Civilian Test & Evaluation 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

Senior Executive

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

- Test Engineer
- Test Pilot
- T&E Analyst
- Test Officer

- Lead Test Engineer
- Lead Simulator Engineer
- System Evaluator
- Chief Test Engineer
- Chief Test Officer
- Chief Test Pilot

- Chief Developmental Tester
- Chair, T&E Working-Level IPT
- Assistant PEO for T&E
- APM for T&E
- Director, Flight Test Engineer
- Portfolio Manager
- Test Director/Manager

CAP/ KLP**

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

Key Leadership Positions (KLP):
- Chief Developmental Tester

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.

- *Associate Degree (Any Discipline)
- *BS Degree (Any Discipline)
- *BS or MS Degree (In Technical or Scientific Discipline)
- Senior Service College(SSC) or DAU-SSCF