



**ASSISTANT SECRETARY OF THE ARMY
ACQUISITION, LOGISTICS & TECHNOLOGY FUTURES OFFICE
COMBINED ARMS SUPPORT COMMAND**



**PROPOSE
NCO Professional Development
Program
FOR
(MOS)
51C - Contracting**

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AGENDA

- Purpose
- Challenges
- Mission
- Approved Force Structure
- Propose Career Progression
- Propose Career Development Model
- NCO Professional Development Program
- Defense Acquisition Training & Certification
- Competencies and Leadership Road Map
- Active Component (AC) Promotion Pyramid
- NCO Contracting Corps (Roll-Up)
- Contingency Contracting Way Ahead
- Conclusion



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PURPOSE

To integrate an trained, experience and technical compete Contracting NCO Corps into the Army's warfighting requirements.

CHALLENGE

Generate modular contracting NCO force structure to meet AFSBs mission specific support throughout the full spectrum Army.



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MISSION

- **Perform Contingency Contracting support which includes, but is not limited to:**
 - **Special and Joint Operations**
 - **LOGCAP**
 - **Army Sustainment Command**
 - **Army Field Support Brigade**
 - **Installation Contracting**
 - **Humanitarian Assistance Mission**
 - **Other DoD and federal agencies missions**



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X

HQ PARC

4		Army HQ PARC 10/0/09=19	<u>MOS</u>	<u>NOMENCLATURE</u>	<u>QTY</u>	<u>GRADE</u>	<u>19 Personnel</u> 10 Officers 9 NCOs		
<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px; text-align: center;"> CMD Section 2/0/3 </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px; text-align: center;"> OPS/REQ 3/0/2 </div> <div style="border: 1px solid black; padding: 5px; margin-bottom: 5px; text-align: center;"> Plans/Policy 3/0/4 </div> <div style="border: 1px solid black; padding: 5px; text-align: center;"> Legal Sec 2/0/0 </div>	..	51Z00	COMMANDER/PARC (CMD)	1	O6				
		**51Z00	DEP CDR (CMD)	1	O6				
		92Z50	SGT MAJOR (CMD)	1	E9				
		92A30	PROCUREMENT NCO (CMD)	2	E6				
		51Z00	CON OFFICER (OPS/REQ)	1	O5				
		51C00	CON OFFICER (OPS/REQ)	1	O4			51Z00	O6 (2)
		51C00	CON OFFICER (OPS/REQ)	1	O3			51Z00	O5 (2)
		92A50	PROCUREMENT NCO (OPS)	1	E8			27A00	O5 (1)
		92Y40	PROCUREMENT NCO (OPS)	1	E7			51C00	O4 (2)
		51Z00	CON OFFICER (PLANS/POL)	1	O5			51C00	O3 (2)
		51C00	CON OFFICER (PLANS/POL)	1	O4			27A00	O3 (1)
		51C00	CON OFFICER (PLANS/POL)	1	O3			92Z50	E9 (1)
		**92A50	PROCUREMENT NCO (PLANS)	1	E8			92A50	E8 (2)
		92A40	PROCUREMENT (PLANS)	3	E7			92A40	E7 (3)
		27A00	CON LAW OFF (LEGAL)	1	O5			92Y40	E7 (1)
	27A00	CON LAW OFF (LEGAL)	1	O3			92A30	E6 (2)	

- The Contracting Commander/PARC commands one or more contracting battalions, each capable of deploying multiple modular contracting teams, forming and controlling Joint contracting offices, and exercising operational control (OPCON) over all Army contracting teams deployed in theater.
- The Contracting Commander/PARC serves as the Army Commander's contracting advisor, plans for and coordinates all contracting functions within a theater of operation, and prepares, integrates with AFSB plans, and coordinates execution of the theater contracting support plan. Provides operational command, control, and supervision to all assigned and attached contracting elements. Provides planning assistance to the supported command and /or host nations, and local procurement.
- The Contracting Commander/PARC in conjunction with the Army Contracting Agency is responsible for providing all contracting support for Army installations.

