



UNITED STATES ARMY  
THE CHIEF OF STAFF



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**ARMY ACQUISITION CORPS**

The Army Acquisition Corps (AAC) is the Army's program to develop a dedicated corps of military and civilian acquisition specialists and leaders. The challenges of developing, producing, and fielding new systems demand the focused attention of knowledgeable professionals. This initiative is the next logical step in the Army's efforts to streamline acquisition management and improve efficiency. The AAC will build on the success we have achieved thus far in implementing Packard Commission recommendations and the Goldwater-Nichols Defense Reorganization Act and will address the concerns and recommendations contained in the Defense Management Review.

The Army Acquisition Corps will enhance and sustain the acquisition skills of a select group of officers with a solid foundation of operational experience, and civilian specialists with proven technical experience. The program will integrate education, training, assignments and promotion for military and civilian members of the AAC.

Military officers will enter this program at their eighth year of service, after gaining operational experience in their branches. Fully-funded advanced civil schooling will be offered to all participants for education in scientific, technical, and managerial disciplines. Officers will then be given acquisition-related assignments. Selection for Command and Staff College, Defense Systems Management College, and Senior Service College will remain unchanged. Army Acquisition Corps officers will not compete for command at battalion or brigade level, but will compete for program manager and program executive officer assignments. Promotion policy and guidance will be structured to ensure that AAC officers are fully competitive for selection for promotion from company grade to general officer rank. Transition plans for implementation have been developed.

The civilian acquisition career structure parallels and complements the military program. Civilians will enter the AAC from existing career programs at grades GS-13 and above. Those programs will have already provided much of the required specialized training and experience. As necessary, individuals will be further developed through schooling and assignments. Education on military matters for the civilian force will be an integral part of the program. Civilians will remain eligible to compete within their career programs but will focus more directly on acquisition-related assignment opportunities. The civilian program will also provide for promotion from GS-13 through SES.

This will be a Total Army program. To ensure military and civilian integration, a single AAC management structure will be established to oversee, direct, and administer the program. Military and civilian specialists will be jointly managed under a single DA-level executive board, a common program proponent office, and a centralized personnel administration office within the U.S. Total Army Personnel Command.

This is the right direction for the Army to take. We must provide the leaders to develop and acquire materiel and weapon systems to support our Trained and Ready Army now and in the future.



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