

Army Director, Acquisition Career Management (DACM) Office



Civilian Leader Opportunity

The Army Acquisition Product Director Board FY15/16 Announcement

Announcement Opening Date: 24 September 2014
Announcement Closing Date: 14 November 2014
FY15/16 PD Board: 4-5 December 2014

The U.S. Army Acquisition Support Center (USAASC) Army DACM office is pleased to announce the initial FY15/16 Product Director Selection Board.

This is an opportunity to compete for a centrally selected Product Director position within one of the Army's Program Executive Offices. USAASC Direct Reporting Unit (DRU) Army Acquisition Workforce (AAW) members, GS14 or broadband equivalent are eligible to apply.

General Program Information

Talent management is a critical function. Identifying, growing and developing our future civilian leaders is essential to the success of our acquisition programs. Civilian talent management must be a deliberate and coordinated process to optimize leader development practices and align talent with current and future Army requirements.

As part of the Army Acquisition Workforce Talent Management strategy, all personnel serving in PEO Product Director positions will be centrally selected. A phased approach will be used to sunset those personnel currently serving as Product Directors and backfill with centrally selected personnel.

A Product Director (PD) is defined as a leader for an Army acquisition system or program management office which has been designated by the Assistant Secretary of

the Army, Acquisition, Logistics and Technology (ASA(ALT))/Army Acquisition Executive (AAE). This position is based upon the management level of intensity (Acquisition Category, funding profile, complexity, responsibility, span of control and life cycle phase of the program) the Army assigns to a particular weapon system or information system, but generally will be an acquisition program of record that has yet to transition to sustainment and still has cost, schedule and performance responsibilities. A product director will be a GS14 or the payband or military equivalent and will be subordinate to a PEO or COL/GS15 level project manager or project director.

The annual PM CSL Review Board will be formally revised to include a review and validation for all Product and Project Director positions. This process will establish criteria to evaluate each program for cost, schedule, performance, funding profile, ACAT level and complexity, to delineate between project/product managers and project/product directors. The requirement for a PD to be filled by a military acquisition officer will also be validated annually through this process.

All PD positions will be filled through this annual centralized selection board process. The PD selection board will be conducted in the same manner as the PM CSL board and will utilize the same procedures and board members as the CSL boards. The results of the selection board will be forwarded to the DACM for slating by a board of directors (BOD) consisting of the DACM, Deputy DACM (DDACM), and PEOs/DPEOs.

Regional preferences will be submitted by all applicants during the application process. Applicants may choose any or all regions they wish to serve. If selected, applicants will have the opportunity to provide a preference order for available PDs by specific location and this will be considered during final slating. Board selected PDs who are slated to a position in their preferred region may only decline with prejudice and be ineligible for future consideration. If slated for other than a selected geographic region, you may decline without prejudice and compete again in future years.

PD selectees may be required to attend PMT 401 and other training as determined by the Army DACM Office prior to assuming their position. The designed Product Director duration is three (3) years, but may be curtailed to two (2) years or extended to five (5) years based on Army, program or individual needs. PD selectees will be centrally managed by the Army DACM Office in coordination with the PEO.

Post utilization is an integral piece of an effective talent management strategy. Centrally selected Product Directors can expect a multiple year timeline of education, training and broadening/developmental experiences. At anytime, PDs may opt to compete for any position in the AAC. Post utilization of PDs may include a variety of senior leader training opportunities, i.e., AAE directed assignment to an Army or Joint Staff high priority mission area; Senior Service College/Senior Service College Fellowship; PEO leadership broadening assignment; Training with Industry Assignment; or one of several other developmental assignments.

This first PD Board for selected PD vacancies during FY15 and FY16 will be conducted for all civilians within the USAASC Direct Reporting Unit (DRU).

PEOs should encourage their high potential/high performing GS-14 (or broadband equivalent) civilians to apply. Civilians applying for consideration to the FY16 CSL PM Boards are encouraged to also apply for this board. The Army DACM Office will work with those civilians to ensure all application requirements are met. Specific details will be highlighted during the board announcement process.