** USAR TPU Positions



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CONTINGENCY CONTRACTING BN

8 Personnel

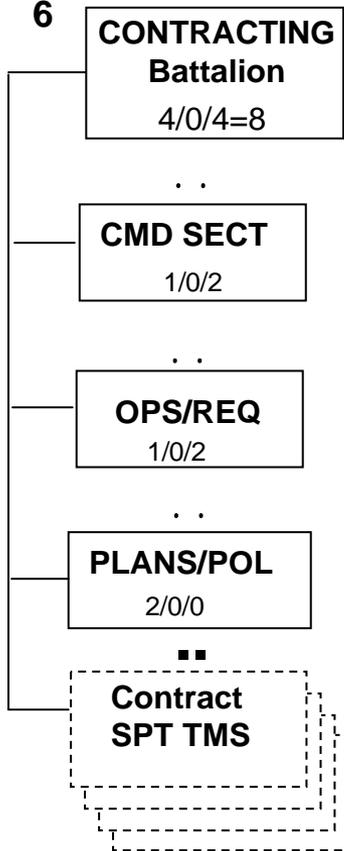
4 Officers

4 NCOs

<u>MOS</u>	<u>NOMEN</u>	<u>QTY</u>	<u>GRADE</u>
51Z00	COMMANDER (CMD)	1	O5
92Z50	SGT MAJOR (CMD)	1	E9
92A30	PROCUREMENT NCO (CMD)	1	E6
51C00	CON MGMT OFF (OPS/REQ)	1	O4
92A40	PROCUREMENT NCO(OPS)	2	E7
51C00	CON MGMT OFF (PLANS/POL)	2	O4

51Z00	O5	(1)
51C00	O4	(3)
92Z50	E9	(1)
92A40	E7	(2)
92A30	E6	(1)

6



- CCO BN is composed of multiple modular contracting teams, and provides contingency contracting support planning to leverage available commercial support as a force multiplier for deployed maneuver units.
- CCO BN participates in all supported unit deliberate and crisis action planning.
- CCO BN review: unit concepts of operations, OPLANs, CONPLANs, and theater contracting support plan.
- CCO BN publishes contracting support plans for each Corps and Division OPLAN and CONPLAN.
- CCO BN personnel advise Corps and Division maneuver unit commanders and staffs on contracting support.

3 AC Bns
2 ARNG Bns
1 USAR Bn
6 CCO Bns



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SENIOR CONTINGENCY CONTRACTING TEAM

105	CONTRACT Staff <i>2/0/2=4</i>					<u>4 Personnel</u>
		<u>MOS</u>	<u>NOMEN</u>	<u>QTY</u>	<u>GRADE</u>	<u>2 Officers</u>
		51Z00/51C	CON TM LDR	1	O4/(05 USAR)	<u>2 NCOs</u>
		51C00	CON MGMT OFF	1	O3/(04 USAR)	
		92A40	PROCUREMENT NCO	1	E7	
	92A30	PROCUREMENT NCO	<u>1</u>	E6	51Z00/C00 O4 (1)	
			4		51C00 O3 (1)	
	30 AC CCTs				92A40 E7 (1)	
	56 ARNG CCTs				92A30 E6 (1)	
	<u>19 USAR CCTs</u>					
	105 Total CCTs					

