

Army Director, Acquisition Career Management (DACM) Office



## Civilian Leader Opportunity

### The Army Acquisition PROJECT Director Board FY16 Announcement

Announcement Opening Date: 30 November 2015

Announcement Closing Date: 7 January 2016

FY16 Board: 2-5 February 2016

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The U.S. Army Acquisition Support Center (USAASC) Army DACM office is pleased to announce the FY16 PROJECT Director Selection Board.

This is an opportunity to compete for a centrally selected PROJECT Director position within one of the Army's Program Executive Offices. All Army Acquisition Workforce (AAW) professionals, GS15 or broadband equivalent who are Acquisition Corps members and Level III Program Management DAWIA certified are eligible to apply.

#### **General Program Information**

Talent management is a critical function. Identifying, growing and developing our future civilian leaders is essential to the success of our acquisition programs. Civilian talent management must be a deliberate and coordinated process to optimize leader development practices and align talent with current and future Army requirements.

As part of the continuing AAW Talent Management strategy, all Army Program Executive Office Product and Project Directors will be filled with centrally selected civilians only.

A PROJECT Director (PD) is defined as a leader for an Army acquisition system or program management office (PMO) designated by the Assistant Secretary of the Army, (ASA), Acquisition, Logistics and Technology (ALT)/Army Acquisition Executive (AAE)

and managed by the Army DACM. This position is based upon the management level of intensity (Acquisition Category, funding profile, complexity, responsibility, span of control and life cycle phase of the program) the Army assigns to a particular weapon system or information system, but generally will be either an acquisition effort that is not a program of record or is a program of record that is post milestone C and still has cost, schedule and performance responsibilities. A PROJECT Director is a GS15, or the broadband/payband equivalent and will be subordinate to a PEO.

PROJECT Director positions are designated/validated by an annual ASA(ALT)/AAE Review Board (Centralized Selection List (CSL) Project or Product Manager/ Military Acquisition Position List (MAPL)/ Product or Project Director Review) and will be filled through this annual Centralized Selection Board process. This process utilizes standard criteria to evaluate each program for cost, schedule, performance, funding profile, ACAT level and complexity, to delineate between project/product managers and project/product directors. Current PD positions not validated by the review board will be designated as a Project/Product Lead.

The PROJECT Director centralized selection board for FY16 will be the initial board for centrally selected GS15 or broadband equivalent acquisition civilians. It will be conducted in the same manner as the COL/GS15 CSL Project Manager board. The results of the PROJECT Director centralized selection board will be forwarded to the DACM for slating by a board of directors (BOD) consisting of the DACM, Deputy DACM (DDACM), and PEOs/DPEOs.

There are two PROJECT Directors scheduled to be slated in FY16. Applicants will specify the order of preference if they were to be selected. PDs may decline without prejudice and compete again in future years.

FY16 vacancies will be published to the USAASC/Army DACM web site. Go to <http://asc.army.mil/web/dacm-office/> and look for the Project Director vacancies.

PROJECT Director selectees are required to attend PMT 401/402 as well as any other training determined by the Army DACM Office prior to assuming their position. The designated PROJECT Director tenure is three (3) years, but may be curtailed to two (2) years or extended to five (5) years based on Army, program or individual needs.

Post utilization is an integral piece of an effective talent management strategy. Centrally selected PROJECT Directors can expect a multiple year timeline of education, training and broadening/developmental experiences. At any time, PROJECT Directors may opt to compete for any position within the AAW. Post utilization of PROJECT Directors may include a variety of senior leader training opportunities, i.e., AAE directed assignment to an Army or Joint Staff high priority mission area; PEO leadership broadening assignment; Training with Industry Assignment; or one of several other broadening developmental assignments.

All leaders should encourage their high potential/high performing GS-15 (or broadband equivalent) acquisition civilians to apply. Civilians applying for consideration to the FY17 CSL PM Boards are encouraged to also apply for this board. The Army DACM Office will work with those civilians to ensure all application requirements are met.

### **Eligibility Criteria**

Applicant must meet **ALL** of the following requirements:

- Be a permanent Army acquisition civilian in a career/career conditional appointment in the grade of GS-15 (or broadband equivalent);
- Be a current Army Acquisition Corps member;
- Be level III certified in the program management career field. Certification status must be reflected in Section X of the Acquisition Career Record Brief (ACRB).

