



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

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MEMORANDUM FOR ARMY ACQUISITION CORPS OFFICERS

**SUBJECT: Updated Director of Acquisition Career Management Guidance
Memorandum #10: Army Acquisition Corps Officer Assignment Flexibility**

1. References:

a. DACM Memorandum #2, subject: Assessment of the State of the Acquisition, Logistics, and Technology Workforce, 20 August 2007.

b. DACM Memorandum #10, subject: Army Acquisition Corps Officer Assignment Flexibility, 4 June 2012 (superseded by SUBJECT memorandum).

2. In reference 1a above, my predecessor provided an overall assessment of the state of the Army Acquisition Corps (AAC) with specific emphasis regarding the pursuit of multifunctional development opportunities. I need to reinforce some points and set a new standard for Functional Area (FA) 51 officer professional development, one that emphasizes an officer's mandate to become an expert within a primary Acquisition Career Field (ACF), yet acknowledges the benefits of multifunctional career development. I see these career development goals as complimentary when pursued sequentially. The Acquisition officer should be assigned to other developmental and/or broadening assignments, provided they have sufficient time to attain Level III certification in their primary field prior to their below-the-zone consideration for Lieutenant Colonel (LTC).

3. The Warrior Ethos is an indelible part of who we are as Soldiers. It defines and guides our actions as we live the Army's leadership values and aides us in ensuring that we are Soldiers first and leaders always. It requires steadfast discipline and dedication to maintain our high level of personal readiness and adhere to Army leadership's guidance, while ensuring our subordinates do the same. The Acquisition Soldiers' presence on the battlefield exemplifies that our Corps is in step with the Army's mission.

4. The AAC continues to evolve for the purpose of improving its support of the Army's mission. As military officers within the Acquisition Community, we are the standard bearers for our organizations and are expected to possess a wide variety of skills that are instrumental to the success of our organizations. Obtaining these skills, training, and technical proficiencies is paramount as we plot the course for our Corps into the future.

5. Functional Area (FA) 51 officers are functional experts and are therefore required to develop expertise in an ACF while continuing their self development as an Army

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professional. They should focus on obtaining primary certification in one of two ACFs: Program Management (ACF A) or Contracting (ACF C), as determined by their first acquisition assignment. The officers' ultimate goal is to achieve Defense Acquisition Workforce Improvement Act (DAWIA) Level III certification in their primary ACF before promotion to LTC. Focusing on one of these two ACFs will provide the Army with the expertise required to successfully develop, acquire, deliver, and sustain the systems and services needed for our 21st century professional Army.

6. As Army leaders, we are expected to be "well-rounded." As acquisition leaders, this involves understanding the breadth of our business. Provided they have sufficient time to attain Level III certification in their primary field prior to their below-the-zone consideration for LTC, officers should strive for other experiences that lead to broadening assignments and/or growth in a secondary ACF.

7. My goal is to develop an officer corps with the right mix of skills and experiences to provide a capacity of acquisition excellence to the Army. We can only achieve this goal by ensuring that our acquisition officers have the opportunity to serve in developmental, key developmental, and/or broadening assignments as their career progresses. Senior Army acquisition leaders are currently reviewing Chapter 42 (Army Acquisition Corps), Department of the Army Pamphlet (DA PAM) 600-3, Commissioned Officer Professional Development and Career Management. I strongly encourage every acquisition officer to become familiar with this document when it is published. Chapter 42 provides career development policy and information for FA51 officers. It is critical that we all understand this guidance as military acquisition professionals, and be able to articulate who we are, what we do, and how we develop our officers to the rest of the Army. The revised DA PAM 600-3 will include the following definitions to explain the differences between developmental, key developmental, and broadening assignments:

- a. Developmental assignments expose an acquisition officer to a full spectrum of experiences within his/her primary ACF which allows him/her to develop acquisition skills and become technically proficient.
- b. Key development assignments are those deemed fundamental to the development of an officer's core branch or Functional Area competencies or deemed critical by the Army senior leadership to provide experience across the Army's strategic mission. AAC captains and majors should have a goal to serve at least 24 months in one or a combination of key developmental assignments.
- c. Broadening assignments develop a wider range of knowledge that expands an officer's experiences to increase acquisition skills and technical proficiency. FA51 officers may serve in a variety of broadening assignments at the Office of the Secretary of Defense, Joint Commands, Combatant Commands, International assignments, National Laboratories, and other organizations. These positions provide exposure to experiences inside and outside the Army, characterized by different organizational cultures and practices.

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d. Regreening assignments provide the opportunity for AAC officers to refresh their exposure to current tactics, techniques, procedures, and weapons systems in operationally current and relevant environments. After promotion to major and before selection to colonel, each acquisition officer is expected to experience a "re-greening" opportunity that is operationally intensive and relatively limited in duration. Officers may serve in Worldwide Individual Augmentation System assignments of 6-12 months duration; or, officers may deploy on temporary duty assignment to training centers, the Network Integration Evaluation, or combat areas of responsibility for two or more months. Contracting assignments that support deployments, exercises, and other contingencies; operational testing; and certain combat development assignments are considered inherently re-greening.

8. Assignment opportunities managed and executed by the U.S. Army Human Resource Command - Acquisition Management Branch represent the needs of our Army. These needs include the availability of developmental assignments within an officer's primary ACF where critical Army priorities demand superior technical competence. However, I recognize the value of broadening assignments and/or growth in a secondary ACF. We have critical personnel requirements and the entire Army is challenged to meet the many demands of a nation at war. I expect the Acquisition Corps to embrace the Army Values, the Leadership Creed, and the Warrior Ethos as we face these challenges. I am proud of the courage, competence, and commitment of our Soldiers, our civilians, and our Acquisition Corps.

9. My point of contact is LTC Monique N. Rivera, commercial (703) 805-1248, DSN 655-1248 or email: Monique.n.rivera.mil@mail.mil.

I greatly appreciate your tremendous service to our Corps! Your skills in broad areas of acquisition have great value to our Army and to our country! Thank you for your service!
Bill

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

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