

# Office of the U.S. Trade Representative

Index Score: 47.7 (Ranked #35 out of varied totals)

To develop and coordinate U.S. international trade, commodity, and direct investment policy and oversee negotiations with other countries. The head of USTR is the U.S. Trade Representative, a Cabinet member who serves as the president's principal trade adviser, negotiator, and spokesperson on trade issues.

## Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	72.6	29
<a href="#">Strategic Management</a>	51.7	31
<a href="#">Teamwork</a>	66.8	18
<a href="#">Effective Leadership</a>	47.0	31
<a href="#">Effective Leadership - Empowerment</a>	49.0	22
<a href="#">Effective Leadership - Fairness</a>	44.4	30
<a href="#">Effective Leadership - Senior Leaders</a>	37.5	33
<a href="#">Effective Leadership - Supervisors</a>	56.8	32
<a href="#">Performance Based Rewards and Advancement</a>	39.8	31
<a href="#">Training and Development</a>	35.5	34
<a href="#">Support for Diversity</a>	52.2	30
<a href="#">Pay</a>	45.5	33
<a href="#">Family Friendly Culture and Benefits</a>	22.2	33
<a href="#">Work/Life Balance</a>	43.9	34

Scores by Class	2010	2009	2007	2005	2003
<a href="#">Employee Skills/Mission Match</a>	72.7	88.2			
<a href="#">Strategic Management</a>	58.2	69.8			
<a href="#">Teamwork</a>	70.3	75.5			
<a href="#">Effective Leadership</a>	53.0	63.0			
<a href="#">Performance Based Rewards and Advancement</a>	48.1	55.3			
<a href="#">Training and Development</a>	38.2	45.6			
<a href="#">Support for Diversity</a>	52.9	58.5			
<a href="#">Pay</a>	50.9	62.1			
<a href="#">Family Friendly Culture and Benefits</a>	23.2				
<a href="#">Work/Life Balance</a>	48.7	59.4			

## Index Scores

Year	Score
2011	47.7
2010	57.4
2009	74.2
2007	
2005	
2003	

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>		
<a href="#">Male</a>		
<a href="#">40 and over</a>		
<a href="#">Under 40</a>		
<a href="#">Asian</a>		
<a href="#">Black or African-American</a>		
<a href="#">Hispanic or Latino</a>		
<a href="#">Multi-racial</a>		
<a href="#">White</a>		
<a href="#">American Indian or Native American</a>		

Scores by Demographic	2010	2009	2007	2005	2003
<a href="#">Female</a>					
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<a href="#">Black or African-American</a>					
<a href="#">Hispanic or Latino</a>					
<a href="#">Multi-racial</a>					
<a href="#">White</a>					
<a href="#">American Indian or Native American</a>					

## Staff/Manager Alignment

**Score: 0**

### **Less Aligned / Less Satisfied:**

Agencies in this group have *Best Places* Index scores that fall short of government-wide norms, as well as less-than-normal alignment between staff and managers on key workforce issues. These agencies should examine and understand the areas of high disconnect between staff and managers to ensure that managers understand staff issues and are prepared to support related agency changes efforts.

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## Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
			174	192	186	192	190	202	210	200

**Employees joined (2009):** 8

**Percentage joined (2009):** 4.00%

**Average joined (2004-2009):** 21

**Employees left (2009):** 19

**Percentage left (2009):** 9.50%

**Average left (2004-2009):** 21

**Rookie ratio (percentage of workforce with less than three years of service):** 10.50%

## More About the Agency

Headquartered in Washington, D.C.

Other Locations: Washington, Geneva and Brussels

<http://www.ustr.gov/>