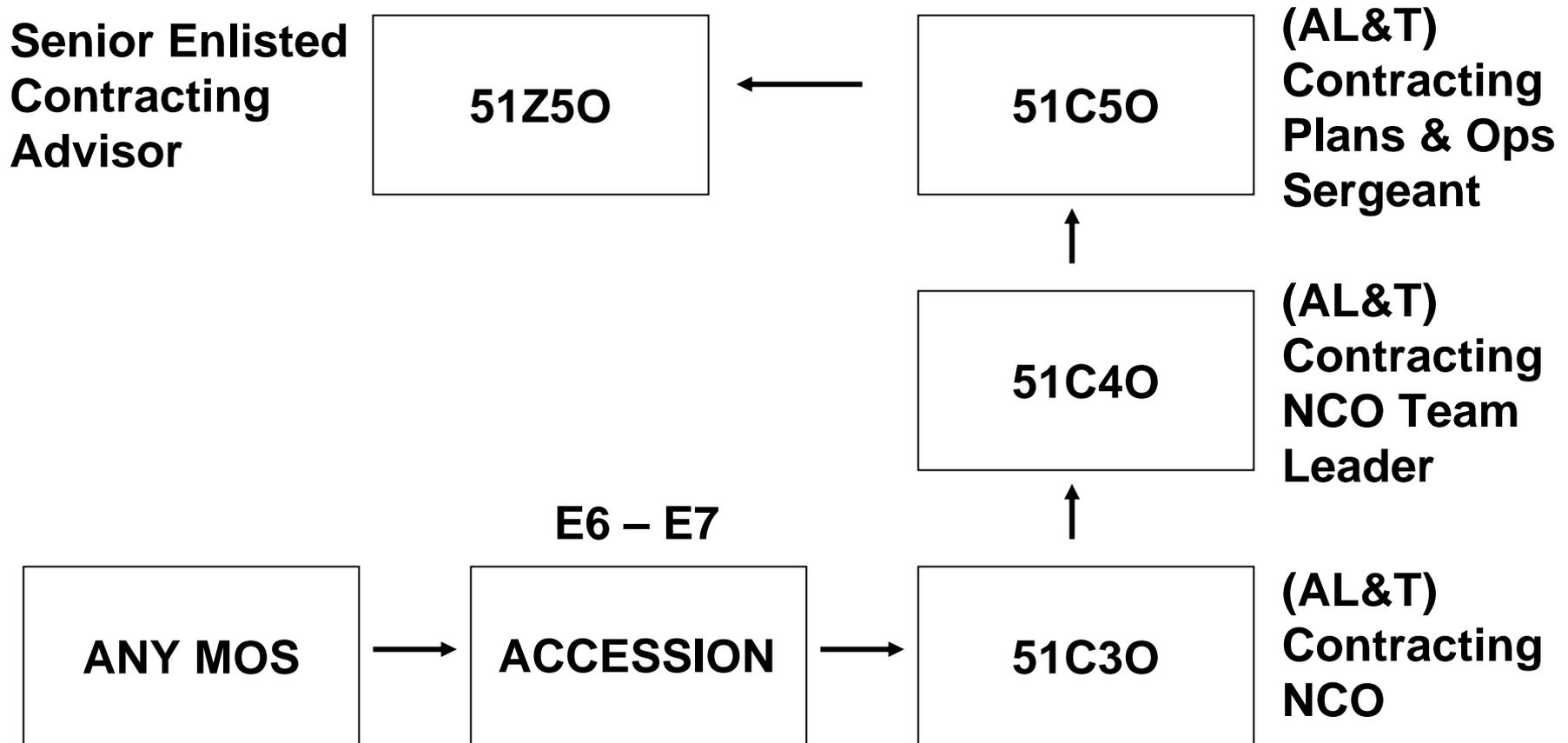
- CCTs can deploy independently or in direct support of a brigade level maneuver force.
- CCTs provide contracting support to maneuver units directly or on an area bases.
- CCTs are capable of split operations, and of being combined with other teams to form larger Contingency Contracting offices as the mission and the local vendor base dictate.



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PROPOSE CAREER PROGRESSION





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PROPOSE CAREER DEVELOPMENT MODEL

