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AMERICA'S ARMY: THE STRENGTH OF THE NATION™



Acquisition Management Branch U.S. Army Human Resources Command

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The Changing Environment



- An Army in Transition
 - Reductions in Overseas Contingency Operations
 - Budget reductions during challenging economic times
 - Program prioritizing and cost saving decisions
 - Reducing the Army End Strength
 - 570K to 490K
 - Sec. Army Directed Growth in Contracting
 - FY13-17
 - Acquisition Corps Career Development Evolution
 - DA PAM 600-3, Chpt 42 re-write

- How does this affect you?
 - Anticipated lower promotion rates expected to continue
 - Possible reorganization and/or consolidation efforts
 - CSL and MAPL changes
 - Career Development changes
 - AAC Officers grounded in either Program Management or Contracting
 - Certification Goal: Level 3 certification in primary ACF PRIOR to LTC



Outline



- Acquisition Management Branch
- Army Acquisition Corps
- Career Development Changes
- 2012 Training With Industry
- Final Thoughts

**Remember,
“TRUTH” has a
Date/Time Group.
This information is
good as of TODAY!**



AMB



MISSION

Mentor and assign acquisition professionals to developmental and leader positions within the Acquisition Corps as a force multiplier to research, procure and field defense acquisition programs.

FOCUS

- Accomplish the mission of HRC and ASA(ALT)
- Sustain the institution as a viable warfighter organization
- Ensure for the well-being of our people both military & civilian

