Engineering 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

- ➢Engineer Intern
- ➢Project Engineer
- ➢Computer Engineer/Scientist
- ➢Operations Research Analyst
- ➢Software Engineer

- ➢Structures Engineer
- ➢Reliability Engineer
- ➢Designing Engineer
- ➢Cost Engineer
- ➢Lead Engineer
- ➢Sustainment Engineer

- ➢Technical Director
- ➢Senior Engineer
- ➢Product/Project Manager
- ➢DPEO/Technical Director
- ➢Chief Engineer/Lead Systems Engineer

CAP/ KLP**

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

➢Chief Engineer/Lead Systems Engineer

Competencies

- ➢Mission-Level Assessment
- ➢Stakeholders Requirements Definition
- ➢Requirements Analysis
- ➢Architecture Design
- ➢Implementation
- ➢Integration

- ➢All NH-02 Competencies +
- ➢Verification
- ➢Validation
- ➢Transition
- ➢Design Considerations
- ➢Tools and Techniques

- ➢All NH-03 Competencies +
- ➢Business Strategy
- ➢Technical Planning
- ➢Capture Planning and Proposal Process
- ➢Coaching and Mentoring
- ➢Managing Stakeholders

Professional Development

- *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

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