YRS OF SVC	7 - 9	10 - 15	16 - 19	20 - 30
RANK	E6 TO E7	E7	E8	E9
DUTY ASSIGNMENT	Contingency Contracting NCO/ Contracting NCO Team Leader		Contracting Plans & Operations SGT	Senior Enlisted Contracting Advisor
	Contracting battalions and contingency contracting teams (CCT)		HQ PARC and Contracting Planning Teams	HQ PARC and Contracting Battalions
Institutional Training	BNCOC - MACAC	ANCOC - DAU	SMC	
Recommended NCOES-RELATED COURSES	PRIOR TO BNCOC Communication Skills Behavior Science Computer Literacy	PRIOR TO ANCOC Principle of Management Organizational Behavior English Composition	PRIOR TO SMC Time Management Human Resource Management Research Techniques	
Recommended CMF-RELATED COURSES AND ACTIVITIES	Battle Staff NCO			
	Recommend computer literacy and writing standards			
	SKILL LEVEL 30 Evaluate Contracts Provide Contracting Support Modify Contracts ACCEP Training Contract Law Standard Procurement System	SKILL LEVEL 40 Forecast requirements Brief Cdr and staff Performance Standards Contract Officer Representative Management of Personnel	SKILL LEVEL 50 Acquisition Planning Contract Support Planning Contract Strategy Statement of Work Technical Evaluations	
Recommended CMF- RELATED CERTIFICATION OR DEGREE GOAL	MISSION AIRMEN READY CONTRACT APPRENTICE CRS LEVEL I CERTIFICATION IN CONTRACTING ARMY LOGISTICS MANAGEMENT COLLEGE (DAU) LEVEL II & III CERTIFICATION IN CONTRACTING AA/AS/BA IN: BUSINESS RELATED DISCIPLINES BY THE 10 TH YEAR OR EARLIER BA/BS IN: BUSINESS RELATED DISCIPLINES BY THE 15 TH YEAR OR EARLIER			



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**NCO PROFESSIONAL CAREER DEVELOPMENT
PROGRAM**

- **DAU LEVEL I – CONTRACTING COURSES, DAU ONLINE TRNG AT CONTRACTING DUTY SITE (AIT/MOS AWARD TRNG)**
- **MISSION AIRMEN READY APPRENTICE COURSE, USAF CONTRACTING & FLIGHT ACADEMY, LACKLAND AFB, TX – 8 WKS (BNCOC EQUIVALENCY)**
- **ARMY LOGISTICS MANAGEMENT COLLEGE (ALMC), ADVANCE CONTRACTING TRAINING COURSE, HUNTSVILLE, AL – 4 WKS (ANCOC EQUIVALENCY)**



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DAU TRAINING & CERTIFICATION

➤ **Must meet all DAWIA requirements to receive any Acquisition or Contracting Certification (Levels I, II, or III) – no waivers**

➤ **E9 – E8 (Level III)**

➤ **E6 – E7 (Level I and II)**

(You can be warranted but not certified)



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Competencies and Leadership Development Roadmap

