JSC Reorganization

Organization description 11-July-2014
Leadership announcement 11-August-2014
Goals of Reorganization

• Assist goal of JSC 2.0 to advance human exploration with a structure and governance that is more lean, agile, and adaptive to change
  – Enhance collaboration and reduce stovepiping
  – Engage leadership on a more strategic level
  – Coordinate Exploration activities and resources
  – Respond quickly and effectively to changes in HQ priorities and programmatic direction
  – Operate more efficiently

• Respond to comments collected by Center Director Action Team from Division Chiefs and to comments collected by Reorg/Governance team from Senior Staff
  – Large number of CD direct reports makes it difficult to have the right conversations and reach conclusions
  – Need to focus more leadership time, energy and efforts on primary expenditures and priorities that determine our future
  – Need to discuss and optimize investment strategies between the performing orgs and Programs
  – Need a better way to tee up key decisions

12-August-2014 Subject to HQ approval
Before 11-July-2014 (pending HQ approval of changes)

Center Director
Deputy Director
Associate Director

- External Relations
- Strategic Opportunities & Partnership Development
- Performance Mgmt and Integration
- Human Resources
- Equal Opportunity and Diversity
- Legal Office

- Flight Crew Operations
- Mission Operations
- Engineering
- Human Health and Performance
- Safety and Mission Assurance
- EVA Office
- Human Exploration Development Support
- Astromaterials Research & Exploration Science
- White Sands Test Facility

- Center Operations
- Information Resources*
- Procurement Office
- Chief Financial Office*

- ISS Program*
- Orion Program
- Commercial Crew Program **

*Director reports to HQ
**Host center/PM at KSC
New Organization (pending HQ approval)

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What and Why of Changes (1 of 2)

• Overall:
  – Reduces direct reports by 5 to create a leaner Senior Staff
  – Lends itself to streamlined governance that is more agile
  – Provides straightforward way to organize for future work without adding direct reports (more adaptive to change)
  – Enhances collaboration within two new organizations that are combinations of current ones

• Coordinate Functions to Work Closely
  – Chief Financial Office/Procurement (Business)
  – Center Operations/Information Resources (Infrastructure)

  • “Work closely” means defining synergistic goals and shared challenges, focusing on touch points between orgs
  • Creates opportunities to streamline or integrate processes, share best practices, and collaboratively define and meet goals
  • Provides for more cross-training of personnel and wider variety of career paths
What and Why of Changes (2 of 2)

• Flight Operations

  *Combination of MOD and FCOD orgs*
  
  – Collects the Operations personnel and functions of plan/train/fly into one organization
  – Provides opportunity for more synergy in training and ops support to current and future programs
  – Creates potential for a wider variety of career paths

• Exploration Integration and Science

  *Combination of PMI, SOPD, EVA, ARES, HEDS orgs plus AES, ARM mgmt but will still matrix support from other technical and mission support organizations*
  
  – Creates an organization that is focused on Exploration
    
    • Includes direct ties to HEO/ESD and AES, SMD, OCT, STMD and promotes integration among their activities where appropriate
  – Aggregates complementary capabilities to help define and move down path for exploration
  – Aligns performance management and partnerships (PMI, SOPD) with exploration strategy
  – Promotes visibility (within JSC) of exploration science and related capabilities like curation and strengthens ties between SMD and HEO
  – Provides ability to add or remove projects as HQ and/or programmatic priorities change
  – NOT intended to: change/stop any current activities and capabilities or impose a one-size-fits-all management of the activities within directorate
New Organization
(details of organization structure undefined)

Exploration Integration and Science Directorate
* Chief Technologist (currently exists)
* Chief Scientist (mentioned, not announced)

- Partnership Development
- Performance Mgmt and Integration

Projects/Groups include:
- Extra-Vehicular Activities (EVA) Mgmt
- Advanced Exploration System (AES) Mgmt
- Asteroid Redirect Mission Mgmt
- Exploration Cross Program Integration Support
- Human Spaceflight Architecture Team (HAT)
- Exploration Science
- Astromaterials Research
- Astromaterials Curation

Director: Mr. J. Stephen Stich

12-August-2014 Subject to HQ approval

*dotted line to Center Director