ENDURING PRIORITIES

- Support the Warfighter
- Develop the Workforce
- Care for People



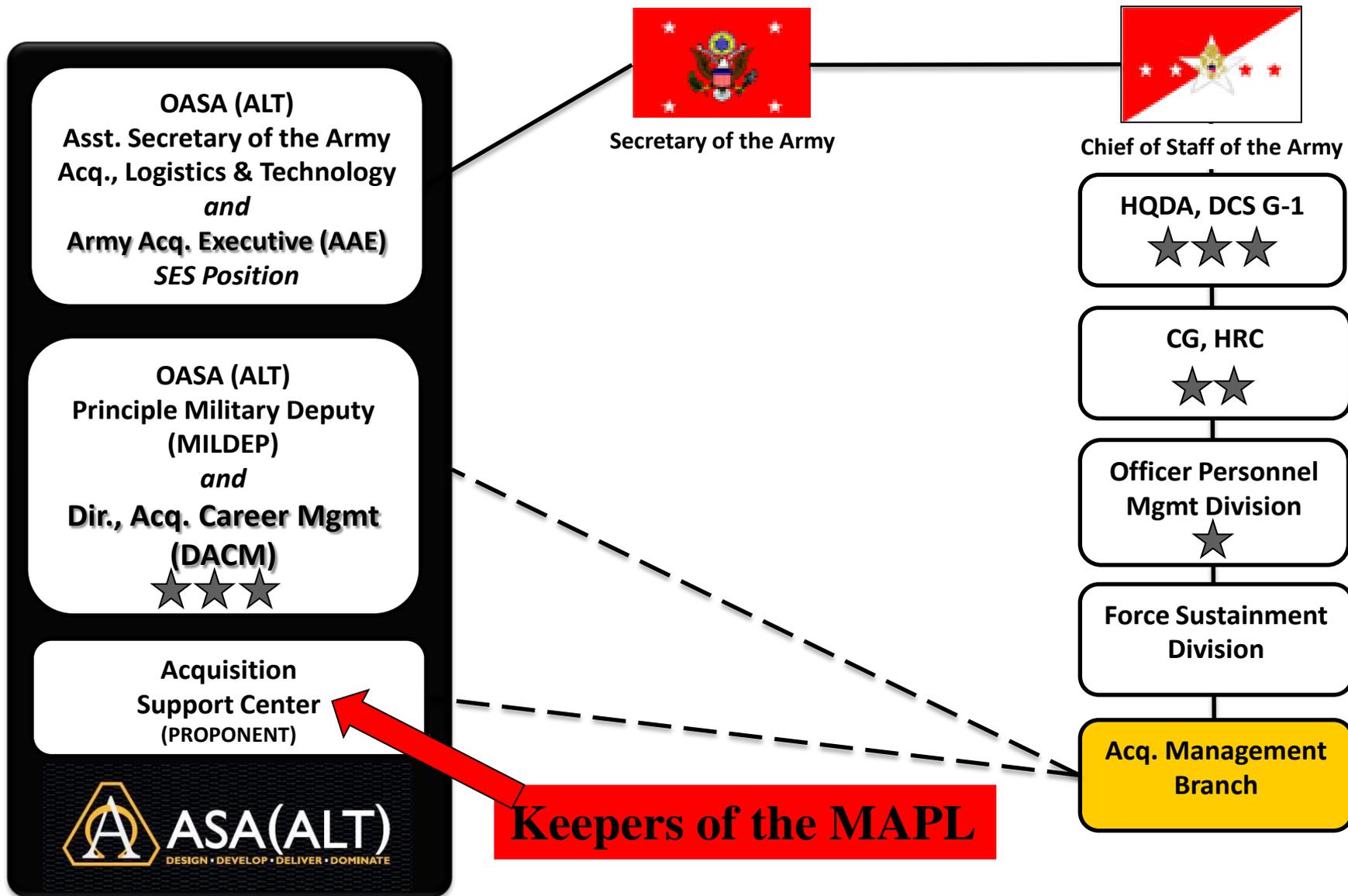
AMB Responsibilities



- Accessing officers into FA 51 (Acquisition Corps)
- Serving FA51 officers CPT through COL as:
 - Assignment officers (assign officers to MAPLs, Cut RFOs)
 - Career Counselors (professional timelines, strength of file review, certification and career goals)
- Support DA Secretariat selection boards (Promotion, CSL, CFD)
- Coordinating specialized acquisition training (e.g. PCC, PMT-401)
- Processing Acquisition Corps Memberships
- Certifying officers in acquisition career fields in accordance with the Defense Acquisition Workforce Improvement Act (DAWIA)
- Synchronize efforts with and execute policy of Acquisition Support Center