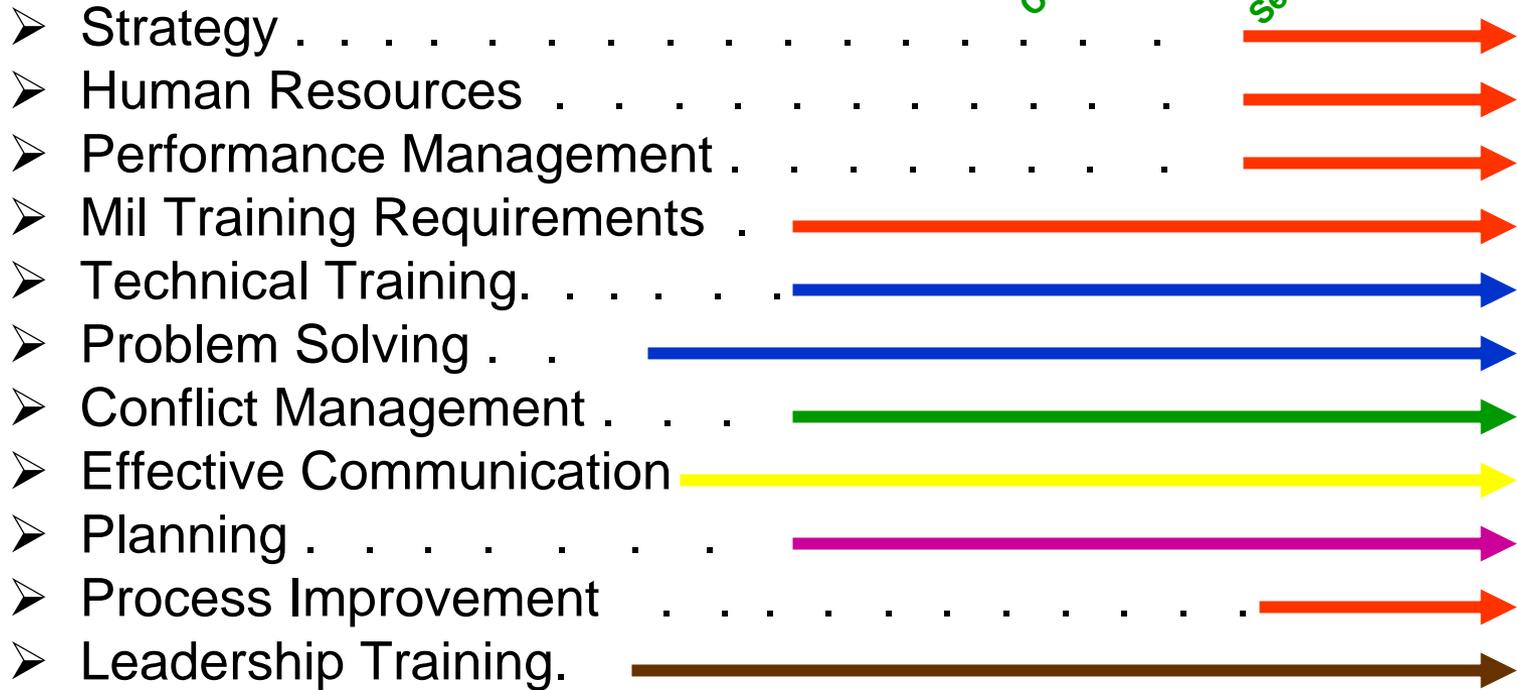
Developmental Opportunities Start →

Contracting NCO

Contracting NCO Tm Ldr

Contracting Plans & Ops NCO

Senior Enl Contracting Advisor





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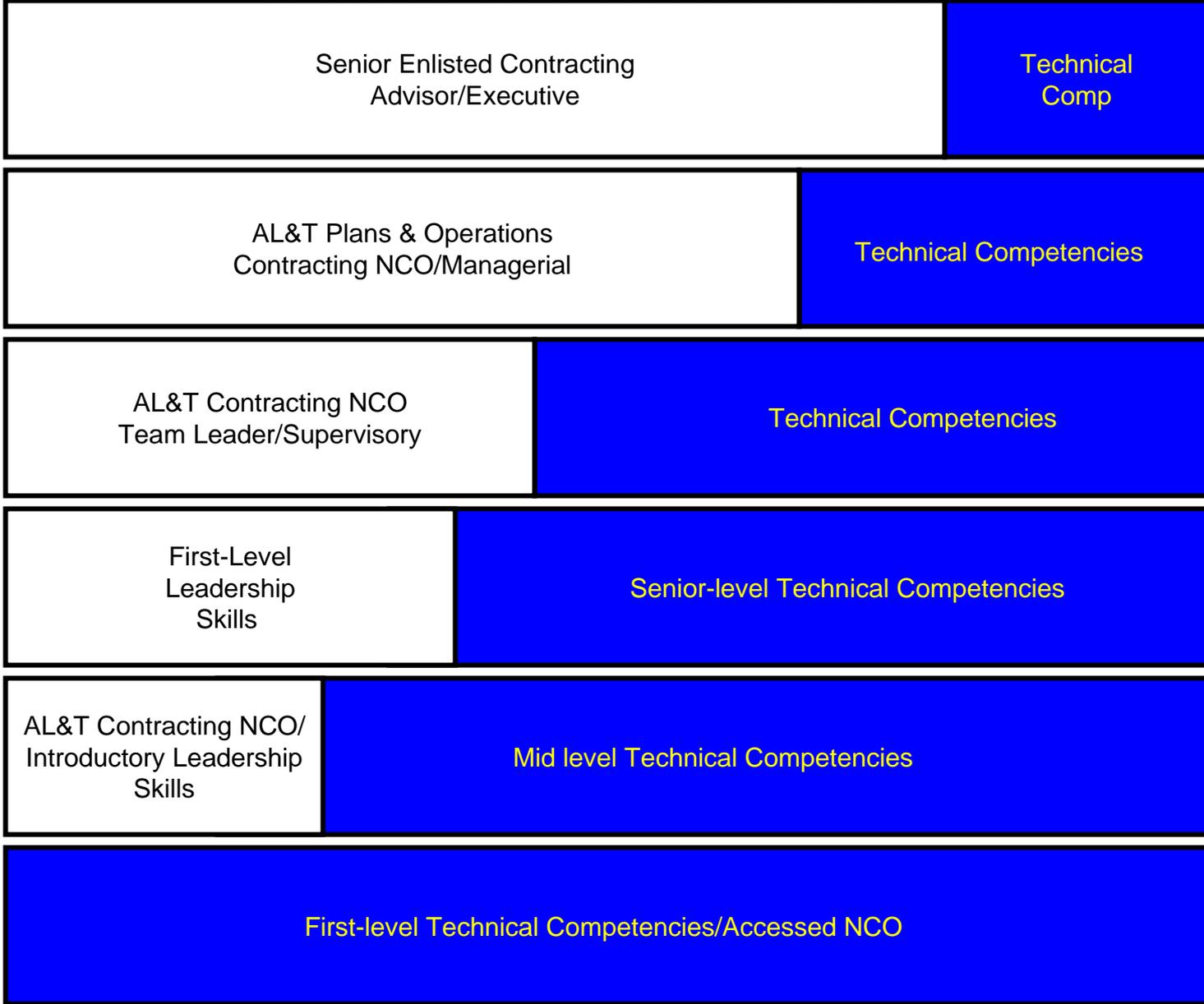


