



U.S. DEPARTMENT OF ENERGY

Office of Inspector General

Office of
Inspector General
Strategic Plan
2026 - 2030

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A Message from the Office of Inspector General

I am pleased to present our Strategic Plan for the years 2026 – 2030. Our strategic plan provides the focus and direction of our organization over the next five years. It is the foundation of our organization and communicates our fundamental mission, vision, long-term goals, and the strategies we will use to meet those goals to enable our success. Our strategic plan is also where we articulate our values of integrity, objectivity, and excellence that are integral to our organization's culture.

The Inspector General Act of 1978, as amended, defines the primary responsibilities of the Office of Inspector General to:

- conduct independent and objective audits, inspections, investigations, and other reviews;
- serve as a law enforcement arm of the Department by conducting criminal and civil investigations that detect, deter, and disrupt illegal activities;
- promote economy, efficiency, and effectiveness in the administration of Department programs;
- prevent and detect fraud, waste, abuse, and mismanagement related to Department programs and operations; and
- inform the Department of Energy Secretary and Congress about problems and deficiencies in Department programs and operations and the need for corrective action.

Our strategic plan provides a roadmap for how we will complete our work, promote a high-performing workforce, engage our stakeholders, and promote economy and efficiency within our own organization. The strategic plan is a living document that will be updated as necessary to adapt to the current environment.

As the Department of Energy's Office of Inspector General, we serve to protect the interests of the American taxpayer by deterring and detecting fraud, waste, abuse, and mismanagement within the Department. We are dedicated to the impartial evaluation of Department programs and operations, and work to promote economy, efficiency, and effectiveness. To carry out our mission, we conduct independent oversight of the Department.

The Inspector General has the authority to inquire into all Department programs and activities, as well as the related activities of persons or parties associated with Department grants, contracts, or other agreements. As part of its independent status, the Inspector General provides the Secretary with an impartial evaluation of management practices. Additionally, as a law enforcement organization for the Department of Energy, we protect the interest of the U.S. taxpayer and can apprehend those attempting to defraud the Government.

This strategic plan articulates the Office of Inspector General's broad strategic goals and provides a framework for the organization to further its mission and anticipate and assess new challenges. The plan includes three goals to drive our success and corresponding objectives for meeting each goal.

With this plan in place, we look forward to continuing our mission of serving in the best interest of the American taxpayer by conducting oversight of the highest caliber, promoting a high-performing workforce, and improving our own economy and efficiencies.



Sarah Nelson
Assistant Inspector General
For Management
Performing the Duties of the Inspector General
Office of Inspector General



Mission, Vision, and Values

Mission

To strengthen the integrity, economy and efficiency of the Department's programs and operations, including by deterring and detecting fraud, waste, abuse, and mismanagement through the faithful administration of the law.

Vision

We serve the Nation by executing independent, high-quality work, investing in a talented workforce, and applying innovative approaches to advance effective and accountable government.

Values

Our values serve as the cornerstones of the Office of Inspector General's organizational culture and guide our decisions and actions.

Integrity

Acting with honesty, independence, and impartiality in all we do.

Objectivity

Acting in the best interest of the taxpayer by conducting our work in a fair and factual manner.

Excellence

Delivering high-quality, timely work that produces meaningful and actionable results that strengthen the Department's programs and operations.

Strategic Goals at a Glance

Goal 1

Serve the American people through independent, prioritized, and timely oversight of the Department's programs and operations.

Goal 1 Objectives

1. Deliver high-quality, impactful products
2. Make actionable recommendations to the Department
3. Align the Office of Inspector General's work to strategic priorities

Goal 2

Promote a high-performing workforce by strengthening performance management to ensure accountability and recognition.

Goal 2 Objectives

4. Strengthen systems and practices that ensure employee performance and conduct align with organizational values and strategic objectives
5. Support the Office of Inspector General's long-term success by optimizing internal efficiency and fostering a culture of innovation and continuous growth and improvement
6. Foster a motivated and high-performing workforce by implementing fair, transparent, and meaningful recognition and reward strategies

Goal 3

Promote economy and efficiency through the application of advanced technologies, innovative approaches, and proactive outreach.

