



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY**  
**ACQUISITION LOGISTICS AND TECHNOLOGY**  
**103 ARMY PENTAGON**  
**WASHINGTON DC 20310-0103**

**OCT 25 2014**

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**MEMORANDUM FOR U.S. Army Human Resources Command, Acquisition Management Branch**

**SUBJECT: Director, Acquisition Career Management (DACM) Fiscal Year (FY) 2015 Military Acquisition Assignment Guidance**

**1. References:**

a. HQDA Active Component Manning Guidance, 18 October 2012, HQDA EXORD 10-13 ISO HQDA FY13-15 Active Component Manning Guidance, Annex A.

b. Memorandum, Assistant Secretary of the Army (ASA), Acquisition, Logistics, and Technology (ALT), DACM, 17 December 2013, Subject: Updated Director of Acquisition Career Management Guidance Memorandum #10: Army Acquisition Corps Officer Assignment Flexibility.

c. Memorandum, ASA(AL&T), DACM, 3 July 2014, Subject: Army Acquisition Corps (AAC) Regionalization Policy: Rescinded.

**2. Purpose.** The purpose of the DACM Military Acquisition Assignment Guidance is to establish AAC assignment priorities, goals, policies and a talent management strategy.

**3. Manning Environment.**

a. The AAC remains in high demand, limiting our ability to fill all requirements. Therefore, I am establishing assignment priorities, strategies, and goals to support the Army priorities and the development of our Acquisition officers.

b. Our mission is to provide Soldiers a decisive advantage in any operation by developing, acquiring, fielding, and sustaining the world's best equipment and services and leveraging technologies and capabilities to meet current and future Army needs.

c. The AAC will work hard to do what is necessary to meet Army manning requirements. We must ensure we do so within the framework of a comprehensive talent management approach. I expect all officers to become an expert within a primary Acquisition Career Field first before considering to broaden into additional career fields.

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**4. Responsibilities.** The U.S. Army Human Resources Command (HRC), Acquisition Management Branch (AMB), is responsible to execute this DACM guidance.

**5. Assignment Priorities.**

a. **PRIORITY 1 (Fill to 100%):** Worldwide Individual Augmentation System (WIAS), Centralized Selection List (CSL) Key Billets, Special Operations Forces (SOF) Direct Support Units, Office of the Secretary of Defense (OSD), Department of the Army Inspector General (DAIG), Blackbook Nominations, ASA(AL&T) Staff, Office of the Chief of Legislative Liaison (OCLL), and the Expeditionary Contracting Command (ECC) for Korea/Kuwait/Qatar.

b. **PRIORITY 2 (Fill to 90% +/- 10%):** Headquarters, Department of the Army (HQDA) Staff, United States Army Acquisition Support Center (USAASC) and Program Executive Offices (PEO); Army Contracting Command (ACC), Special Operations Command (SOCOM), Advanced Civilian Schooling (ACS), Training with Industry (TWI), Missile Defense Agency (MDA), Defense Information Systems Agency (DISA), Training and Doctrine Command (TRADOC), and Army Test & Evaluation Command (ATEC).

c. **PRIORITY 3 (Fill to minimum of 80%):** Army Materiel Command (AMC), Defense Contract Management Agency (DCMA), U.S. Army Corps of Engineers (USACoE), Defense Logistics Agency (DLA), United States Military Academy (USMA), and the Intelligence & Security Command (INSCOM).

**6. Assignment Guidance.**

a. The DACM rescinded the Army Acquisition Corps (AAC) Regionalization Program Policy, dated 20 February 2013. AMB will strive to provide every FA51 officer the opportunity to serve for a minimum of 24 months in a Key Developmental (KD) assignment early in his or her acquisition career. Generally, CPTs and MAJs will receive 24 months assignments, and LTCs and COLs will receive 36-month assignments. Project Managers (PM) in ACAT I programs will serve 48 months.

b. AMB will initially assign newly assessed CPTs and MAJs, regardless of Acquisition Career Field (ACF), to a 24-month assignment with the focus on completion of a KD position.

c. Officers currently serving in positions that were previously considered regionalized are "grandfathered." AMB will centrally manage their follow-on assignments accordingly.

