## **NMDGF** Re-Organization

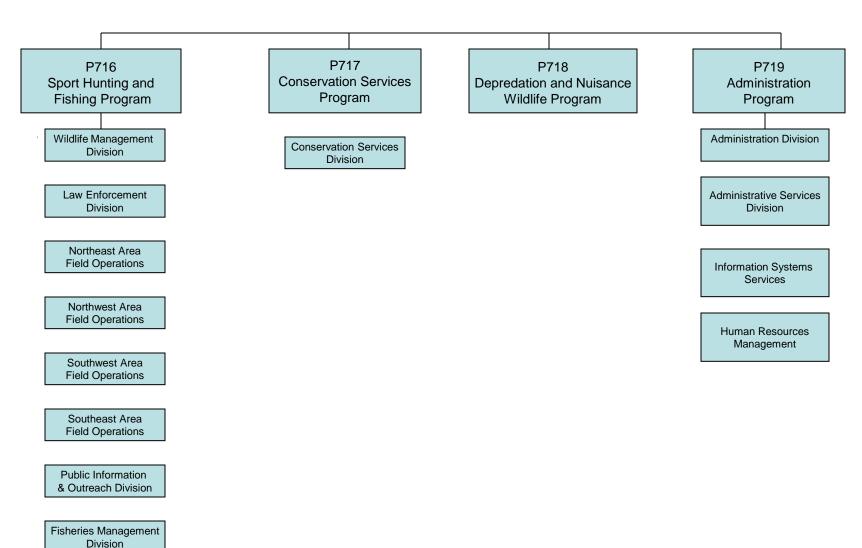
R.J. Kirkpatrick / Pat Block New Mexico Department Of Game & Fish March 21, 2013

## **Objectives of Reorganization**

- Improve the agencies ability to function as a single cohesive unit with a consistent message.
- Improve communication internally and externally.
- Ensure efficient, professional, and timely customer service and response.
- Establish realistic levels of oversight and monitoring responsibility to ensure things don't "fall through the cracks".
- Establish teams of experts with intricate knowledge and capabilities to ensure the "team approach" produces results.
- Create "career ladders" that afford employees with more opportunities for advancement.



## Department of Game and Fish Previous Program Structure





## Department of Game and Fish New Program Structure

**Field Operations** 

Northern Field Ops

Southern Field Ops

20 vacancies 12 new recruits In training Conservation Services

Ecological & Environmental Programs

Wildlife Management Division

Fisheries Management Division

Public Information & Outreach Division

23 vacancies (+ 4 .25s & 3 .5s) Wildlife
Depredation and
Nuisance
Abatement

P719
Program Support

Administration Division

Administrative Services
Division

Information Systems Services

Human Resources Management

6 vacancies

- Expectations and responsibilities of the agency continue to increase.
- The agency is better prepared for success now and into the future.

Questions?