Goal 3 Objectives

7. Streamline internal processes, increase output, and increase the value of our work
8. Implement Presidential policies across the Office of Inspector General
9. Strengthen trust through transparency and communication

Strategic Goal 1

Serve the American people through independent, prioritized, and timely oversight of the Department's programs and operations.

Objective 1: Deliver high-quality, impactful products

Our oversight work provides valuable and insightful information to decision makers and the American people. It is imperative that our work is conducted to a standard that ensures our organization's integrity and reliability. In this way, we will be able to provide insight into the Department that the American people can rely upon.

Success in this objective is demonstrated through the tangible results from our products. These results come in the form of questioned costs, investigative recoveries, and funds put to better use. Inherent in this success is a reduction in the average duration of projects and continual improvement in meeting product delivery timelines.

Objective 2: Make actionable recommendations to the Department

A core tenet of our work is focused on enhancing the integrity, economy, and efficiency of the Department's programs and operations. With that focus, we strive to provide officials with practical recommendations to improve Department operations. Our ability to provide clear, actionable recommendations to the Department aids in the recovery of taxpayer dollars, helps the Department proactively identify risks and address weaknesses and deficiencies.

Success in this objective is demonstrated through our internal metrics to provide completed reports and recommendations to the Department within an acceptable timeframe, and our ability to deliver reportable outcomes to the Department stemming from our investigative case work.

Objective 3: Align the Office of Inspector General's work to strategic priorities

Our oversight work prioritizes areas that are of particular interest to the United States' energy sector, environmental and nuclear challenges, transformative science, and the risk exposure to the Department. We focus our efforts towards addressing strategic priorities to ensure that our work produces timely information on the topics that are of greatest interest to our stakeholders. Our prioritization is conducted through our risk-based planning process that includes proactive steps to assess our oversight in reaction to emerging risks.

Success in this objective is demonstrated through the percentage of deviation from our approved plans, the number of investigations opened in established priority areas, the percentage of proactive reviews opened from field-generated complaints, and our ability to meet statutory deadlines for Congressional reports, notifications, or briefings.

Strategic Goal 2

Promote a high-performing workforce by strengthening performance management to ensure accountability and recognition.

Objective 4: Strengthen systems and practices that ensure employee performance and conduct align with organizational values and strategic objectives

Our employees are central to the success of the organization, and every employee must contribute to the success of the organization. As such, we are committed to fostering an environment where employees perform to their full potential. We strive to strengthen our management systems and practices to promote employee accountability, to ensure high-performing employees are provided with opportunities within our organization, and to support appropriate recruitment aligned to our strategic goals.

Success in this objective is demonstrated through our ability to fill positions through internal reassignments and promotions, our timeliness in addressing performance concerns, and our timeliness in hiring new employees.

Objective 5: Support the Office of Inspector General's long-term success by optimizing internal efficiency and fostering a culture of innovation and continuous growth and improvement

We rely on a highly skilled and specialized workforce to achieve our mission in an efficient manner. Our specialized workforce of special agents, accountants, IT specialists, attorneys,

and other management professionals requires consistent training to maintain its expertise and support our strategic goals. We also align our workforce with our strategic needs, and ensure employees have access to developmental opportunities within our organization.

Success in this objective is demonstrated through the percentage of employees pursuing and maintaining professional certifications, employee participation in executive leadership development pathways, and our organization's ability to meet strategic and operational goals.

Objective 6: Foster a motivated and high-performing workforce by implementing fair, transparent, and meaningful recognition and reward strategies

A strong, healthy workplace culture helps us perform our work at a high level. Part of motivating employees includes recognizing them for their outstanding work and contributions. The recognition of our employees through fair and meaningful recognition and reward strategies supports high performance, improves morale, and demonstrates that our employees are a valuable part of the organization.

Success in this objective is demonstrated through our ability to recognize outstanding employees, formally and informally, throughout the year.