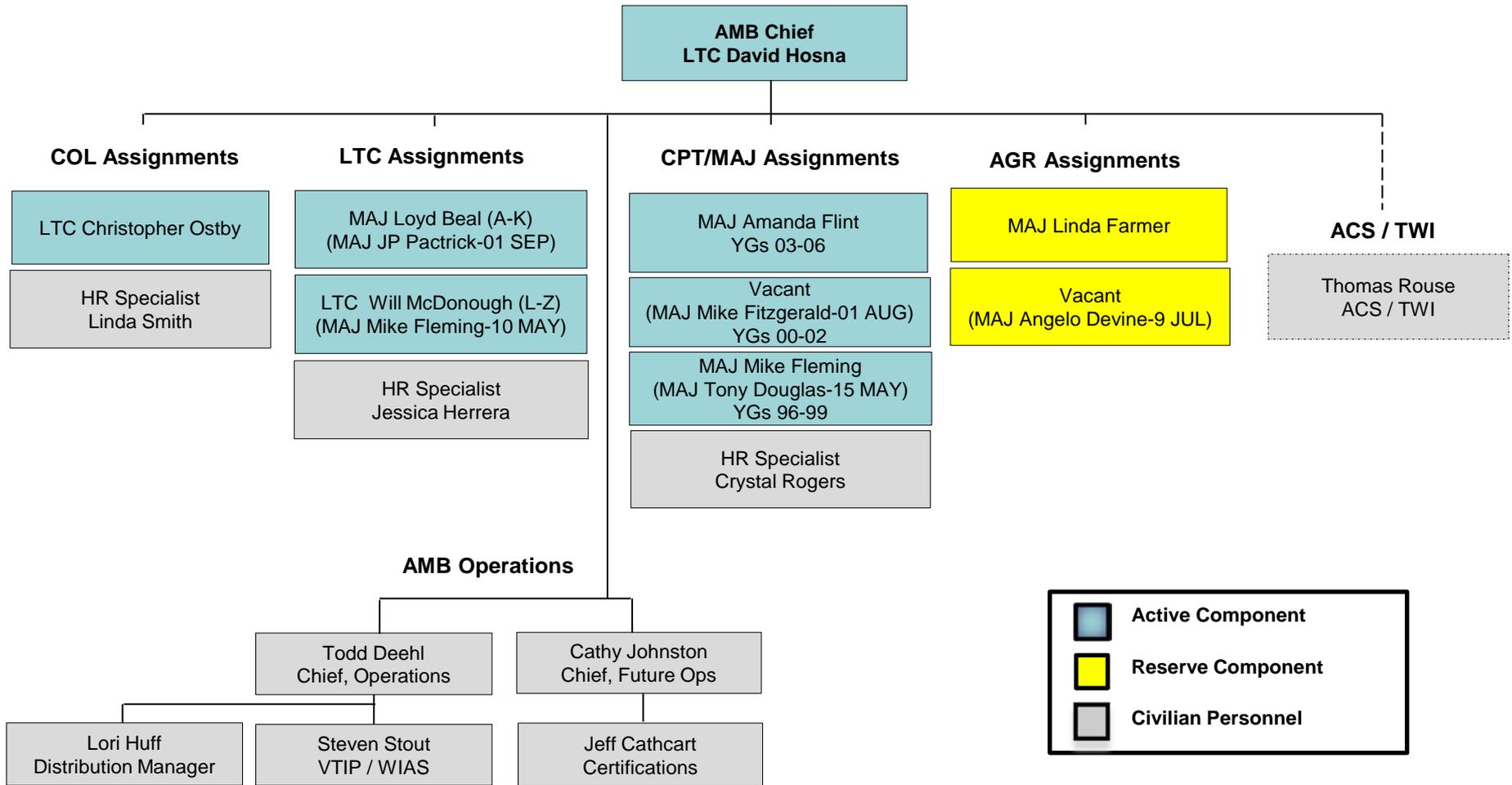


Key Relationships





Acquisition Management Branch (AMB)

