

The Army Establishes New Test and Evaluation Office (TEO)

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Earlier this year, the U.S. Army Test and Evaluation Management Agency (TEMA) and the Office of the Army Test and Evaluation (T&E) Executive were realigned to form the U.S. Army TEO. This merger consolidates and strengthens T&E oversight within the Office of the Secretary of the Army (SecArmy), providing a single focal point for Army T&E and, as executive agent, on DOD Chemical and Biological Defense Program (CBDP) T&E matters. The TEO director serves as senior advisor to the SecArmy and the Army Chief of Staff (CSA) on all T&E matters as well as senior advisor to the Assistant to the Secretary of Defense for Nuclear, Chemical, and Biological Programs (ATSD(NCB)) on CBDP T&E matters.

TEO ensures that Soldiers receive the best possible warfighting systems and equipment within available cost and time constraints. Here, Mine Resistant Ambush Protected (MRAP) vehicle explosive testing is conducted at Aberdeen Test Center (ATC), MD. (Photo courtesy of ATC.)

TEO

TEO ensures that T&E associated with acquisition of Army materiel supports fielding the most operationally effective, suitable, and survivable warfighting equipment possible to current and future Soldiers and commanders. This mission is accomplished by establishing and enforcing T&E policy, managing T&E resources, and continuously coordinating with the T&E community, including Army and Joint program managers (PMs); the Assistant Secretary of the Army for Acquisition, Logistics, and Technology; and Director of Operational Test and Evaluation

(DOT&E). The TEO has a Senior Executive Service (tier 2) director, deputy director, administrative staff, three divisions, and a special assistant. The TEO director reports to the Deputy Under Secretary of the Army (DUSA).

The TEO director serves as the Army and CBDP T&E Executive and is responsible for T&E policy, program oversight, and program and budget analysis. The director advises key Army and Joint decision-making panels, including the Army Systems Acquisition Review Council, Army Requirements Oversight Council (AROC), Army Acquisition

Overarching Integrated Product Team, and Army-Marine Corps Board, on the testability of materiel requirements, sufficiency of test plans and results, and ability of tested systems to fill warfighter capability gaps. The director serves as the Department of the Army (DA) staff interface with the Office of the Under Secretary of Defense (USD) Director, Defense Research and Engineering; USD Test Resource Management Center; and DOT&E on T&E related issues, policy, funding, and program coordination. The director approves test-related documentation for HQDA and forwards, when required, to DOT&E and the USD

for Acquisition, Technology, and Logistics (AT&L) for final approval. Additionally, the director is the acquisition workforce T&E functional chief for career field T (i.e., T&E).

TEO's divisions provide guidance and subject matter expertise to Army and Joint test programs and promote early tester/evaluator involvement, thus ensuring T&E is integral to the entire acquisition cycle. TEO has a complementary mix of government civilians, military officers, and contract employees.

Programs and Analysis (P&A) Division

The P&A Division coordinates all T&E matters across PMs, the Army Test and Evaluation Command, HQDA staff, and the Office of the Secretary of Defense (OSD) (USD AT&L and DOT&E).

This coordination is used as follows:

- Ensures T&E programs support materiel requirements.
- Assesses sufficiency of test plans and test results.
- Recommends modifications to the scope or focus of T&E activities.
- Harmonizes Army analysis with T&E activities in supporting the acquisition process.

Additionally, the P&A Division verifies that T&E activities comply with Army and OSD T&E policy.

Chemical and Biological Defense (CBD) T&E Division

CBD T&E Division works closely with CBDP stakeholders to provide T&E input to the CBDP Program



The TEO director serves as senior advisor to the SecArmy and the CSA on all T&E matters as well as senior advisor to the ATSD(NCB) on CBDP T&E matters. Here, a Soldier wearing mission-oriented protective posture gear and protective mask exits an Infantry Combat vehicle mock-up during a demonstration at the Santa Clara, CA, BAE Systems facility. (U.S. Army photo courtesy of Future Combat Systems (Brigade Combat Team).)

Objective Memorandum (POM), ensuring that T&E infrastructure is maintained and modernized to support adequate developmental and operational testing. The division develops the T&E infrastructure

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investment strategy, test standards, and processes, and provides T&E program oversight ensuring credible and robust testing and evaluation in supporting programs of record. Additionally, the division coordinates actions throughout the CBDP community including DOT&E; Joint Program

Executive Office (PEO) CBD; Defense Threat Reduction Agency; Joint Science and Technology Office; Joint Staff (J-8); Joint Requirements

Office-Chemical, Biological, Radiological, and Nuclear Defense; service operational test agencies; and various test facilities.