Propose (MOS) 51C - Competency Roadmap

Roadmap Competencies Matrix																																
Education & Certification (X = Required, O = Desired)														Competency, Leadership Levels								Promotion Criteria										
	Baccalaureate degree	24 semester hrs in bus field	Graduate Courses	Masters Degree	AIT/DAU (E6 to E7)	MARCAC (E6 to E7)	ALMC/DAU (E6 to E7)	SMA/DAU (E8 to E9)	Battle Staff Course	Contr Level I (E6 to E7)	Contr Level II (E6 to E7)	Contr Level III (E8 to E9)	CPCM Certification	Secondary CMF certification	AAC Membership	Strategy	Human Resources	Performance Management	Training Requirements	Project/Tasks Management	Technical	Problem Solving	Conflict Management	Effective Communication	Planning	Process Improvement	Leadership Training	Technical Expertise	Organizational Improvement	Leadership & Experience	Self-Improvement & Education Management Capabilities	
Contracting NCO	O	O	O	O	X	X	X	O	O	O	O	O	O	O	X	O	O	O	O	O	O	X	O	X	O	O	O	1		2	1	
Contr NCO Tm Ldr	O	O	O	O	X	X	X	O	O	O	O	O	O	O	X	O	O	O	X	O	X	X	X	X	X	O	X	1		2	1	3
Plans & Ops SGT	O	O	O	O	O	O	O	X	O	O	O	O	O	O	X	O	O	X	X	X	X	X	X	X	O	X	2	2	1	2	1	
Sr Enl Cont Adv	O	O	O	O	O	O	O	X	O	O	O	O	O	O	X	X	X	X	X	X	X	X	X	X	X	X	2	1	1	3	1	



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Leadership Skills



Technical Skills



**NCO Education – Certification Skills
Framework**



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Matrix of Standardized Criteria – Military Occupational Specialty (MOS) 51C - Contracting

Contracting NCO	Contracting NCO Team Leader	Contracting Plans & Ops NCO	Senior Enlisted Contracting Advisor
Technical Knowledge & Experience	Leadership Capability & Interpersonal Skills	Leadership Capability Project/Tasks Management	Management/Leadership Capability
Training & Interpersonal Skills	Technical Knowledge & Experience	Planning & Execution	Process Improvement Project/Tasks Mgmt
Leadership Skills	Creativity & Innovation	Technical Knowledge & Experience	Technical Knowledge & Experience
Self-Development & Education	Planning & Execution Self-Development & Education	Creativity & Innovation Self-Development & Education	Creativity & Innovation Self-Development & Education



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ALL COMPONENT ROLL-UP

	HQ PARC	CC Bn	SCCT Tm	CCT Tms	TOTAL
E9	4	6			10
E8	8	0	15		23
E7	16	12		105	133
E6	8	6	15	105	134
Total	36	24	30	210	300

