Civilian Contracting Career Model

April 2016

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)

Acquisition 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
- Executive Leadership Development Program (ELDP)
- 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) or Master of Science in Contract Management (MSCM), Student Loan Repayment Program

Typical Assignments

- Contract Specialist
- Contract Administrator
- Contracting Officer
- Procurement Analyst
- Small Business Specialist

- Contract Administrator
- Procurement Analyst
- Supervisory Contract Specialist
- Contracting Officer
- Deputy Director of Small Business

- Supervisory Contract Specialist
- Contracting Officer
- Director of Contracting
- Director of Small Business
- Principal Assistant Responsible for Contracting (PARC)
- Head of Contracting Activity (HCA)

CAP/ KLP**

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

Key Leadership Positions (KLP):
- Senior Contracting Official
- Program Lead – Contracting Officer

ACF Competencies

- Acquisition Workforce Qualification Initiative (AWQI) Homepage, AWQI eWorkbook Download and User Guide

Professional Development

- Continuous Learning Points (CLPs) 80 CLPs required every two years to maintain acquisition relevancy
- *DAWIA Cert Level I (Primary ACF) and recommended core plus training
- *DAWIA Cert Level II (Primary ACF) and recommended core plus training
- *DAWIA Cert Level III (Primary ACF) and recommended core plus training
- DAWIA Cert Level I-III (Secondary ACF)
- Army Acquisition Corps Membership (AAC) GS-13 and above eligible

CIV Educ.

- *BS Degree
- Graduate Level Education (Business Discipline)
- Senior Service College(SSC) or DAU-SSCF

* Indicates Mandatory Requirement
** ACAT I/IA

For more information, visit Army DACM Office

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