



DEPARTMENT OF THE ARMY  
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY  
ACQUISITION LOGISTICS AND TECHNOLOGY  
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WASHINGTON DC 20310-0103

SFAE-CM

AUG 4 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Regionalization of Army Acquisition Corps (AAC) Assignments

Applicability. This policy applies to all assigned AAC captains and majors.

Proponent. The proponent and responsible agency for this policy is the U.S. Army Acquisition Support Center (ASC).

General. The purpose of this policy letter is to provide guidance on the professional development of AAC officers — primarily captains and majors. It provides for standardization of professional development across the AAC so that every officer has the opportunity to grow into positions of increasing responsibility and positively support the Global War on Terrorism, America's Homeland Security, and the Army's Campaign Plan.

Beginning in July 2004, the AAC will launch a new approach to developing its officer corps. This concept is called "regionalization assignments." Under this new initiative, each designated region will have a Senior Regional Acquisition Official (SRAO) responsible for developing assigned officers. I will appoint a SRAO as my representative in each region to coordinate and work with our acquisition leaders to ensure solid rotation plans to develop our junior and field grade officers. Assigned officers will rotate between several different areas of concentration in order to receive the diversity of experience required to become successful AAC leaders. Once assigned to their respective regions, officers can expect to be stabilized for at least 48 months. Officers assigned to non-regional positions can expect approximately 24 months of stabilization, and will be provided the same opportunities for diversified experiences within their current assignments.

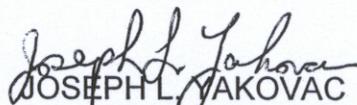
The following regions have been identified as test beds: Warren, MI; Picatinny Arsenal, NJ; Fort Monmouth, NJ; National Capital Region, and Redstone Arsenal/Huntsville, AL. These regions will determine the feasibility of the regionalization concept and our ability to fully implement this concept in other locations. The SRAO in each region will identify a Regional Account Manager (RAM) to work with the Acquisition Management Branch Distribution Manager, U.S. Army Human Resources Command (HRC), and ASC to ensure proper tracking of each officer's assignment. The RAM is the primary account manager for each respective region and is responsible for consolidating all regional requisitions.

Effective immediately, professional development will become a key component of junior and field grade AAC Officer Evaluation Reports (OERs) and corresponding Individual Development Plans (IDPs). The SRAO will develop and manage assignments for rotating captains and majors, which will broaden their acquisition experience within the officers' assigned regions. The SRAO will forward all officer rotation plans to Human Resources Command (HRC) for career overview; and all officer rotation plans will be forwarded through HRC to me for review.

While each officer's situation is different, I encourage the rotation of captains and majors between 18 and 24 months so that they gain experience in diverse areas such as contracting, testing, program management, information technology, research and development, and financial management. As much as possible, rotations should take place within the officer's assigned organization. For those occurrences where such career-broadening experiences are not available, I expect the SRAO in each region to coordinate assignments between organizations to ensure robust professional development of the next generation of AAC leaders.

All AAC captains and majors will incorporate this guidance into their OER support forms and IDPs. This policy is directive in nature, but allows considerable flexibility for innovative approaches to enhancing the professional development of our AAC officers, while minimizing cost and turbulence to the officers and their families, their assigned organizations, and the U.S. Army.

My ASC point of contact for this policy is Major Andrea Williams, commercial 703-805-1248, DSN 655-1248, or e-mail: [andrea.williams@us.army.mil](mailto:andrea.williams@us.army.mil).

  
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