Strategy and Resources (S&R) Division

The S&R Division serves as the proponent for Army T&E resources at HQDA by developing and defending the T&E funding (approximately \$900 million annually) to the Army, OSD, and Congress, and serves as the HQDA staffing and approval agent for all T&E resource programming. The division develops and monitors the Army test capabilities in DOD's major range and test facility base and provides HQDA funding oversight of Army instrumentation, targets, and threat simulator programs. The division also develops the Army T&E strategy for the test community, administers the Army portion of DOD's Central T&E Investment Program, and oversees Army validation of threat representations used in testing.

Special Assistant for Policy and Education

The Special Assistant for Policy and Education develops and promulgates Army T&E policy and procedures. The special assistant authors *Army Regulation 73-1* and *DA Pamphlet 73-1*, manages the HQDA Test and Evaluation Master Plan (TEMP), supports OSD and Army T&E education and training, and chairs the DA-wide chartered T&E Managers Committee. These initiatives improve T&E processes in rapid acquisition, volatile acquisition schedules, and specialized multiservice acquisition programs.

Value Added

TEO provides senior Army leadership with expert advice on acquisition programs from an independent, overarching perspective, ranging from requirements analysis adequacy, documentation, and testing to the best use of information in supporting acquisition decisions. By overseeing Army T&E activities in close collaboration with other key Army and OSD agencies, TEO ensures that Soldiers receive the best possible warfighting systems and equipment within available cost and time constraints. This is accomplished by the following:

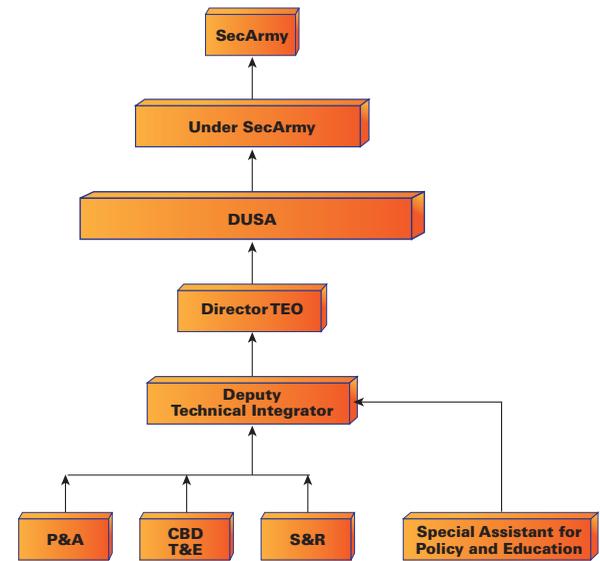
- Setting the strategic direction for the Army T&E community.
- Facilitating and adjudicating T&E issues between the T&E community and the PEOs.
- Coordinating with DOT&E to resolve test documentation issues for OSD T&E oversight programs.
- Overseeing the T&E infrastructure and minimizing duplication of capabilities.
- Facilitating TEMP development and approval.
- Improving T&E processes.
- Standardizing test procedures and

methodologies.

- Ensuring Army and Joint doctrine and capabilities are represented in analyses supporting AROC/Joint Requirements Oversight Council approvals of Joint capability documents and related studies.
- Reviewing study plans, scenarios, and analysis of alternatives results.
- Establishing and maintaining Army T&E policy and procedures to ensure efficient and effective T&E application in support of the defense acquisition process.
- Developing and defending the Army T&E and DOD CBDP POM to ensure T&E infrastructure, manpower, analysis, and instrumentation requirements are sufficiently funded.

The Army T&E Strategic Plan contains the following four overarching goals that TEO uses to set the future direction for the T&E community:

- Cultivate a highly skilled, multi-disciplinary professional workforce with skills and competencies to provide current and future T&E capabilities.
- Tailor the T&E infrastructure to meet current and future needs.
- Improve the quality, rigor, and responsiveness of Army T&E to better meet decision-making needs of senior leaders.
- Continuously improve the T&E enterprise by developing better corporate processes.



TEO Organization Chart

The plan also outlines strategies and initiatives to achieve these four goals. TEO will work with the T&E community to move these initiatives forward.

Combining TEMA and T&E executive offices has increased efficiency, streamlined functionality, and improved value added to the community while saving time and reducing expenses. Establishing TEO not only provides HQDA with a single focal point for all Army and CBDP T&E matters, but also centralizes T&E subject matter expertise and analysis to ensure timely, accurate, and relevant information to decision makers who support the warfighters. More information about TEO and the T&E strategic plan is available on Army Knowledge Online; enter TEO into the search box.

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