### **How to Apply**

- Application must be submitted by the closing date of **7 January 2016**. Incomplete applications will be ineligible for consideration and will not be submitted to the FY16 PROJECT Director Centralized Selection Board.
- Applications are an automated on-line process using AAPDS within the Career Acquisition Management Portal (CAMP)/Career Acquisition Personnel and Position Management Information System (CAPP MIS) at website: <https://rda.altess.army.mil/camp/>. Some information will be a fill-able PDF and some information must be uploaded.
- To access AAPDS, login to the Career Acquisition Management Portal at <https://rda.altess.army.mil/camp/>. Then, click “Career Acquisition Personnel and Position Management Information System (CAPP MIS)”.
- Once in CAPP MIS, click the “AAPDS” tab, and select the “Apply” link.
- Select the event titled “**FY16 PROJECT Director Centralized Selection Board Announcement**”.

### **Application Details.**

- **Acquisition Career Record Brief (ACRB):** Ensure your ACRB is accurate prior to submitting your application. Your ACRB must reflect any and all degrees and certifications you have obtained. Applicants may update and correct specific fields of their ACRB using the edit ACRB functions within CAPP MIS.

- **Resume:** Cut and paste your most current resume in the resume section. It must be no more than 20,000 characters. Ensure experience descriptions and dates match those in the ACRB.
- **Last three (3) performance evaluations:** Upload your last three AcqDemo (CCAS) performance evaluations. If you have less than 3 AcqDemo evaluations, load up to three other (i.e. TAPES, LabDemo, etc.) evaluations to meet the three total evaluations.
- **Senior Rater Potential Evaluation (SRPE):** Ensure that your most recent SRPE is in the system. To view more information on the SRPE and how to complete, visit <https://rda.altess.army.mil/camp/apps/cappmis/modules/srpe/index.cfm>? Your most recent SRPE must have an end date within one (1) year of this FY16 PROJECT DIRECTOR announcement close date.
- **PROJECT Director Preference Sheet:** Go to <http://asc.army.mil/web/career-development/prod-dir/> to download the PD Preference Sheet. Fill out, sign, date and upload form.
- All documents must be completed and the entire application submitted in AAPDS by the announcement closing date or the individual will not be considered. Army acquisition workforce professionals who apply with sufficient lead-time before the closing date of the announcement will be notified if their application is incomplete. Those applicants will be given the opportunity to submit the necessary documentation prior to the closing date of the announcement.
- An accurate work number and valid official email address must be on your application.

### **Additional Details**

- Selection Board Process.

(1) All applicants will receive fair and equitable evaluation under the announcement and board process in accordance with established standards outlined in a Board Memorandum of Instruction and Department of the Army selection board requirements.

(2) The Army DACM Office receives and reviews all submitted applications for completeness and eligibility. All eligible applications are forwarded to the Centralized Selection Board for review and selection recommendations. The Centralized Selection Board will compile a primary and alternate list and forward that to the DACM for slating.

- PROJECT Director Slating.

(1) Slating will be accomplished by a board of directors (BOD) consisting of the PEOs/DPEOs, the DACM and the DDACM following the centralized selection board. Preferences submitted by the selectees will be considered by the BOD.

(2) If selected for a position outside of an applicant's assigned geographical region, a Permanent Change of Station (PCS) will be authorized for selectees who accept the position, similar to the current CSL process.

(3) The DACM will approve the final slating.

- Notification & Acceptance.

(1) Upon approval of the PROJECT Director Slate, the results will be released and each selectee will be personally notified of their selection and slating. Alternates and Non-Selects will also be notified.

(2) Upon notification, selectees must acknowledge receipt of acceptance via email or phone within 14 business days to the Army DACM Office. The selectee must ensure that ACRB contact information is current. Board selectees may decline without prejudice and compete again in future years.

(3) If selected for a CSL Project Manager, the CSL position takes precedence.

(4) PROJECT Director assignments will be executed utilizing lateral reassignment actions.

### **Additional Information and Guidance**

- The announcement will be posted on the USAASC/Army DACM Office web site at <http://asc.army.mil/web/dacm-office/>.
- Frequently Asked Questions and additional information may also be found on the USAASC/Army DACM Office website.
- Contact Mr. Jack Kendall, email: [john.f.kendall.civ@mail.mil](mailto:john.f.kendall.civ@mail.mil) or commercial: (703) 805-9436 for additional assistance and information.