Program Management 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

- Contracting Specialist
- Operations Research Analyst
- Design Engineer
- Software Engineer
- Test & Evaluation Analyst
- Equipment Specialist

- Program Analyst
- Project Engineer
- Program Integrator
- Integration Product/Project Lead
- Capability Test Team Chair
- Sustainment Engineer
- Assistant PM

- DPEO/Technical Director
- Product/Project Manager/Director
- Deputy Product/Project Manager
- Assistant PM (ACAT I/IA)

CAP/ KLP**

KLP and Qualification Criteria and Policy Memo

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

- Deputy Program Manager
- Program Managers (and ACAT II)

Competencies

- Management Process
- Information Management (IM)/Information Technology (IT)
- Systems Engineering
- Software

- Science and Technology Management
- Test & Evaluation (T&E)
- Life-Cycle Logistics (LCL)
- Overseeing Contracting Process
- Identify and Protect Technologies

- Business Cost Estimating and Financial Management
- Production Quality & Manufacturing (PQM) and Fielding/Deployment
- PM Professional Competencies

Professional Development

- *DAWIA Cert Level I (Primary ACF)
- *DAWIA Cert Level II (Primary ACF)
- *DAWIA Cert Level III (Primary ACF)
- Army Acquisition Corps Membership (AAC)
- DAWIA Cert Level I-II (Secondary ACF)

CIV Ed

- Bachelors Degree in Engineering, Systems Management, or Business
- Masters Degree in Engineering, Systems Management, or Business
- Senior Service College(SSC) or DAU-SSCF