



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

15 JUL 2005

SFAE-AC-CEC

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Appointment of Acquisition Career Management Advocates (ACMAs)

In September 1995 an effort was initiated to improve the way the U.S. Army manages its acquisition workforce and more fully implement the intent of the Defense Acquisition Workforce Improvement Act (DAWIA). Implementation of the Army Acquisition Corps (AAC) vision, to be the premier developer of a strategically responsive force armed with the combat capabilities to dominate across the full-spectrum of operations, continues to require enhanced communication within the workforce. One of our challenges continues to be ensuring the acquisition workforce routinely receives coherent, timely information on the acquisition programs, education, training, and competitive opportunities generated by our AAC initiatives.

In an effort to continue and improve communication of our vision, I propose to expand the number of ACMAs advising and informing the workforce. The ACMA will be in a position to advise you on the effect of proposed and approved policies, programs and legislation, and will provide feedback concerning implementation to me as the Director, Acquisition Career Management.

An ACMA will provide candid assessments and advice, and the same to me on your behalf. For that reason, the ACMA should be a senior civilian leader, preferably in the grade of GS-15, Broadband equivalent or a member of the Senior Executive Service. The identification of ACMAs should take in consideration the size of the population of a region/organization, and the uniqueness of that population. To complement the existing infrastructure of ACMAs currently in place, we need to ensure that each major organization is equitably represented. Please find my expectations for minimum new appointments as follows:

1 - ACMA from a major command.

1 - ACMA to speak from the U.S. Army Materiel Command major subordinate command (AMC MSC) perspective. (The MSC commander may elect to have two ACMAs depending on the size and geographic dispersion of the MSC workforce.)

1 - ACMA per Program Executive Office.

1 - ACMA per U.S. Army Research, Development and Engineering Command subordinate organization.

1 - ACMA per Corps of Engineers Regional office.

1 - ACMA per IMA Regional office.

At present, the Acquisition, Logistics and Technology (AL&T) Workforce is comprised of over 44,000 members. I need to ensure the Senior Leadership charging this AL&T Workforce are apprised of my Transformation efforts, goals, and expectations as it applies to the unique capabilities and contributions of our structure, whether it be at the Installation Level, the Science and Technology community, etc.

This endeavor will work only with your assistance, your ideas for improvement and your support. We currently have support elements in a number of locations that will complement the ACMA initiative. High-density locations have on-site Regional Customer Support Offices with Acquisition Career Managers that will interface with the ACMA and provide communications, information, and customer support to the workforce for matters relating to DAWIA and career development. For a list of all RCSSOs visit <http://asc.army.mil/regional/default.cfm>.

Please ensure that you work directly with your respective Regional Directors on the identification of suitable ACMA candidates as soon as possible. A listing of existing ACMAs is enclosed for your reference. I will continue my Quarterly Video Tele-conference with the ACMAs, to ensure the Army's AL&T Workforce is adequately represented by designated ACMAs resulting from this guidance and maintain ongoing dialogue.

My Acquisition Support Center point of contact for this policy is Ms. Diane Nyren, commercial (508) 233-4899, DSN 256-4899, or e-mail: [diane.nyren@us.army.mil](mailto:diane.nyren@us.army.mil).

  
JOSEPH L. JAKOVAC  
Lieutenant General, GS  
Director  
Acquisition Career Management

Enclosure

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