DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
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SAAL-ZB

20 August 2007

MEMORANDUM FOR ARMY ACQUISITION CORPS OFFICERS

SUBJECT: Director of Acquisition Career Management Guidance Memorandum #2

As I enter my ninth month as the Director of Acquisition Career Management, I have gained greater insight into the challenges and demands on the members of the Army Acquisition Corps (AAC). The on-site visits, briefings and program updates have provided invaluable information to assist me in my personal assessment of the state of the Acquisition Corps. There are a few areas we need to recalibrate in order to ensure we remain a great force multiplier for the Army.

First, we must maintain our Warrior Ethos and the leadership traits that reinforce this mantra of selfless service. All leaders must ensure their physical fitness and acquisition training programs are preparing their subordinates for the physically and mentally demanding environments in which we operate around the world.

The Acquisition, Logistics and Technology community has transformed into "one face to the warfighter" as part of the Army Sustainment Command. The AAC now has critical positions in the Army Field Support Brigades and Logistic Support Elements at each corps and division. Filling these positions is of the highest priority and we will fill them with Soldiers that have the potential and desire to serve as future senior leaders in the Acquisition Corps.

Soldiers should be prepared to move at the completion of their tours and seek assignments outside their specialty and geographic comfort zone that provide multifunctional development opportunities. In order to achieve these objectives, tour extensions will more than likely not be supported and retirements should be submitted 12 months out, consistent with Army policy. High School Stabilization requests need to be coordinated 12-18 months in advance. Officers who decline Centrally Selected List (CSL) positions will be immediately world-wide re-assignable as their skill sets and Army requirements dictate.

Assignment opportunities managed and executed by Acquisition Management Branch represent the needs of the Army at that time. Multi-functional diversification will be emphasized at every grade possible and will also be a consideration in CSL Slating. Filling lower priority requirements will not allow us to achieve the endstate necessary to support the total force and grow multifunctional leaders for the future.

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Finally, I would like to reiterate that we have critical personnel requirements to fill and the entire Army is challenged to meet multiple demands fighting the war on terrorism. I expect the Acquisition Corps to embrace the Army Values and Warrior Ethos and accept the challenge to put the needs of the service first. I am proud of the courage, competence and commitment of our Soldiers and civilians.

Army Strong!

N. Ross Thompson III

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Director
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