Civilian Production, Quality, and Manufacturing Career Model

April 2016

Functional Experience → Broadening → Strategic Leadership

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), Core Development Guide Training, Naval Post Graduate School (NPS), Training with Industry (TWI), Degree Completion Programs – School of Choice (SOC)(BA/BS/MA,MS), Training and Experience (AETE), Student Loan Repayment Program

Typical Assignments

- Industrial Specialist
- Engineer Quality Assurance Specialist
- Quality Assurance Specialist
- Manufacturing System Analyst
- Business/Industrial Specialist

- Supervisory Quality Manager
- Quality/Production Team Lead
- Quality Assurance Supervisor
- Supervisor Quality Assurance Engineer

- DEPOT Director
- Division Chief
- Quality Assurance Director
- Depot Quality Assurance Director

CAP/ KLP**

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

Key Leadership Positions (KLP):
- Program Lead – Production, Quality, and Manufacturing

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 Requirements
**ACAT I/IA

For more information, visit Army DACM Office

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