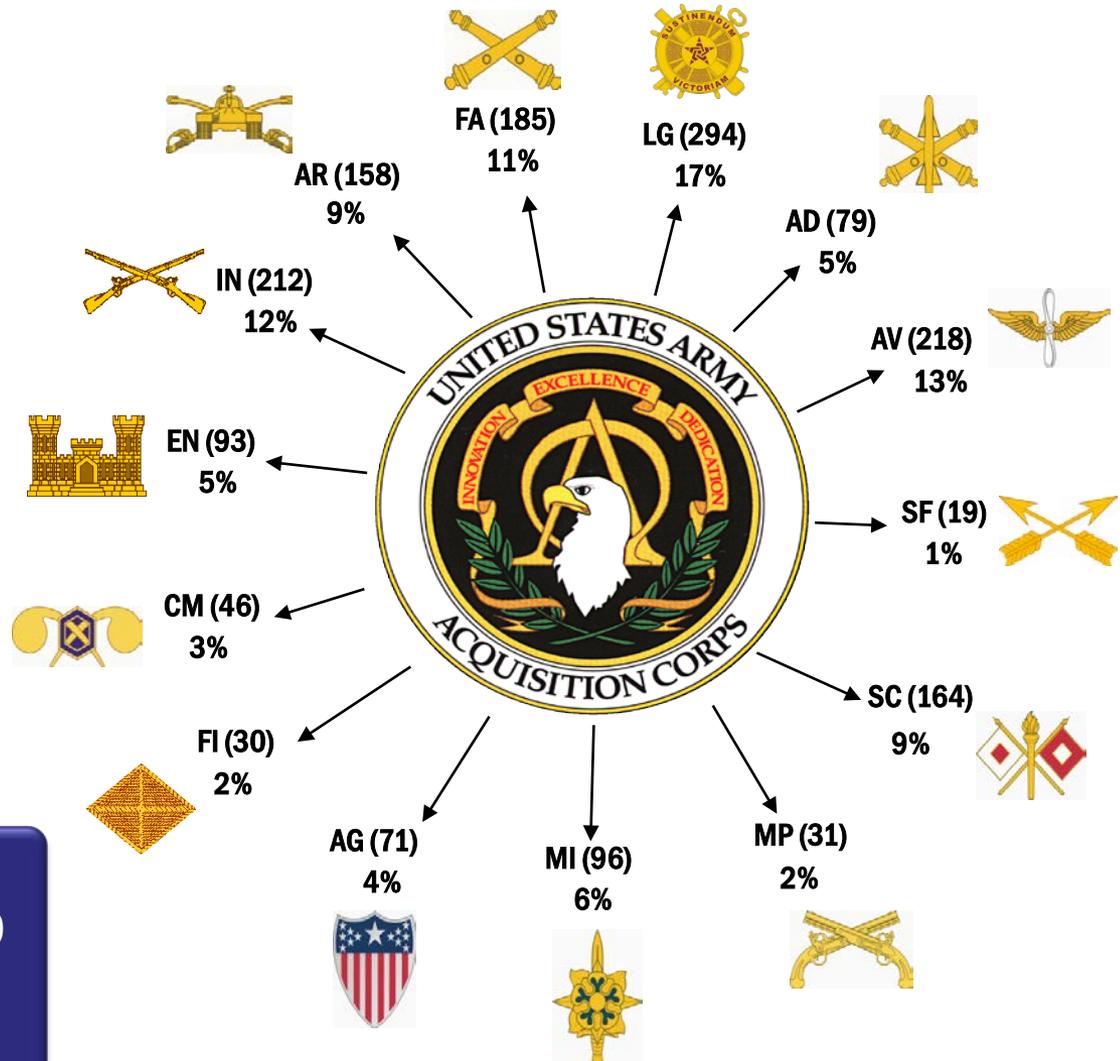
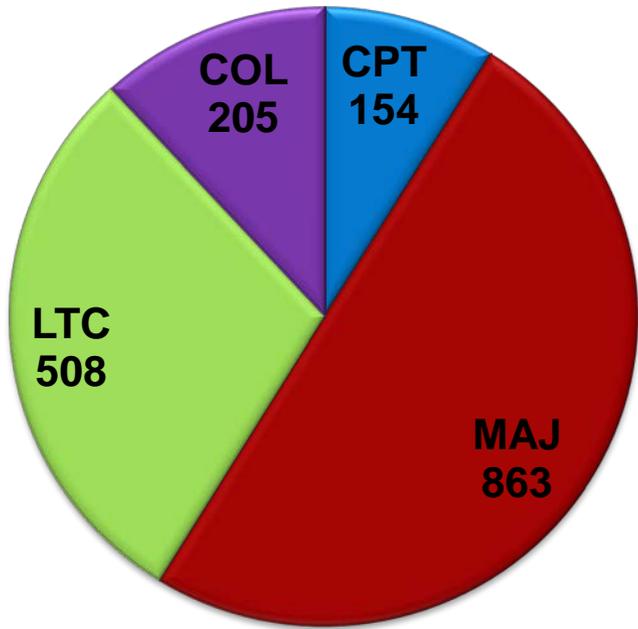




