# Test & Evaluation 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

- Test Engineer
- Test Pilot
- T&E Analyst
- Test Officer

- Lead Test Engineer
- Lead Simulator Engineer
- System Evaluator
- Chief Test Engineer
- Chief Test Officer
- Chief Test Pilot

- Chief Developmental Tester
- Chair, T&E Working-Level IPT
- Assistant PEO for T&E
- APM for T&E
- Director, Flight Test Engineer
- Portfolio Manager
- Test Director/Manager

## 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 Developmental Tester

## Competencies

- Risk Identification
- Capabilities Assessment
- Test Cost Estimating
- Coordination of T&E Activities and Events
- Test Readiness

- All NH-02 Competencies +
- Determination of Test Adequacy
- Validation of Test Results
- Technical Reviews
- Data Management
- Data Reduction and Assimilation

- All NH-03 Competencies +
- External Awareness
- Critical Thinking
- Leadership and Management
- Professional Ethics
- Technical Credibility

## 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

- *Associate Degree (Any Discipline)
- *BS Degree (Any Discipline)
- *BS or MS Degree (In Technical or Scientific Discipline)
- Senior Service College(SSC) or DAU-SSCF