



Finding the Right Fit

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If you could create the ideal job candidate or new employee what characteristics would they have?

- Enthusiastic
- Intelligent
- Creative
- Initiative

Renee VanAmburgh might just be the poster child for an ideal job applicant turned new employee. Like many business professionals, VanAmburgh began her job search during the onset of the COVID-19 pandemic. She knew exactly what she was looking for and had a checklist for her ideal workplace. Determined to find the right fit, VanAmburgh began her career pursuit. Having already worked for the federal government, she started there.



“*The value that we place on building community, making connections, and being approachable are what make working at Region 8 great.*”

Renee VanAmburgh

VanAmburgh's Checklist and How it Aligns with GSA's Culture and Business

- The first must-have for VanAmburgh were **Growth and Development Opportunities**. “During my interview I asked questions about learning, retention and development opportunities. GSA aligned with what I was looking for”, said VanAmburgh. She recalls her onboarding experience. “I received an onboarding checklist and 70% of it was learning your job and understanding your role but the other 30% was about understanding the people, the organization and making connections across the organization. It included things like working downtown for a day, getting a tour of the Denver Federal Center or shadowing”, said VanAmburgh.
- Identifying with the Mission and Values** was also important to VanAmburgh. “I was looking for a job where I could identify with the mission and values of the organization. Being able to see the bigger picture and knowing that the work I do impacts not only others in the organization but people outside of the organization as well”, said VanAmburgh. “With GSA's mission being one that is supporting others in the fulfillment of their mission, it's really nice to see how the work I do impacts customers and then by extension, the American people. I'm





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driven to work in public service because I want to be a part of a society that helps others. My job is helping people get space so that they can help other people and I really like that.”

Innovation and Creativity

“I’m given a lot of opportunities to innovate. As I see things that could be changed or I get ideas that can help others, I feel empowered to help make changes.” As a new employee, visibility is really important. Learning more about the organization is really important. Some of the projects I’ve been most proud of are ones I’ve been empowered to work on.

Impacting Change

“The federal government is known for red tape, hierarchy, and being slow. I don’t think GSA is any of those things. Because ideas and innovation are valued when new ideas come up people are accepting. I hear a lot of people ask “how can we get to yes” and I find that to be very positive”, said VanAmburgh. “It helps inspire change and helps make our business better. Not having that rigid hierarchical organization structure makes it very easy and comfortable to be able to ask questions and I’ve really appreciated that.”

Leadership Support

“Leadership assumes positive intent by trusting that employees are doing a good job. I was blown away that I was able to on-board in a virtual environment, feel connected, and understand my role and what I was supposed to be doing”, said VanAmburgh. “It’s really cool because I get to work with senior leaders. I can have a meeting with them and be candid. I really like that and the approachability. This isn’t my first job, but it’s the first one where I’ve felt very valued.”w

GSA Region 8 not only met but exceeded VanAmburgh’s expectations. She began her GSA career in March 2021 and remains a voice and advocate for the region.