Army Acquisition Corps (FA51) Composition



AAC (Military) Composition



Acquisition Workforce

- Total workforce ~40,000 (Military and Civilian)
- Military only 1730*

*As of: Apr 2012

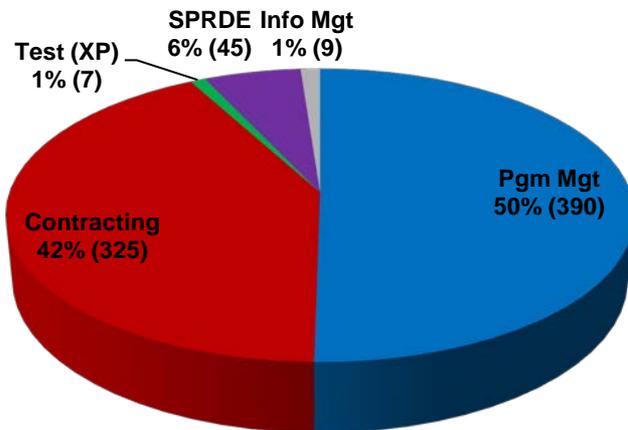


FY13 MAPL (Non-CSL) Distribution

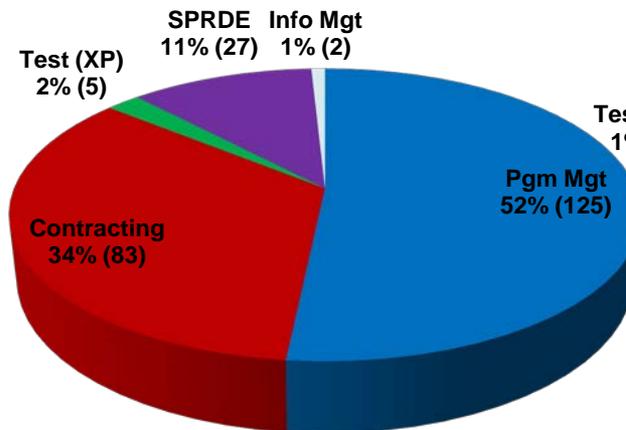


By Acquisition Career Field (ACF)

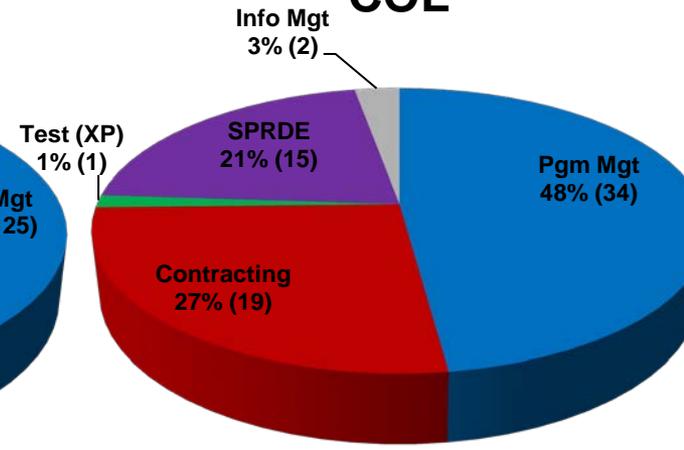
CPT/MAJ



LTC



COL



■ Prog Mgmt ■ Contracting ■ SPRDE ■ IT Mgmt ■ Test & Eval

- MAPLs will no longer be coded as 51T (Test & Eval) they are 51A
- All LTC and COL MAPLs are coded as 51Z (General Acquisition)



Acquisition Officer Professional Development and Career Management



DA PAM 600-3, Chpt 42 Revisions



Career Development

- ✓ **Command Billets vs. Key Billets:** “All Army Acquisition Corps CSL positions are designated as CSL-Key Billets (CSL-KB) who represent the AAC top leaders.”
- **Designation of CAP/KLP/CSL:** “CAPs are designated by the Army Acquisition Executive (AAE) based on criticality of the position to the acquisition program, effort or function supported.”
- ✓ **Accessions Expansion (FD, VTIP, XTP):** “AHRC executes three primary methods of accessions into the U.S. Army Acquisition Corps:.” VTIP is the becoming the emerging trend for primary accessions.
- ✓ **Army Acquisition Center of Excellence:** “Courses taught at the Acquisition Center of Excellence (AACoE) in Huntsville, AL represent the initial professional military education required for FA51 officers.”

