Contracting Career Model

Functional Experience | Broadening | Strategic Leadership | Senior Executive

Career Timeline: NH-02/GS7-11 → NH-03/GS12-13 → NH-04/GS14-15

Years of Service: 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

Leader Development

- Leadership (Foundation)
- Leadership (Intermediate)
- Leadership (Advanced)
- Senior Enterprise Talent Mgmt
- Leadership (Basic)
- Supervisor Development Course (SDC)

Acq Program Opportunities

- Defense Civilian Emerging Leaders Program (DCELP)
- Acquisition Leadership Challenge Program (ALCP) I
- Acquisition Leadership Challenge Program (ALCP) II
- Acquisition Leadership Challenge Program (ALCP) B
- Competitive Development Group/ Army Acq Fellowship (CDG/AAF) Program
- Acquisition Tuition Assistance Program (ATAP), School of Choice (SOC)(BA/BS/MA,MS), Naval Post Graduate School – Masters of Science in Program Management (NPS-MSPM), Student Loan Repayment Program
- Executive Leadership Development Program (ELDP)

Typical Assignments

- Contract Specialist
- Contract Administrator
- Contracting Officer
- Procurement Analyst
- Small Business Specialist

- Contract Administrator
- Procurement Analyst
- Supervisory Contract Specialist
- Contracting Officer
- Deputy Director of Small Business

- Supervisory Contract Specialist
- Contracting Officer
- Director of Contracting
- Director of Small Business
- Principal Assistant Responsible for Contracting (PARC)
- Head of Contracting Activity (HCA)

CAP/ KLP**

Critical Acquisition Position (CAP): All acquisition workforce supervisory positions in grades GS-14/NH-04 and above

- Senior Contracting Official
- Program Lead – Contracting Officer

Professional Competencies

- Pre – Award and Award
- Simplified Acquisition Procedures
- Small Business Socio-Economic
- Delivery Order/Task order
- Contract Administration
- Purchase Card

- All NH-02 Competencies +
- Develop/ negotiate positions
- Advanced cost/price analysis
- Contract Termination
- Procurement Policy

- All NH-03 Competencies +
- Negotiate Forward Pricing Agreements
- Contracting Officer authority
- Understanding of Service, Supply, Construction, and/or Major Weapon Systems contracts
- Activity Program Coordination

*DAWIA Cert Level I (Primary ACF) | *DAWIA Cert Level II (Primary ACF) | *DAWIA Cert Level III (Primary ACF)

DAWIA Cert Level I-III (Secondary ACF) | Army Acquisition Corps Membership (AAC)

CIV Ed Development

*BS Degree | Graduate Level Education (Business Discipline) | Senior Service College(SSC) or DAU-SSCF