Facilities 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

- ➢Facilities Management Specialist
- ➢Interdisciplinary Engineer
- ➢Construction Specialist
- ➢Realty Specialist
- ➢Operations Specialist

- ➢Facilities Program Manager
- ➢Team Leader
- ➢Construction Manager
- ➢Sustainment Specialist
- ➢Resident Engineer

- ➢Regional Director
- ➢District Director
- ➢Technical Director
- ➢Director of Public Works

CAP/ KLP**

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

No KLPs

Competencies

➢ Value and benefits of Earned Value Management (EVM) in the defense acquisitions process
➢ Interrelationship of each of the contract award processes and the role of post award contract administration.
➢ Facilities Engineering process as it relates to acquisition programs.
➢Concepts and impacts used in managing facilities sustainment, restoration, and modernization.
➢ Basic cost estimating techniques/tools used in managing facilities engineering projects.
➢ Environmental requirements addressed during the DoD facility life cycle.

➢ All NH-02 Competencies +
➢Contracting resources and capabilities available to perform contingency engineering.
➢ Roles and responsibilities in a Design-Build contract and in a Design-Bid-Build contract.
➢ Planning and programming documents for Military projects and Civil Works projects.
➢ Assess cost and schedule risks and associated root causes and plan to mitigate the risks identified.
➢ Evaluate operation readiness requirements across installations to assess capabilities and gaps of infrastructure.
➢ Demonstrate construction management skills and knowledge of commissioning and systemization processes.

➢ All NH-03 Competencies +
➢Risk management plans that describe the approach and effectively manage risk throughout the lifecycle of a project.
➢ Annual facility repair and modernization program, determining requirements, budgets, and priorities, to effectively and safely operate installation infrastructure.
➢ Evaluate applicable criteria for LEED, energy, safety codes, and standards for acquisition of real property facilities.
➢ Compare and contrast DoD requirements for various contract types, including construction, A-E services, other services, and supplies.

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