

Product Director FAQs

1. Q: Why a centralized Product Director (PD) Board?
A: The PD Board Pilot is an effort to provide high performing civilians additional opportunities for development and growth, to build a larger talent pool, for future senior leader requirements.
2. Q: When is the first Product Director Centralized Board?
A: The FY15/FY16 PD Pilot is scheduled to convene at the end of the calendar year (4-5 December 2014), immediately following the FY16 COL/GS15 Program Manager (PM) Centralized Selection List (CSL) Board (2-5 Dec 14). The PD Pilot Board will use the same board members and process to select the initial FY15/16 Product Directors.
3. Q: How do I apply for the PD Board?
A: The first PD Pilot Board is scheduled to be announced 23 September 2014. The announcement will highlight the minimum eligibility qualifications for applicants. Interested civilians will have approximately 45 days to apply on line via the Army Acquisitions Professional Development System (AAPDS) application on the Career Acquisition Management Portal (CAMP).
4. Q: What if I've applied for the FY16 LTC/GS14 or COL/GS15 CSL PM Board, do I need to reapply?
A: Yes. Civilians that have applied to the CSL Boards can opt-in to have their application activated for the FY15/FY16 PD Board. There will be some other requirements needed for this board application. The USAASC DACM Office will work with all applicants to ensure all application requirements are met. Details will be highlighted during the board announcement process.
5. Q: Will a regionalized position list be available at the time of application, similar to previous year LTC CSL boards?
A: No. The intent is to provide a geographical preference sheet as part of the application process. After the PD Selection Board, primary and alternate selections will be provided with a list of FY15 and FY16 vacancies by location which will be utilized in the slating process.
6. Q: Who will slate the selectees?
A: Slating will be conducted by a Board of Directors, comprised of the PMILDEP and PEOs/DPEOs, and will convene after the selection board. The slating will determine regional and at-large placement.
7. Q: If selected, can I decline?
A: Yes, you may decline without prejudice if you are selected and then slated to a geographical region which you did not choose. You may then compete again the following year if so inclined. However, if you are selected and slated to a geographic region/location you requested, but declined, you will be considered to decline with prejudice and will not allowed further consideration for PD.
8. Q: If selected for a PD outside my geographical region, how will that movement work?
A: Permanent Change of Station's, associated with PD assignment selection would be similar to the current LTC CSL process. You would pick a desired geographic location and have the ability to turn down (without prejudice) offers outside that area.
9. Q: Which PDs will be filled by this pilot board process?

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A: All PDs will be centrally selected. The pilot has been coordinated with PEOs to obtain initial Product Director Positions for FY15 and FY16. Additional positions will become available as the annual review process looks at PDs.

10. Q: Will Product Directors be three-year rotations like the CSL Product Manager assignments?

A: Yes the designed product director tenure is 3 years, but can be curtailed to 2 years or extended up to no more than a total 5 years. Product Director post-utilization will be centrally managed by the DACM Office or geographically by the PEO.

11. Q: Will a Product Director centralized position provide additional weighting on future boards?

A: As with any central selection, proper documentation on your ACRB, of any and all key acquisition and leadership positions is strongly recommended.

12. Q: If selected for a Program Director, what would the appointment timeline look like?

A: The intent is to announce the initial FY15 and FY16 PD slate NLT 28 Feb 2015. That would allow sufficient time for pre-utilization training and development prior to being assigned to the PEO which owns the PD. A tentative timeline, beginning with application and ending with appointment to PD slot, will be included on our website. This timeline will also include tentative post-utilization options and projected paths forward.

13. Q: Would PMT401 still be a requirement prior to entering position?

A: Yes. PMT 401 will be a requirement prior to reporting to the PEO for those selected by this first pilot board. Adjustments may be made to allow those PDs selected for ACAT III programs to attend like training (i.e. PMT 403).

Q: How about Pre-Command Course PCC?

A: No, this is not necessary for PDs.

14. Q: How will a Product Director's reporting/evaluation chain work?

A: The rating chain will be the same as a Product Manager. The rater will be the Project Manager or Project Director and the Senior Rater the PEO or DPEO.

15. Q: What is the difference between the PD and a PdM?

A: The PD's job description and PdM's job description will be like in responsibilities. PDs will lead one or more APMs and programs.

16. Q: What criteria will be utilized to select the best qualified applicants from the centralized PD Board?

A: Applicants going before the Product Director Board will be evaluated utilizing the same criteria as the PM CSL boards. Board members will evaluate each applicant's qualifications, competencies, experience, performance, and potential.

17. Q: How many Product Director positions will there be?

A: PD positions are being established through a review process with the PEOs and will be reviewed annually alongside the CSL/MAPL Review process. All PDs will meet a standardized definition. A

small percentage of PDs will be military only and filled through a nominative selection process. All civilian PDs will be centrally selected through the PD Selection Board process. The PMILDEP's vision is to develop a substantial number of centrally select Product Director positions throughout the PEOs to ensure we provide high performing civilians additional opportunities for development and growth to build a larger talent pool for future senior leader requirements.

18. Q: Is this program an intermediary step for gaining experience prior to becoming a PdM/PM since those types of assignments are so difficult to get as civilians?
A: The intent of centrally selected Product Director positions are to provide high performing civilians additional opportunities for development and growth to build a larger talent pool for future senior leader requirements. Although Product Directors and Product Managers are considered like in responsibility, civilians may continue to apply for other broadening opportunities such as the annual PM CSL Board.
19. Q: How will the Senior Rater Potential Evaluations (SRPE) be utilized to assist in the civilian development process?
A: SRPEs will eventually become mandatory for GS14/15 supervisors and managers with the goal being across the acquisition workforce from GS13 and above.
20. Q: Which PEOs or organizations will establish centrally selected PDs?
A: All PEO PDs will be centrally selected. Future coordination, with all organizations PEOs, will determine the final number of Product Director positions.
21. Q: What can I expect for post-utilization as I finish my 2-5 years as a PD?
A: Centrally Selected Product Directors can expect an 8-10 year timeline of broadening developmental experiences and training including the PD.
22. Q: Are the Project and Product Director positions interchangeable between military and civilians? For example our converted CSL COL position is currently designated as a non CSL COL. Could this position be filled with a civilian GS15?
A: Project and Product Director positions will go before the annual CSL/PD/MAPL review board. That body will recommend to the DACM what PDs should be filled by a centralized civilian selection or filled by a nominated military officer under a MAPL authorization and when that position should be filled. The DACM will be the final approval authority.