Civilian Program Management 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

Enter from another ACF into PM

- Contracting Specialist
- Operations Research Analyst
- General Engineer
- Software Engineer
- Test & Evaluation Analyst
- Logistics Mgmt Specialist

- Program Analyst
- Project Engineer
- Program Integrator
- Integration Product/Project Lead
- Capability Test Team Chair
- Sustainment Engineer
- SAM or Assistant PM

- DPEO/Technical Director
- Product/Project Manager/Director Lead
- Deputy Product/Project Manager
- Assistant PM (ACAT I/IA)

CAP/ KLP**

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

Key Leadership Positions (KLPs):

- PEOs/DPEOs
- ACAT I & II CSL PMs
- ACAT I DPMs

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-II (Secondary ACF)
- Army Acquisition Corps Membership (AAC) GS-13 and above eligible

CIV Educ.

- Bachelors Degree in Engineering, Systems Management, or Business
- Masters Degree in Engineering or STEM, Systems Management, or Business
- Senior Service College(SSC) or DAU-SSCF