

The Purpose of this Handbook

This handbook is designed to provide comprehensive guidance to individuals interested in applying to the CDG/AAF Program, CDG/AAF Fellows and their supervisors. The 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 points of contact (POCs) and Web site information for maximum assistance to CDG/AAF applicants and Fellows. Suggestions or recommendations for improvement of this Handbook are welcomed and should be submitted to the United States Army Acquisition Support Center (USAASC) CDG/AAF Program Manager.

Background

Established in 1997, the Fellowship 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 (ACF) 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/AAF Program, Fellows appear to have a competitive advantage when applying for vacant positions. For year groups 97 through 04, approximately 83 of the 126 CDG/AAF graduates (66 percent) 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 participation.

The Army Acquisition Executive (AAE) and the Deputy Director, Acquisition Career Management (DDACM) are fully committed to the growth and success of the CDG/AAF Program. As such, the Fellowship is constantly evolving to ensure the continued selection of high-quality personnel. The CDG/AAF Program benefits not only the futures of those selected but the future of the U.S. Army as well.

What is the CDG/AAF Program?

The CDG/AAF Program is a 3-year Acquisition Program Management Senior Leader Position (PMSLP) developmental program that offers board-selected applicants expanded training, leadership, experiential and other career development opportunities. It is designed to develop future Army acquisition leaders. For the purposes of this policy, PMSLPs include Product, Project and Program Managers (PM) (inclusive of positions designated as Assistant, Deputy and Director) and the staff professionals that support these positions.

Army Acquisition Fellows

CDG/AAF members, referred to as Army Acquisition Fellows, are the best-qualified applicants selected through a competitive selection board process. They are assigned to a centrally-funded position on the USAASC Table of Distribution and Allowances (TDA) for a 3-year period. In addition, Fellows are provided centrally managed education, experience and training opportunities designed to provide career and leadership development assignments in a structured, highly visible 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 (PMOs), program executive offices (PEOs), systems acquisition offices, as well as senior staff offices (i.e., policy, headquarters and/or department level). Fellows also have the opportunity to attend a variety of mid- to senior-level leadership courses and conferences, complete the Congressional Briefing Conference on Capitol 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.

Below is a diagram outlining a typical career path for someone in the acquisition career field.