Eligibility Criteria

Applicant must meet **ALL** of the following requirements:

- Be a permanent Army acquisition civilian in a career/career conditional appointment in the grade of GS-14 (or broadband equivalent) (Army acquisition workforce members below the NH-04 level may only apply for consideration by exception. The Deputy, DACM is the final review and approval authority)
- Be a current Army Acquisition Corps member;
- Have a minimum level II certification in the program management career field. Certification status must be reflected in Section X of the ACRB;

How to Apply

- Application must be submitted by the closing date of **14 November 2014**. Incomplete applications will be ineligible for consideration and will not be submitted to the FY15/16 PD Centralized Selection Board.
- Applications are an automated on-line process using AAPDS within the Career Acquisition Management Portal (CAMP)/Career Acquisition Personnel and Position Management Information System (CAPP MIS) at website: <https://rda.altess.army.mil/camp/>. Some information will be a fill-able PDF and some information must be uploaded.
- To access AAPDS, login to the Career Acquisition Management Portal at <https://rda.altess.army.mil/camp/>. Then, click Career Acquisition Personnel and Position Management Information System (CAPP MIS).
- Once in CAPP MIS, click the "AAPDS" tab, and select the "Apply" link.
- Select the event titled "**FY15/16 Product Director Pilot Announcement**".

Application Details.

- **Acquisition Career Record Brief (ACRB):** Ensure your ACRB is accurate prior to submitting your application. Your ACRB must reflect any and all degrees and certifications you have obtained. Applicants may update and correct specific fields of their ACRB using the edit ACRB functions within CAPPMS.
- **Resume:** Cut and paste your most current resume in the resume section. It must be no more than 20,000 characters. Ensure education, training, and experience descriptions and dates match those in the ACRB.
- **Last three (3) performance evaluations:** Upload only AcqDemo (CCAS) Section III of your last three performance evaluations. If you have less than 3 AcqDemo evaluations, load up to three other (i.e. TAPES, LabDemo, etc.) evaluations to meet the three total evaluations.
- **Senior Rater Potential Evaluation (SRPE):** Ensure that your most recent SRPE is in the system. To view more information on the SRPE and how to complete, visit <https://rda.altess.army.mil/camp/apps/cappmis/modules/srpe/index.cfm>.
- **Regional Preference Form:** Go to <http://asc.army.mil/web/career-development/prod-dir/> to download the PD Regional Preference Sheet. Fill out, sign, date and upload form.
- All documents must be completed and the entire application submitted in AAPDS by the announcement closing date or the individual will not be considered. Army acquisition workforce members who apply with sufficient lead-time before the closing date of the announcement will be notified if their application is incomplete. Those applicants will be given the opportunity to submit the necessary documentation prior to the closing date of the announcement.
- An accurate work number and valid official email address must be on your application.

Additional Details

- Selection Board Process.

(1) All applicants will receive fair and equitable evaluation under the announcement and board process in accordance with established standards outlined in a Board Memorandum of Instruction and in line with Department of the Army selection board requirements.

(2) USAASC receives and reviews all submitted applications for completeness and eligibility. All eligible applications are forwarded to the Centralized Selection Board for review and selection recommendations. The Centralized Selection Board will compile a primary and alternate list and forward that to the DACM for slating.

- Product Director Slating.

(1) PD slating will be accomplished by a board of directors (BOD) consisting of the PEOs/DPEOs, the DACM and the DDACM following the centralized selection board. Preferences submitted by the selectees will be considered by the BOD.

(2) If selected for a PD outside of an applicant's assigned geographical region, a Permanent Change of Station (PCS) will be authorized for selectees who accept the position, similar to the current CSL process.

(3) The DACM will approve the final slating.

- Notification & Acceptance.

(1) Upon approval of the PD Slate, the results will be released and each selectee will be personally notified of their selection and slating. Non selectees will also be notified.

(2) Upon notification, selectees must acknowledge receipt of acceptance via email or phone within 14 business days to the Army DACM Office. The selectee must ensure that ACRB contact information is current. Board selected PDs who are slated to a position in their preferred region may only decline with prejudice and be ineligible for future consideration. If slated for other than a selected geographic region, you may decline without prejudice and compete again in future years.

(3) If selected for a CSL PM, the CSL PM position takes precedence. PDs selected and slated for a CSL PM position, will be considered declined without prejudice and may reapply for a PD position following a successful CSL PM tenure.

Additional Information and Guidance

- The announcement will be posted on the USAASC web site at <http://asc.army.mil/web/career-development/prod-dir/>.
- Frequently Asked Questions and additional information may be found on the USAASC website at <http://asc.army.mil/web/career-development/prod-dir/>.

- Contact Mr. Jack Kendall, email: john.f.kendall.civ@mail.mil or commercial: (703) 805-9436 for additional assistance and information.