Policy & Definitions

- **Military Acquisition Career Fields (ACFs):** “Through developmental and key developmental assignments, FA 51 officers will become grounded in either Program Management or Contracting ACFs.”
- **Developmental, Key Developmental, Broadening Assignments:** “Developmental assignments expose an acquisition officer to a full spectrum of experiences within their primary ACF to become technically proficient.”
- ✓ **ACS/Tuition Assistance:** “Eligible officers pursuing off duty undergraduate or graduate civilian education courses may apply for tuition assistance under the provisions of AR 621-5.”
- ✓ **Joint Qualification System:** “The Joint Qualification System acknowledges both designated joint billets as well as experience-based joint duty assignments in contributing to the development of joint qualified officers.”



DACM Guidance Memo #10 – AAC

Assignment Flexibility (1 of 2)



- DACM Guidance Memo #10
 - Addresses previous multifunctional certification goal of 2 ACFs
 - DACM Memo #2 (20 Aug 07)
- AAC continues to evolve for purpose of improving its support of the Army's mission
- DACMs goal is to develop officer corps with the right mix of skills and experiences through deliberate career progression
 - Key Developmental
 - Developmental
 - Broadening



DACM Guidance Memo #10 – AAC

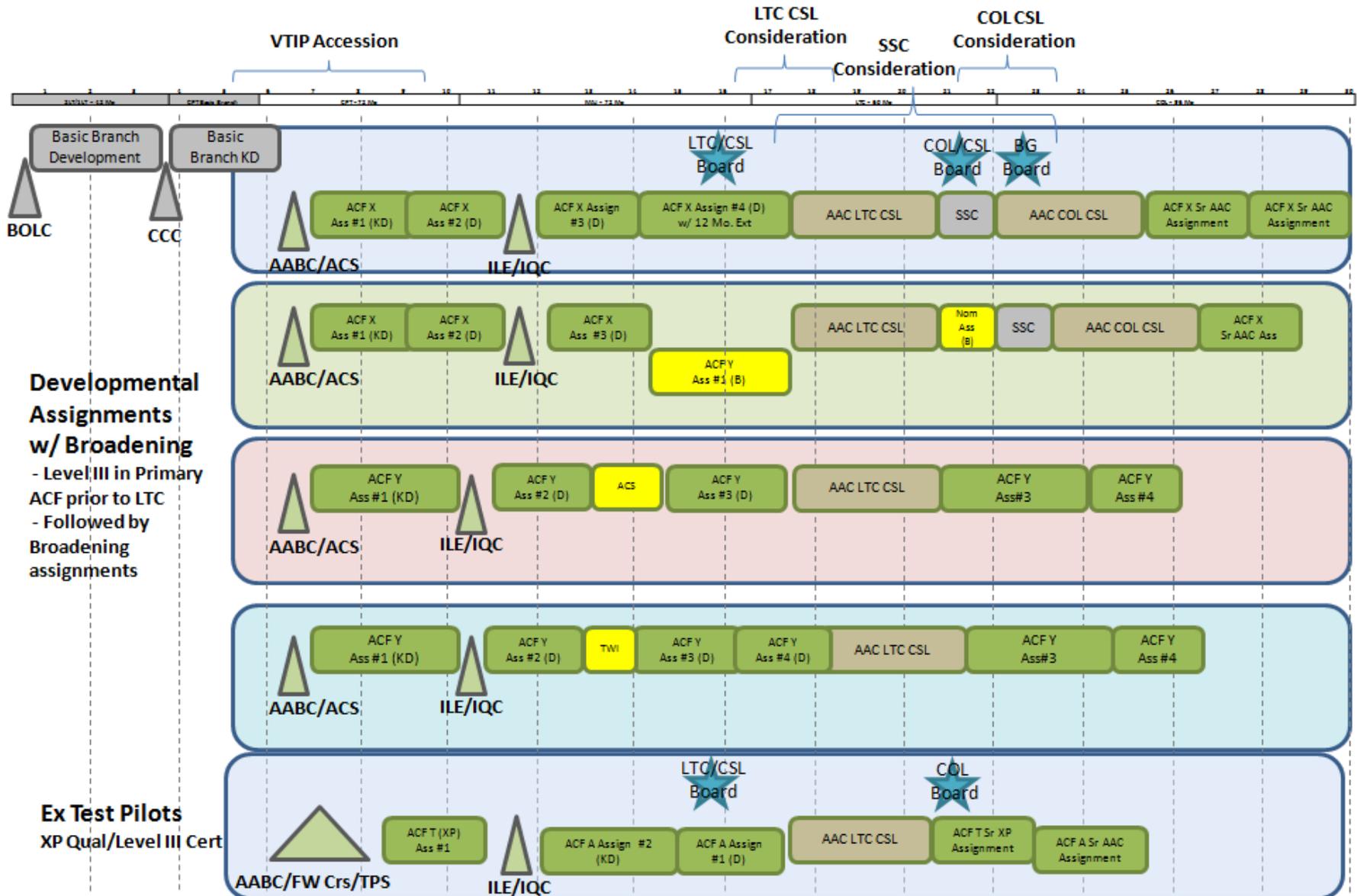
Assignment Flexibility (2 of 2)



