

COMPETITIVE DEVELOPMENT GROUP (CDG) PROGRAM OVERVIEW

Background

Established in 1997, the Competitive Development Group (CDG) Program is intended to attract an elite group of acquisition professionals looking to advance their careers in the Program Management and Army Senior Staff arenas. Individuals are sought from a broad cross section of Acquisition Career Fields (ACFs), and offered an opportunity to expand their acquisition experience into one or more additional ACFs, organizations or command elements. Although a promotion is not guaranteed as part of the CDG Program, CDG members do have a competitive advantage when applying for vacant positions. Since the first Year Group (YG)97 through YG03, approximately 78 of the 119 CDG members (66%) have been promoted to GS-14 or equivalent personnel demonstration broadband-level positions. The majority of these were promoted during the first and second year of their program. What is this exceptional program all about? Let's go back to the basics.

What is the CDG Program?

The proponent for this program is the U.S. Army Acquisition Support Center (ASC) located at Fort Belvoir, VA. The CDG is a 3-year professional and developmental training program, offering expanded leadership training and experience opportunities for competitively selected GS-12/13 (or equivalent personnel demonstration broadband level) Army Acquisition Corps (AAC) or Corps Eligible (CE) members. The CDG Program's primary purpose is to develop civilian acquisition leaders for the Army of the future.

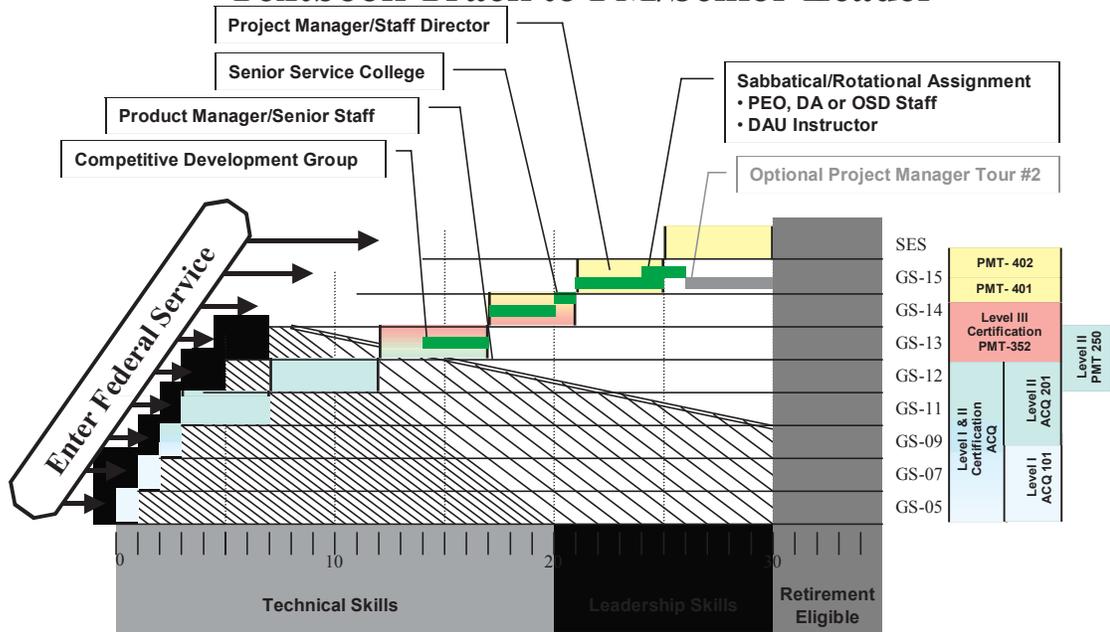
CDG Members

CDG members are "best-qualified" applicants who are selected through a competitive selection board process. They are assigned to centrally funded positions on the ASC Table of Distribution and Allowances for a 3-year period. In addition, CDG members are provided centrally managed education, experience and training opportunities designed to provide career and leadership development assignments in a structured, high-visibility program.

