning/civilianleaderdevelopment/whitehouseleadership>.

Eligibility

Career GS-15/equivalent civilians with high potential to serve as senior executives are encouraged to apply. Nominees must have a current rating of record of "exceeds expectations," defined as:

- For employees under the Defense Performance Management and Appraisal Program (DPMAP), this requires a rating of record of 4.3 or higher.
- For all other performance systems, "exceeds expectations" means a rating of record in the top 15% of the rating range.

WHLDP -- A Two-Phase Process

The WHLDP nomination process includes:

1. Phase I – DoW Nomination Process, and
2. Phase II – Government-wide WHLDP Selection Process administered by the General Services Administration (GSA)*.

**Executive agencies may nominate up to six employees to the WHLDP.*



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Phase I – DoW Nomination Process (November – May)

The DoW uses an internal review process to identify the most competitive nominees. For Cohort 12, nomination quotas are:

- Department of the Army – 6**
- Department of the Navy – 6**
- Department of the Air Force – 6**
- OUSW, Defense Agencies and DoW Field Activities, and JS organizations – 6 (combined)***

***Military Departments must follow an internal selection process that complies with applicable laws and regulations.*

****OUSW, Defense Agencies and DoW Field Activities, and JS organizations submit their nominations directly to DCPAS. Selected nominees from these organizations will compete in the combined DoW review process.*

Nomination Package Requirements

All applicants must submit the following as separate files to your training POC:

- 1. DoW Application Form** – Submit as a working PDF (NOT AN IMAGE SCAN).
- 2. Most Recent Annual Performance Appraisal** – Rating must meet the eligibility requirement.
- 3. Résumé** – (Two-Page Limit): The résumé must:
 - Be no longer than two pages.
 - Include relevant work experience:
 - Employer name
 - Job title
 - Start and end dates (Month/Year)
 - Hours worked per week
 - For federal positions, include pay plan, series, and grade
 - Include education, certifications, and licensures
 - Include the applicant's DoW/DoD EDIPI in the header on all pages
 - Not include a Summary or Objective section
- 4. Supervisor Acknowledgement Form**

Submission Instructions

- **OUSW, Defense Agencies and DoW Field Activities, and JS Training POCs**
(UPDATE) Due Date: **January 30 February 9, 2026**
 - Verify each nomination package is complete.
 - Submit all materials to the DoW WHLDP group box: dodhra-whldp@mail.mil
- **Military Department POCs (Army, Navy, and Air Force)**
(UPDATE) Due Date: **January 30 February 9, 2026**
 - Verify each nomination package is complete.
 - Submit all materials with a nomination cover letter, signed by an SES/GO/FO/DISES-level official endorsing the Component's (Army, Navy, and Air Force) internal review results.
 - Email complete nomination packages to: dodhra-whldp@mail.mil



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DoW Review Panel

After Components submit their nominees, DCPAS convenes an SES review panel to select up to six DoW nominees. The panel will meet in February 2026 to ensure timely endorsement by the Deputy Secretary of War, or approved designee. **The DCPAS program manager will coordinate with selected nominees to complete the WHLDP application materials once GSA releases them.**

Phase II – Government-wide WHLDP Selection Process (May – August)

The Deputy Secretary of War's, or his approved designee's, nomination package is submitted to GSA in ~~mid-May~~ **April** 2026. GSA conducts a multi-phase evaluation and interview process. Final selections are typically announced in early August, and onboarding begins in October 2026. GSA will release additional details on the WHLDP selection process in or around February 2026. The DoW's WHLDP program manager will share updates as they become available.

DoW FY27 WHLDP Nomination Timeline – Cohort 12

Phase I – DoW Nomination Process

- December 2025/January 2026 – DoW Call for Nominations released
- February 2026 – WHLDP Manual, Nomination Guide, and Application Form released by GSA/OMB
- **(UPDATE) January 30, 2026 February 9, 2026** – Nominations due to DCPAS
- Mid-February 2026 – OUSW, Defense Agencies and DoW Field Activities, & JS SES Review Panel meets and selects up to six nominees for the DoW Review Panel
- Late February 2026 – DoW SES Review Panel selects six nominees for Deputy Secretary of War, or his approved designee, nomination
- **(UPDATE) March 2026 - April 2026 – Selected** DoW Nominees submit WHLDP application materials **via weblink to WHLDP Program Management Office (GSA)**
- **(UPDATE) May 2026 April 2026** – Deputy Secretary of War, or his approved designee, nomination package submitted to OMB/GSA WHLDP Program Office

Phase II – Government-wide Selection Process

- **(UPDATE) May 2026 – OMB/GSA WHLDP Program Office notifies applicants of vetting results**
- **(UPDATE) June - July 2026 – Phase I and II applicant interviews**
- **(UPDATE) July - August 2026 – Selection announcements**
- **(UPDATE) August - October 2026 – Memo of Understanding (MOU) process** and Fellows pre-onboard; rotational assignments begin

Program Duration: October 2026 – September 2027.

Last updated: January 8, 2026