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**

KLP and Qualification Criteria and Policy Memo

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