- Reinforces mandate to become an expert in an ACF and multi-functional broadened
 - Develop multi-functional AAC Officers sequentially
 - Level 3 certification in primary ACF (A or C) before promotion to LTC
 - Follow with Broadening assignments to widen knowledge and skills
 - Expand experience
 - Increase acquisition skills and technical proficiency
 - Re-greening opportunities to refresh exposure to current TTPs



AMB Assignment Model



Developmental Assignments w/ Broadening
 - Level III in Primary ACF prior to LTC
 - Followed by Broadening assignments

Ex Test Pilots
 XP Qual/Level III Cert



FY12 TWI and Post Utilization



FY12 TRAINING WITH INDUSTRY



FY12 TWI SELECTEE	COMPANY	LOCATION	Potential Post Utilization Assignment*
LTC Joey Smith	Boeing	Huntsville, AL	PEO Missiles & Space; DCMA
MAJ Oneal Williams	Cisco	Herndon, VA	PEO C3T; JPEO JTRS; PEO IEW&S; PEO EIS; JPEO CBD
LTC Leonard Newman	Computer Sciences Corporation	Falls Church, VA	PEO EIS; JPEO CBD; PEO IEWS; DCMA
MAJ Robert Adcock	Coca-Cola	Atlanta, GA	PEO Ammo; PEO Soldier
LTC Jay Ferreira	EADS North America	Huntsville, AL	PEO Aviation; PEO Missiles & Space
MAJ Darin Reiling	General Dynamics Land Systems	Sterling Heights, MI	PEO GCS; PEO CS,CSS
MAJ Matthew Bisswurm	Google	Mountain View, CA	DCMA; PEO C3T, PEO EIS; JPEO CBD
MAJ Marshall Cooper	Intel	Chandler, AZ	PEO C3T; JPEO JTRS; PEO Ammo
MAJ Jerry Mize	Lockheed Martin Global Training and Logistics	Orlando, FL	PEO STRI; DCMA
LTC Laura Poston	Microsoft	Redmond, WA	PEO STRI; PEO EIS; JPEO CBD

* Post TWI Utilization Assignment Concept Plan. Post tour assignment dependent on officer professional development and skills/experience.



Final Thoughts



- Set personal and professional goals
 - There is no ONE yellow brick roads to success
 - Maintain situational awareness
 - Think in terms of growing technical skills and acquisition competencies

- Bottom Line: Performance Matters!
 - Do well in every assignment and make every OER count
 - Maintain a competitive file

- Raters and Senior Raters
 - Enumerate/stratify your officers in their OERs and counseling's
 - i.e.: Top 10% LTC in a mature population
 - #2 of 10 LTCs I senior rate
 - The best MAJ in my organization
 - Talk to and counsel your officers

Keep updated by talking to you Assignment Officer and visiting AMBs and ASCs websites!



Questions/Comments



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We Make Soldiers Strong