

CENTRAL SELECTION BOARDS

Central selection boards play a key role in the career management process. Discussion of the types of boards follows.

Acquisition Boards Based on Need of the AL&TWF Member.

AETE Board. The AETE Boards are convened to review applications and select applicants for acquisition-funded opportunities in the AETE Catalog. Candidates are primarily evaluated based on their need for and the appropriateness of the requested opportunity and established program eligibility and criteria. Applicants should apply for opportunities that ensure a balance among education, training, and experience. For application instructions and more information, visit the following Web site: <http://asc.rdaisa.army.mil/>. The AETE board announcement will be on the PERSCOM Web page at <https://www.perscomonline.army.mil/opfam51/ambmain.htm>. Please note that the Web-based electronic catalog is the official catalog for determining available opportunities.

Acquisition Tuition Assistance Program (ATAP) Selection Board. The ATAP Selection Board is established to select civilian candidates based on need for the education to meet DAWIA requirements or higher education. It is not a “best-qualified” board. Selectees may attend the institution of their choice within their local commuting area and complete courses during non-duty hours. The AMB, PERSCOM, holds the Board periodically throughout the year. Board announcements may be found on the AMB and ASC home page.

Civilian Training with Industry-Regional Rotational Development Assignment Program (TWI-RDAP). Each Region holds its own TWI-RDAP selection board. The boards are currently held annually. Board announcements and detailed information may be found under the National Capital, Northeast/Central or Southern Region button on the DACM home page.

Best-Qualified Selection Boards

Project/Product Manager and Acquisition Command Boards. These boards are held annually for Best-Qualified COL/GS-15/broadband equivalent Acquisition Command and Project Manager positions and LTC/GS-14/broadband equivalent Acquisition Command and Product Manager positions. For all competitive selection boards, information on available opportunities or positions, including the eligibility application requirements and assessment factors can be found at <http://asc.rdaisa.army.mil/> or on the PERSCOM home page at <https://www.perscomonline.army.mil/OPfam51/ambmain.htm>.

Information on the PM/Command Selection Board process is contained at the end of this chapter.

Competitive Development Group (CDG) Selection Board. The CDG board is held annually and is a “best-qualified” board open to GS-12s and GS-13s/equivalent broadband who have CE/AAC status and Level III certification in an acquisition career field. Additional information on this program may be found under the “Career

Development Opportunities” section of this Handbook. Information on application and announcements may be found at <http://asc.rdaisa.army.mil/> or the PERSCOM home page.

Industrial College of the Armed Forces (ICAF) Selection Board. This Headquarters, Department of the Army Board, is held annually and allots a number of slots to members of the AAC. It is open to grades GS-14 and -15/personnel demonstration project equivalent who currently occupy a CAP and are in the AAC. ICAF was designed by the USD(AL&T) to present the Senior Acquisition Course as part of the Defense Acquisition University. Completion of the course fulfills the Office of Personnel Management educational requirements for Senior Executive Service status. Information on board announcements may be found at <http://cpol.army.mil/train>. Additional information on ICAF may also be found at <http://asc.rdaisa.army.mil/> in the AETE Catalog.

Acquisition Career Experience (ACE) Board. The ACE Board is held annually to select college sophomores for the two-year summer employment program. See the ASC Web site for more information, <http://asc.rdaisa.army.mil/>.

PM/Command Selection Board Process

The selection of best-qualified individuals to fill command positions is based on statutory requirements stipulated in the Defense Acquisition Workforce Improvement Act (DAWIA). Because of the scope of responsibilities and importance of these positions, the Army Chief of Staff Command Selection List (CSL) board process is used to select the best-qualified individuals. The Secretary of the Army is the convening authority for acquisition command selection boards.

The process begins with the General Officer Steering Committee (GOSC). The GOSC, whose members represent a broad range of diverse acquisition commands, determines which command positions are to be filled via the CSL board process. Potential command positions are submitted by acquisition major Army Commands (MACOMs) and are projected for up to three years in the future. The committee also designates “military-only” positions and those positions that are “best-qualified” (i.e., open to either military or civilian applicants). Positions will be established as “best-qualified” unless the MACOM can justify that the duties of the position require the unique skills of a military officer. The Army Acquisition Executive approves GOSC recommendations.

The next step in the process is establishing the list of individuals who will compete for the available command positions. The initial phase of this process differs slightly for military and civilian applicants. Military officers eligible to compete are automatically considered unless they formally decline. Declining consideration before a board convenes is done “without prejudice.” The officer is allowed to compete on next year’s board assuming he still meets the eligibility criteria. Eligible civilians interested in competing for these positions must submit an application in accordance with announcement instructions posted on the U.S. Total Army Personnel Command’s (PERSCOM) Web site. Once civilian applications are received and military officers choosing to compete are identified, a common process for both military officers and civilians is implemented.

