



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

FEB 20 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Acquisition Corps (AAC) Regionalization Policy

1. **Applicability.** This plan applies to Captains and Majors within the AAC who are assigned to Regionalized Military Acquisition Position List (MAPL) positions within the six specific acquisition regions. The regions are: Warren, Michigan; Picatinny Arsenal, New Jersey; Military District of Washington/ National Capital Region (to include Ft Meade, Maryland); Redstone Arsenal/ Huntsville, Alabama; Aberdeen Proving Ground, Maryland; and Orlando, Florida.

a. Regionalization synchronizes officer assignments with mentorship to optimize training, education, and experience opportunities. It is intended to expand an individual's acquisition knowledge and experience while providing broadening opportunities to build and develop acquisition leaders.

b. Mentoring is a powerful tool for personal and professional development that improves individual performance, retention, morale, personal/professional development, and career progression. It offers many opportunities to improve leadership, interpersonal, and technical skills as well as achieve personal and professional objectives.

2. **Proponent.** The proponent agency of this policy is the U.S. Army Acquisition Support Center (USAASC). The Regional Acquisition Officials (RAOs) are responsible for implementation of the regionalization policy. The RAOs and the Acquisition Management Branch have authority to approve exceptions that are consistent with the intent of this policy (professional development) and controlling laws and regulations.

a. The RAOs are my designated representatives and will coordinate with senior acquisition leaders to ensure that all Officers assigned receive at least two different acquisition experiences during their regional time. When possible, the positions should enhance knowledge base, provide breadth of experience, and grow agile and adaptive leaders.

b. Regionalization begins when an Officer reports to a regional assignment. Officers can expect to be stabilized for 48 months, except in cases of advanced civil schooling or HQDA-directed assignments. Officers currently in regions will be identified and rotated according to their RAO approved regional plans. In coordination with other regions and Acquisition Management Branch (AMB), U. S. Army Human Resources Command (HRC), the RAOs will use the approved Military Acquisition Position List (MAPL) to

SFAE-CDD

SUBJECT: Army Acquisition Corps (AAC) Regionalization Policy

manage assignments for rotating Captains and Majors in order to broaden their acquisition experiences. Finally, for planning purposes, Officers serving a regionalization assignment will be removed from the regionalization cycle based on four years within the region or upon reaching the Fiscal Year of their LTC Below-the-Zone board, whichever comes first.

3. Each RAO will appoint a Regional Account Manager (RAM) to work directly with the AMB, Distribution Manager, HRC and USAASC to ensure proper tracking of each officer's current and future assignment. The RAM is the primary account manager for each respective region and is responsible for consolidating all regional requisitions.

4. The RAO has flexibility to realign officers from one MAPL position to another. Professional development is a key component of the junior and field grade AAC Officer Evaluation Report support forms and corresponding Individual Development Plans. The RAO will develop and manage assignments for rotating Captains and Majors, which will broaden their acquisition experience within the officers' assigned regions. The RAO will forward all officer rotation plans to AMB, HRC for career management overview.

5. While each officer's situation is different, I encourage re-assigning Captains and Majors between 18 and 24 months so that they gain experience in diverse areas such as Contracting, Testing and Evaluation, Program Management, Information Technology, Systems, Planning, Research Development, and Engineering-Science and Technology Management. I expect the RAO in each region to coordinate assignments between organizations to enhance professional development opportunities.

6. Whenever an officer is unable to participate in Regionalization, adjudication between the RAM and AMB, HRC will determine assignment instructions. The AMB will be the final approving authority, ultimately responsible for ensuring assignment equity and opportunity exists.

7. Maintaining career management overview of this policy will be the responsibility of the AMB, HRC. Once rotation decisions are confirmed, regions will forward required information to AMB, HRC to use for MAPL position realignment and to track officer movements. All assignments are contingent upon the needs of the Army.

8. The RAOs will ensure that leaders support the training required for certification in accordance with the Department of the Army Pamphlet 600-3, Commissioned Officer Development and Career Management, and Professional Military Education. This policy is directive in nature, but allows considerable flexibility for innovative approaches to enhance the professional development of our AAC officers, while minimizing cost and turbulence to the Officers, their families, assigned organizations and the U.S. Army.

9. Each RAO is required to provide an annual executive level report to the Director, Acquisition Career Management, through the USAASC, NLT the 1st week of September of each year.

SFAE-CDD

SUBJECT: Army Acquisition Corps (AAC) Regionalization Policy

10. My point of contact is LTC Monique N. Rivera, U.S. Army Acquisition Support Center, commercial (703) 805-1248, DSN 655-1239, or e-mail: monique.n.rivera.mil@mail.mil.

Lean, necessary and clearly managing the careers of our Acquisition Officers remains vitally important! I greatly appreciate your support!
v/r
Bill

William N. Phillips

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

DISTRIBUTION:

Commander

- U.S. Army Forces Command
- U.S. Army Training and Doctrine Command
- U.S. Army Materiel Command
- U.S. Army Special Operations Command
- U.S. Army Space and Missile Defense Command
- U.S. Army Medical Command
- U.S. Army Intelligence and Security Command
- U.S. Army Corps of Engineers
- U.S. Army Test and Evaluation Command
- U.S. Army Research, Development and Engineering Command
- U.S. Army National Guard
- U.S. Army Reserve Command
- U.S. Army Installation Management Command

Program Executive Officer:

- Ammunition
- Assembled Chemical Weapons Alternatives
- Aviation
- Combat Support and Combat Service Support
- Command, Control, and Communications (Tactical)
- Enterprise Information Systems
- Ground Combat Systems
- Intelligence, Electronic Warfare, and Sensors
- Missiles and Space
- Simulation, Training, and Instrumentation
- Soldier

Joint Program Executive Officer:

- Chemical and Biological Defense
- (CONT)

SFAE-CDD

SUBJECT: Army Acquisition Corps (AAC) Regionalization Policy

DISTRIBUTION: (CONT)

Joint Tactical Networking Center

Director, System of Systems Integration