

From Federal to Local

Tips For Bringing Federal Experience To State & Local Governments

Ready to make an immediate difference in communities? Your federal government experience equips you with invaluable expertise that state and local governments urgently need. Bringing your skills to the local level can help ensure the successful boots-on-the-ground implementation of life-changing policies and programs. Here are tips to help you leverage your expertise for maximum impact:

1

Make your federal role relatable

State and local hiring managers might not fully understand the scope of federal roles. Skip DC acronyms and show your real impact by:

Clarifying your title: Translate terms like "Policy Analyst" into concrete achievements that matter to communities.

Focusing on outcomes: Highlight how your federal projects delivered measurable results.

Example: Instead of just saying "GS-13 Policy Analyst," expand with "Led data-driven solutions that saved taxpayers \$2M" or "Streamlined permit process from six months to six weeks."

2

Emphasize leadership and collaboration

Federal roles often involve cross-agency collaboration and overseeing large-scale initiatives – key skills for success at the local level. Showcase how your federal work prepared you for local impact.

Examples:

- Led multi-departmental teams to achieve shared objectives
- Navigated complex regulatory frameworks to implement policy changes
- Built partnerships with external stakeholders, including community organizations

3

Highlight analytical and problem-solving skills

You're a problem solver with analytical skills that are priceless at the local level. Connect the dots for employers so they understand what you're bringing to the table:

Data-driven decision-making: Share examples using analytics to diagnose problems, propose interventions, and track progress.

- **Example:** "Analyzed complaint data from 50 field offices to identify service bottlenecks, implemented new intake system that reduced wait times by 40%."

Calm and collected crisis management: Detail how you've addressed emergencies or adapted plans to evolving challenges.

- **Example:** "Led agency response during 2023 hurricane season, coordinating six departments to process 10,000 emergency assistance applications within 72 hours."

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4

Showcase administrative expertise

From handling budgets to overseeing operations, you know how government works. Those administrative skills are just as critical at the state and local levels. Highlight your expertise with details on how you:

- Coordinated cross-functional teams
- Streamlined processes to improve efficiency
- Turned limited resources into real results

5

Leverage your commitment to public service

Federal employees are deeply mission-driven – a quality highly valued in local government. Make sure you:

Connect the dots by linking your dedication to national initiatives with a passion for local community impact.

Share your why by articulating how your work aligns with the goals of state and local governments to build better services and strengthen communities.



Ready to bring your federal experience home?