Board Members

The selection board is comprised of Army Acquisition Corps members who have demonstrated outstanding performance in challenging assignments and who represent various functional area specialties and major commands. By statute, the board must have five or more members and all must be a higher grade or rank than those being considered. Additionally, members must not have served on the previous Acquisition Command Selection Board. Policy requires members to possess a variety of acquisition skills and to be currently serving, or previously served, as CSL commanders. Policy also requires ethnic and female representation and that military members be graduates of the Command and General Staff College (LTC/GS-14 level boards) and/or Senior Staff College (COL/GS-15 level boards). Potential board members are nominated by AMB but are selected by the Department of the Army Secretariat, the organization that conducts central selection boards on behalf of the Secretary of the Army.

Guidance and Regulations

The Secretary of the Army provides guidance to the board by means of a Memorandum of Instruction (MOI). The MOI is the only written guidance provided to board members and includes directions regarding equal opportunity, the minimum and maximum number of individuals to be selected, and any special requirements needed for the positions being filled. The actual MOI is published with the board results. Communication with the board is limited to written correspondence from the individual under consideration and is governed by Army Regulation (AR) 600-8-29, paragraph 1-33.C.3. The AR states that no one may appear before the board in person and that no one may criticize or reflect on the character, conduct, or motives of any applicant under consideration. Letters by third parties may not be forwarded to the board unless endorsed by the applicant. Additionally, sending a letter to a selection board is an individual decision and should be made only after careful consideration and advice from an applicant's ACM.

Conduct of the Board

Board members use the MOI, the person's board file, and their own experience and judgment to paint a word picture of the applicant. The word picture is then converted to a numerical score or vote. The vote of each board member is recorded on a "blind vote" card. This blind-vote card protects the privacy of each vote by ensuring that board members cannot see the votes of others. Based on the votes of all members, Relative Standing Lists (RSL) are produced. There is one RSL for principals selected and one for alternates.

Slating Process

When the board adjourns, AMB receives the RSL and prepares the slate. ACMs in AMB identify the requirements for each position to be filled, analyze the qualifications of selected individuals, and put "the right person in the right position" to best meet the needs of the Army, while addressing the needs of the individual.

The ACMs take several factors into consideration when preparing the slate. No single factor takes precedence over the others and developing a slate is analogous to putting together a complicated jigsaw puzzle. The final slate is a delicate balance between guidance, requirements, experience, and personal preference/issues. Factors considered by ACMs include but are not limited to:

- Chief of Staff's (CSA) Guidance
- Director, Army Career Management Guidance

(Both the CSA and DACM guidance are very high-level, overarching guidance. Neither provides specific slating guidance for specific individuals.)

- Position on the Relative Standings List (RSL)
- Individual's background and experience
- Individual's position preference (by policy, regional preferences are not considered during slating)
- Personal issues such as joint domicile and exceptional family members.

Once the slate is completed, it is briefed through the chain of command at PERSCOM. It is also briefed to the Military Deputy to the Assistant Secretary of the Army for Acquisition, Logistics and Technology; the Army Deputy Chief of Staff for Personnel; the Army Vice Chief of Staff; and the Army Chief of Staff. When the slate is approved by the Army Chief of Staff, it is released to the MACOMs for review. The MACOMs have approximately 2 weeks to review the slate and, if desired, submit proposed changes (within their command only).

Slate Notification

After the MACOMs have reviewed the slate and the CG, PERSCOM has acted on any internal MACOM reslate requests, the slate is released to MACOM commanders for notification. MACOM commanders are given approximately 20 calendar days to notify their incoming PMs/Commanders to which PM/Command they have been slated. At the end of the twenty-day period or after command notification (whichever comes first), ACMs in AMB can discuss the slate openly and it is published worldwide.

Declining without Prejudice

Officers (whether principals or alternates) may decline without prejudice if the request is received within 30 calendar days from the official DA Board command selection list release date. This means the officer will remain eligible to compete for command in future eligible years. If received after that date, officers may only decline with prejudice. Declining with prejudice eliminates the officer from consideration for all future command selection in that grade level.

Unscheduled Vacancies

There are several reasons for an unscheduled vacancy to occur; e.g., an individual may decline command, leave command early, or the AAE may approve an "out of cycle" new start. Usually these circumstances require the activation of an individual from an alternate list. When there is a single vacancy, the first available and qualified alternate is activated for command. If any alternate is not available (e.g., attending Senior Service College) or not qualified (e.g., individual is not an aviator and the program requires a rated aviation officer) that individual is skipped and his status remains unchanged; he will be considered for the next vacancy. In those cases where there are multiple simultaneous

vacancies, the slating and alternate procedures described above are used to develop a “mini-slate” of all the qualified, available alternates being activated. All alternate activations are briefed to the DACM for concurrence and approved by the Director of Officer Personnel Management, PERSCOM. If a qualified, available alternate is activated and declines command his declination is handled as described above.

Components of Best Qualified File

Military

Officer Record Brief

Official Photo

Microfiche

Officer Evaluation Reports Microfiche

Civilian

Acquisition Career Record Brief

No Photo

Assignment History/Resume

SRPE plus Performance Evaluations