S&TM 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

- Scientist Engineer
- Software Engineer
- Project Engineer
- Technical Director
- Program Lead – Senior Scientist

CAP/ KLP**

- Critical Acquisition Position (CAP): All acquisition workforce supervisory positions in grades GS-14/NH-04 and above
- No KLPs

Competencies

- Core Communications Skills
- Audience-Focused Communication
- Technical Contributions

- All NH-02 Competencies +
- Strategic Planning
- Scientific Contributions
- Team Building

- All NH-03 Competencies +
- Portfolio Development
- Professional Character
- Workforce Development
- Influence

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