



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

SFAE-CDD

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Director of Acquisition Career Management Guidance Memorandum #9 – Army Acquisition Corps (AAC) Officer “Re-greening”

1. Reference memorandum, CSA, 11 Jan 90, subject: Army Acquisition Corps.
2. In 1990, the former Chief of Staff, Army, General Carl E. Vuono, signed the referenced memorandum establishing the AAC. He envisioned a team of knowledgeable professionals composed of a “select group of officers with a solid foundation of operational experience.” He understood that officers bring exceptional leadership and operationally relevant context to acquisition lifecycle management, capabilities development, and defense procurement. Two decades later, General Vuono’s vision remains relevant. Military professional development and education programs give acquisition officers a unique set of skills that are tested through the challenges and opportunities of their basic branch experiences in key developmental and command assignments. While these critical leadership attributes tend to span the duration of an acquisition officer’s career, some aspects of operational relevance may atrophy as our operational force and the strategic environment change. “Re-greening” provides an opportunity for AAC officers to refresh their exposure to current tactics, techniques, procedures, and weapons systems in operationally current and relevant environments.
3. Clearly, the time AAC officers spend in challenging acquisition assignments is critical to the development of their technical expertise as acquisition professionals. I do not intend to stray from that objective. My expectation is that after promotion to O-4 and prior to selection for O-6, each AAC officer will experience a “re-greening” opportunity that is operationally intensive and relatively limited in duration. These requirements may be accomplished using several options, two of which are listed below.
 - a. Assignment to a Worldwide Individual Augmentation System (WIAS) task. (6-12 months in duration). This option allows AAC officers to fill WIAS requirements which are acquisition billets. The U.S. Army Acquisition Support Center and Acquisition Management Branch will coordinate and screen larger numbers of WIAS requirements in coordination with the Army G-3/5/7 for my approval.
 - b. Temporary duty deployments to training centers, the Network Integration Evaluation (NIE), or to combat areas of responsibility as an embedded observer or as additional manpower for the deploying battalion, brigade, or division. (2 or more months).

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4. Many of you have met this intent many times over. In fact, I consider contracting assignments that support deployments, exercises, and other contingencies to be inherently “re-greening.” There are also operational testing and certain combat development assignments that meet the intent of this policy because they provide officers with regular and frequent exposure to the operational Army. My focus is that we must stay closely connected with the operational forces we support. This connection reinforces the user/capabilities developer relationship that is vital to our effectiveness as acquisition officers.

5. In the near future, we will be able to effectively record “re-greening” experiences in our Career Acquisition Personnel and Position Management Information System (CAPPMS). Once fielded, leaders at all levels will have an invaluable tool for monitoring the frequency and duration of their subordinates’ re-greening experiences. In the meantime, I expect every officer within the U.S. Army Acquisition Corps to embrace this policy and seek opportunities to serve closely with the Soldiers that rely on the systems and services we provide. The U.S. Army Acquisition Support Center will also issue a guidebook providing clear instructions on how to use the new tracking tool to record data.

6. My point of contact is Ms. Joyce B. Junior, commercial (703) 805-2879, DSN 655-2879, or e-mail: joyce.b.junior,mil@mail.mil.

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W. Bill*

William N. Phillips
WILLIAM N. PHILLIPS
Lieutenant General, GS
Director, Acquisition Career Management

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