Civilian Facilities Engineering 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), Student Loan Repayment Program

Typical Assignments

- Facilities Management Specialist
- Interdisciplinary Engineer
- Construction Specialist
- Realty Specialist
- Operations Specialist

- Facilities Program Manager
- Team Leader
- Construction Manager
- Sustainment Specialist
- Resident Engineer

- Regional Director
- District Director
- Technical Director
- Director of Public Works

CAP/ KLP**

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

Key Leadership Positions (KLP):
- None

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 (Technical or 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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