

Subject: Target Opportunity Hiring Incentive Plan	Effective Date: August 5, 2016	Initiated by: Director of Human Resources
	Supersedes: NEW	Approved: Director

Management System (Primary): 05.00 Human Resources Management (HR)
Management System Owner: Deputy Director for Operations
Management Process: 05.04 Diversity Plan Initiatives
Process Owner: Head, Human Resources; Deputy Head, Human Resources
Subject Matter Expert (SME): Head, Human Resources; Deputy Head, Human Resources; Deputy Director for Research

POLICY

A “target of opportunity” hire refers to a hire that results not from a planned search to fill a position, but from the identification of an individual that would bring an unusual benefit to PPPL. Examples of a target of opportunity hire include, but are not limited to: an exceptional researcher or engineer who would open up a new direction for the lab, and an outstanding researcher or engineer who improves staff diversity.

As a vehicle to facilitate target of opportunity hires, the laboratory will provide partial funding (up to a maximum of 50%) for projects that meet the required criteria for LDRD funding, for a maximum period of three years. Thereafter the proposing department will be required to cover the salary costs. Proposals for such hires will be accepted at any time by the Director’s Office. A candidate for the incentive will have to meet the standard criteria for the rank and position for which they are considered, as well as proceed through the standard process for review and approval.

Only limited funds are available for this purpose. As a result the funds will be used strategically to enable the largest number of outstanding new target of opportunity hires. We anticipate that at any time roughly one to two 50%-equivalent appointments can be supported. Although the focus is the PPPL research staff, proposals will also be considered for target of opportunity engineers.

TRAINING REQUIREMENTS

The Council will be briefed by the Director of Human Resources, or designee at a Laboratory Management Meeting for the initial issue of this policy and for major revisions.

RECORDKEEPING REQUIREMENTS

No Additional Records Required. Records would be covered by accounting, budgeting and other business and human resource records.