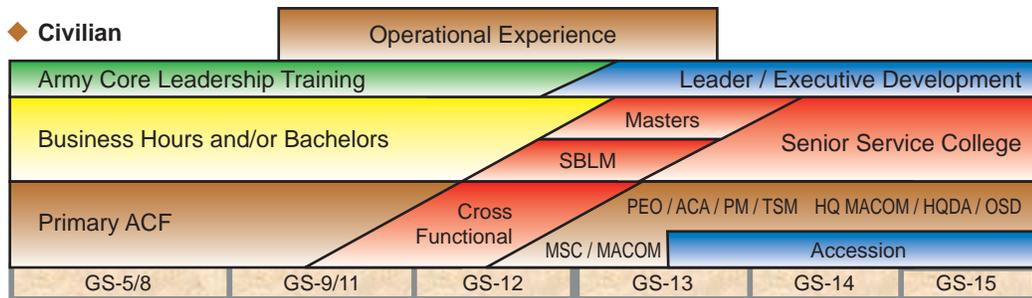
Developmental Assignments and Training

Developmental assignments are selected from the acquisition community worldwide and represent various and multiple developmental opportunities in program management offices, program executive offices, systems acquisition offices as well as senior staff offices working in headquarters and/or Department-level assignments. CDG members also have the opportunity to attend a variety of mid to senior-level leadership courses and conferences, complete the Congressional Briefing Conference on Capital Hill, and participate in Operational Experience Training at the National Training Center (NTC) at Fort Irwin, CA. Specific information on developmental assignments and training is provided later in this handbook. The chart on Page 3 depicts a typical AAC civilian career track.

AAC Civilian Career Model Textbook Track to PM/Senior Leader



- Shaded bars denote typical career paths (colors match acquisition training requirements).
- Individual careers will vary based on personal circumstances and decisions.
- Individuals may plateau and remain in same grade for any period of time at any point in the career.
- Green and gray bars indicate typical career points for various centrally selected assignments.
- There is no prerequisite relationship between the centrally selected assignments illustrated.



The Purpose of this Handbook

This handbook is designed to provide comprehensive guidance to individuals interested in applying to the CDG Program, selected program members and their supervisors. This handbook provides detailed information beginning with the application process through completion of and graduation from the program. The handbook is updated periodically to provide current point of contact (POC) and website information for maximum assistance to CDG applicants and members. Suggestions or recommendations for handbook improvement are welcomed and should be submitted to the ASC CDG Program Manager at ancel.hodges@us.army.mil.

Summary

The AAC and the Deputy Director, Acquisition Career Management (DDACM) are fully committed to the CDG Program growth and success. As such, the CDG Program is constantly evolving to ensure the continued selection of high-quality personnel. Selection to the CDG Program is a privilege afforded to the “best of the best” in the acquisition community. Supervisors and senior raters are encouraged to seek out and assist in the development of their eligible subordinates to compete and take advantage of this exceptional program. A “win-win” experience, the CDG Program benefits the future of those individuals selected, and the AAC and U.S. Army as well.



Who Can Apply and How

To be eligible to apply for the CDG Program, an applicant must be a current Department of the Army (DA) employee serving on a career or career conditional appointment, and an AAC or CE member who has attained Level III certification in his or her primary ACF. See <http://www.dau.mil/catalog>, Appendices B and F for certification and Acquisition Corps education standards. Contact your representative Acquisition Career Manager (ACM) for information on the certification process.

Announcements soliciting applications to the program are published annually during March, and remain open for 90 days on the U.S. Army Human Resources Command (HRC) Web site at <http://www.perscomonline.army.mil/opfam51/ambmain.htm>.

In an effort to streamline the application process, ASC has standardized the application packets, consistent with all AAC selection boards. CDG Program applicants need only submit the documents listed below. Additional information will not be considered. The application forms and instructions are located on the ASC Web site at <http://asc.army.mil/programs/cdg>.

Interested individuals are cautioned to read the instructions carefully and follow them exactly as indicated. Although an application for the CDG Program may have been submitted in a previous year, a complete new package is required for each year application is made.

Interested individuals are strongly encouraged to contact their representative ACM or Regional Director early in the application process for assistance in completing the application package to avoid rejection of incomplete packages. A list of POCs can be found in Appendix A.

The following materials make up a completed package:

- Signed Acquisition Career Record Brief (ACRB)
- Senior Rater Potential Evaluation (SRPE)
- Three most recent performance appraisals and associated support forms
- Resume
- Signed mobility statement
- Data Self-Certification Form
- Most recent Standard Form 50
- Career Track Preference Sheet

Non-AAC/CE members can obtain ACRB update support by contacting their representative ACM. Current AAC members obtain ACRB support by contacting their representative HRC ACM.

The SRPE is a valuable tool used by the senior rater to identify the applicant's potential ability. Applicants are reminded that both the ACRB and SRPE must be current and signed to be considered as part of the CDG Program application package.

The mobility statement is required for accession into the AAC, which occurs at the completion of the 3-year period. To date, all geographical moves have been voluntary.