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d. After completion of a KD assignment, AMB will attempt to assign officers to a follow-on assignment at the same duty location to provide stability to the officer and reduce cost to the Army. There will be cases when follow-on assignments do not exist at the same duty location, or higher priority requirements result in an officer moving out of a geographic region. This is normal and all of our officers should manage expectations accordingly.

e. AMB will assign officers to broadening, developmental, or nominative assignments after completion of their KD assignment to facilitate career progression. In some situations, officers may have the opportunity for more than one KD assignment or an extended KD assignment. Follow on positions will take into consideration the goal to achieve Level 3 certification in the primary acquisition career field prior to below –the-zone consideration for promotion to LTC.

f. Nominative Positions.

(1) Nominative positions are available in each moving cycle. These positions are highly competitive. Officers desiring to compete for these assignments must have completed a KD assignment, completed the Intermediate Level Education (ILE)/Intermediate Qualification Course (IQC), and preferably have multiple acquisition assignments and a Master's Degree. Nomination sources include General Officers, members of the Senior Executive Service, the individual, and/or AMB.

(2) Typical nominative positions include: Department of the Army System Coordinator (DASC), Assistant Secretary of the Army (Acquisition, Logistics and Technology) ASA/ALT Staff, Department of the Army (DA) Staff (G1, G2, G3, G8), ASA (ALT) Integration Officer, HRC Assignment Officer, and U.S. Army Acquisition Support Center (USAASC) Proponent Officer.

(3) AMB will conduct a best qualified panel to select officers for available positions based on performance, skills, experience and education. The nominative slate will be vetted with gaining commands prior to its general release.

g. To ensure we employ an effective talent management strategy, AMB is responsible for filling specified Post-CSL LTC and COL positions as designated by the USAASC Army DACM Office and prioritized by the DACM.

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#### 7. ILE Attendance.

a. ILE venue of attendance is determined by a board that meets following the Army Competitive Category (ACC) Major's promotion board annually. The ILE board evaluates officers selected for promotion and determines the venue in which they will attend ILE in a designated calendar year (CY).

b. When AAC officers are board selected to attend ILE for a particular venue and CY, attendance takes precedence over other assignment and developmental considerations.

c. For additional information on ILE, visit:  
<https://www.hrc.army.mil/Officer/Intermediate%20Level%20Education>.

#### 8. Senior Service College Attendance.

a. Senior Service College (SSC) attendance is also determined by a board that meets annually. The SSC Board selects senior LTCs and junior COLs for resident attendance at a SSC the following calendar year (CY).

b. As with ILE, officers should attend an SSC venue in the specified CY as designated by the board. Officers selected to attend SSC while serving in their LTC CSL position should expect to curtail out of command when they complete 50% of their tour, if required to attend SSC. SSC takes precedence over O-6 CSL slating; therefore, officers will defer O-6 CSL if selected for both SSC and O-6 CSL, simultaneously. The DACM will approve all exceptions and waivers.

c. For additional information on SSC, visit:  
<https://www.hrc.army.mil/officer/senior%20service%20college%20--%20active%20component%20officers>

#### 9. Advanced Civil Schooling (ACS).

a. The Army's ACS program provides opportunities for officers to pursue advanced degrees at civilian universities offering resident programs on a full time, fully funded basis. This program is open to Acquisition Captains, Majors and junior Lieutenant Colonels; candidates should have history of strong performance that is competitive for future promotion and Centralized Selection List (CSL) selection. Officers within the

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contracting career field are encouraged to pursue graduate Business degrees under this program to ensure they meet the 24 semester hour business requirement. Officers within the program management career field are encouraged to pursue Science, Technology, Engineering, and Mathematical advanced degrees under this program. All officers must ensure achievement of 24 semester hours of business curriculum as this is a requirement for AAC membership.

b. For additional information on ACS, visit:

<https://www.hrc.army.mil/Officer/Advanced%20Civil%20Schooling%20Programs%20General%20InformationCandidate>.

10. Training With Industry (TWI).

a. The Army's TWI program is a 10-12 month work-experience training program designed to take selected officers out of the military environment and expose them to the latest commercial business practices, organizational structures and cultures, technology development processes, and corporate management techniques. This program is open to Acquisition Majors and junior Lieutenant Colonels; candidates should have history of strong performance that is competitive for future promotion and CSL selection.

b. For additional information on TWI, visit:

<https://www.hrc.army.mil/Officer/Advanced%20Education%20Programs%20AEP>

11. This assignment guidance supersedes previously published assignment guidance.

12. My point of contact is LTC Monique N. Rivera, Chief, Policy & Proponency Branch, U.S. Army Acquisition Support Center, commercial (703) 805-1248; or e-mail: [monique.n.rivera.mil@mail.mil](mailto:monique.n.rivera.mil@mail.mil).



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