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OPM Announces Plan to Improve Hiring and Development of Agency Leadership

Washington, D.C. – The U.S. Office of Personnel Management (OPM), today announced sweeping reforms to the Senior Executive Service (SES) hiring, training, and oversight processes, in alignment with President Trump’s executive action, [Restoring Accountability for Career Senior Executives](#), and Executive Order 14170, [Implementing The President’s “Department of Government Efficiency” Workforce Optimization Initiative](#). These changes aim to build a corps of high-caliber, patriotic SES leaders dedicated to implementing the President’s agenda, upholding the constitution, and delivering efficient, accountable governance for the American people.

The SES was designed to provide strong executive leadership but has historically been hindered by outdated hiring practices that fail to prioritize merit or alignment with national priorities. The new reforms address those shortcomings and enhance the current processes.

“OPM is transforming the SES to ensure our federal executives are committed to constitutional principles, administration priorities, and exceptional leadership,” **Acting Director Chuck Ezell said**. “I look forward to these improved measures to ensure Americans have the best and brightest at the top of the federal workforce.”

Key reforms include revamped Executive Core Qualifications (ECQs), a streamlined application process, enhanced training programs and performance plans, and strengthened Executive Resource Boards (ERBs). Additionally, merit will be prioritized in hiring decisions and discriminatory practices will be eliminated.

Read guidance to agencies [here](#) and the fact sheet [here](#).

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