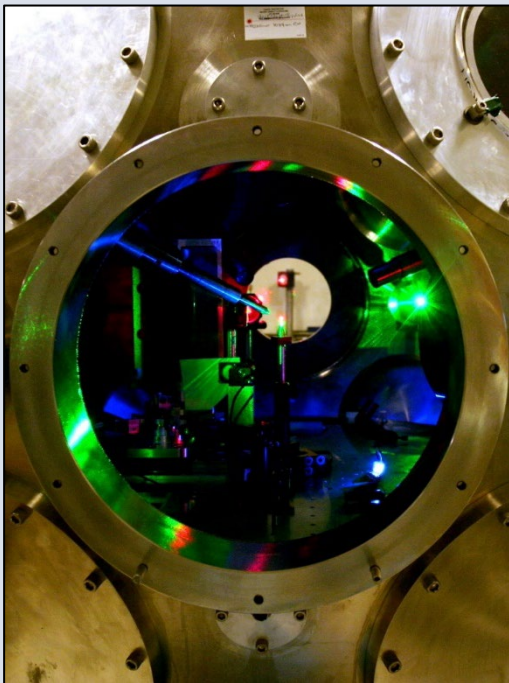
Strategic Goal 3

Promote economy and efficiency through the application of advanced technologies, innovative approaches, and proactive outreach.

Objective 7: Streamline internal processes, increase output, and increase the value of our work

Efficient internal processes are necessary for well-managed internal operations. As such, we strive to continuously improve our operations to increase efficiency and maximize our performance as we carry out our mission to strengthen the economy and efficiency of the Department

Success in this objective is demonstrated through increased employee output, the implementation of operational innovations, tangible cost savings achieved within the Office of Inspector General through management efficiencies, and the number of products supported by data analytics or other technical operations.



Objective 8: Implement Presidential policies across the Office of Inspector General

As an Office of Inspector General for an Executive Branch Department, we are focused on implementing reforms in response to Presidential policies to achieve new efficiencies. We strive to ensure reforms are put into practice across our organization in a timely manner.

Success in this objective is demonstrated through our ability to implement executive orders and directives within established timeframes.

Objective 9: Strengthen trust through transparency and communication

Proactive engagement with our stakeholders, both internal and external, on a consistent basis, facilitates trust in our organization while also promoting operational efficiency. We work to understand on-going concerns regarding the Department and how we may address any potential issues that are identified. In facilitating transparency, we remain mindful of our obligation to maintain our independence while understanding that our work is invaluable to stakeholders in helping to inform decisions.

Success in this objective is demonstrated through our timely acknowledgement and response to issues that our stakeholders raise.

Organizational Responsibilities

OFFICE OF AUDITS completes audits, inspections, and assessments of Department programs, operations, and contractors' incurred costs to provide reliable and credible financial and performance information to senior management, Congress, and the U.S. taxpayer. The Office of Audits utilizes a risk-based process to identify areas for oversight based on known or emerging risks and the greatest vulnerabilities. This process ensures comprehensive coverage over Department organizations, programs, and operations while meeting the Department's evolving needs.

OFFICE OF INVESTIGATIONS addresses alleged violations of law that impact Department programs, operations, facilities, and personnel. Priority is given to investigations of suspected violations of criminal and civil statutes as well as serious and pervasive administrative misconduct. Investigators work closely with Department of Justice prosecutors and other Federal, State, and local law enforcement organizations. The Office also conducts whistleblower investigations and operates the Office of Inspector General Hotline, which facilitates the reporting and resolution of allegations received from Department employees, contractors, grantees, and the general public.

OFFICE OF MANAGEMENT directs the development, coordination, and execution of the Office of Inspector General's management and administrative operations, procedures, and planning. This responsibility includes human resource activities and consultation, directing the Office of Inspector General's strategic planning process, financial management activities, personnel management and security programs, administrative support services, data analytics, and information technology programs.

OFFICE OF COUNSEL delivers accurate, timely, and actionable legal advice on any issue material to the mission and operations of the Office of Inspector General. This responsibility includes advising senior leadership on a broad range of complex issues and providing legal advice pertaining to audits, inspections, and investigations. Also within this Office is the Office of Inspector General Whistleblower Protection Coordinator who educates Department employees about prohibitions on retaliation for whistleblowing as well as employees' rights and remedies if anyone retaliates against them for making a whistleblower disclosure.