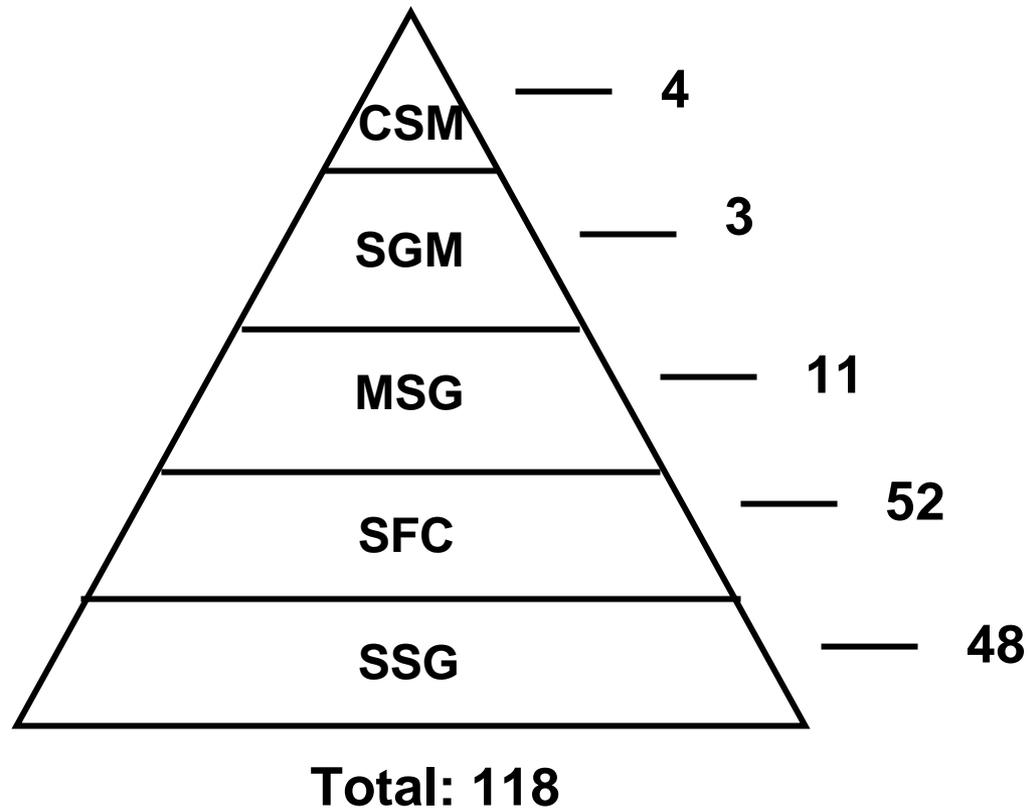
Total: 300
- Active: 118
- ARNG: 136
- AR: 46



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PROJECTED PROMOTION PYRAMID





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Contingency Contracting Way- Ahead

FY06

FY07

FY08

Q2

Q3

Q4

Q1

Q2

Q3

Q4

Priority

Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep

Develop ALT Annex to Modular Force Logistics Concept (MFLC)



P 1

Update FMI 4-93.41 (Army Field Support Brigade (AFSB) for worldwide staffing



P 1

Update (1999) FM 100-10-2 Contracting Support on the battlefield



P 1

Update Job Book

- Determine additional tasks required
- Develop conditions and standards
- Staffing (ACA, ASC, AMC, CASCOM)
- Publication

Develop MOS 51C Soldiers' Manual Skill Level 3, 4, 5

- Determine individual tasks required
- Consolidate
- Staffing
- Publication

P 1

Develop Mission Training Plan



P 1

Develop NCOES Program for MOS 51C (AIT, BNCOC, ANCOE)



P 1

Lead Joint Contracting and Contractor Management (JCCM) Contractor Working Group



P 1

Updating Other Contracting related Army Doctrine and Concepts:



P 1

- FM 4-93.2 (Sustainment Brigade)
- FM 6-22 (Leadership)
- JP 3-0 (Operations)
- FM 3-90-7 (Combat Service Support to the Stryker Brigade Combat Team)
- FM 4-0 (Joint Logistics Program Directive Review)



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CONCLUSION