



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
PROGRAM EXECUTIVE OFFICE  
INTELLIGENCE, ELECTRONIC WARFARE AND SENSORS  
Aberdeen Proving Ground, MD 21005

**SEP 15 2015**

SFAE-IEW

MEMORANDUM FOR Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology) (ASA(ALT)) (SAAL-ZA), 103 Army Pentagon, Washington, DC 20301-0103

SUBJECT: Product Management Office Professional of the Year Award (O5 Level)

1. It is with great pleasure that I endorse the nomination of LTC Kevin S. Chaney, Product Manager for Aircraft Survivability Equipment Countermeasures, Project Management Office for Aircraft Survivability Equipment, for the 2015 Product Management Office Professional of the Year (O5 Level).
2. LTC Chaney remained focused on his MS B goals regardless of midstride DoDI, AR and budgetary changes. He and his team worked multiple lines-of-effort throughout the source selection process to ensure that a 4QFY15 MS B decision could be met.
3. LTC Chaney's efforts and accomplishments thus far, will continue to provide critical lifesaving equipment to our Soldiers serving in Afghanistan and other contingency operations around the globe. This dedication ensures that countermeasure systems remain interoperable and relevant against new and emerging threats.
4. The point of contact is Pat San Agustin, commercial 443-861-7778, email: [patricia.a.sanagustin.civ@mail.mil](mailto:patricia.a.sanagustin.civ@mail.mil).

A handwritten signature in black ink, appearing to read "Stephen E. Kreider".

STEPHEN E. KREIDER  
Program Executive Officer

Intelligence, Electronic Warfare and Sensors

***Assistant Secretary of the Army for Acquisition, Logistics, and Technology***

***2015 Army Acquisition Executive's (AAE) Excellence in Leadership Award***

**Nominating Organization:**

COL Jong Lee  
Project Manager Aircraft Survivability Equipment  
6726 Odyssey Drive NW  
Huntsville, AL 35806-33006  
(256) 955-0599 (o)  
(256) 783-0268 (bb)  
jong.h.lee4.mil@mail.mil

**Nomination Submission POC:**

John Valentine  
Operations Lead  
(o) 256-842-3883  
john.e.valentine4.ctr@mail.mil

**Name, Grade, and Position Title of Nominee(s):**

Kevin S. Chaney, O-5, Product Manager for Aircraft Survivability Equipment Countermeasures

**Nominee Employing Organization:**

Project Management Office for Aircraft Survivability Equipment

**Nominee Business Address:**

6726 Odyssey Drive NW  
Huntsville, AL 35806-33006

**Army Acquisition Executive's (AAE) Excellence in Leadership Award for**

- Logistician of the Year
- Business Operations Professional of the Year
- Contracting Battalion/DCMA Team of the Year
- Contracting Brigade/DCMA Team of the Year
- Contracting Professional of the Year
- Contracting NCO of the Year
- Engineer and System Integrator of the Year
- Science and Technology Professional of the Year

- Defense Exportability and Cooperation Professional of the Year
- Acquisition Support Professional of the Year
- Product Management/Product Director Office Team of the Year (05 Level)
- Product Management/Product Director Professional of the Year (05 Level)
- Project Management/Project Director Office Team of the Year (06 Level)
- Project Management/Project Director Professional of the Year (06 Level)

**Summary**

- Nominee Summary for the Web-based call for nominations application (**300 characters**):

LTC Chaney led a diverse workforce throughout the source selection process to ensure that a 4QFY15 MS B decision for an ACAT ID program could be met. Demonstrating great innovation, responsiveness, and agility, he ensured a best value, world-class product for our Soldiers.

- See the attached Summary of Accomplishments.

## AAE Excellence in Leadership Award

### **Product Management Office Professional of the Year Award (O5 Level) Narrative**

**Overview:** LTC Kevin Chaney has served as the Product Manager for Aircraft Survivability Equipment Countermeasures since July 2013. His portfolio consists of two ACAT I programs: the Advanced Threat Infrared Countermeasure (ATIRCM), which is post-MS C; and the Common Infrared Countermeasure, which recently completed MS B. LTC Chaney's functional area specific achievements will be highlighted throughout this narrative and center on the selfless service, uncompromising professionalism, and commitment to his team required to bring CIRCM through MS B. The culmination of his efforts, the contract for the CIRCM EMD phase, was awarded on 28 Aug 2015.

#### **Criteria: Support the ASA(ALT) Priorities**

*Soldier Focused with Best Value in Mind* – The CIRCM EMD contract has 14 separate options that can be exercised based on the necessity to address additional threats or new operating environments. These options posture the CIRCM program and the Original Equipment Manufacturer to quickly react to the user's needs without wasted time and effort establishing/negotiating the terms. Furthermore, the Product Office leveraged the competition between two highly-qualified vendors to maximize Government Purpose Rights, select the best approach to address emerging threats, and saved the USG over \$220M in the EMD contract.

Drawing from the history and learning experience with the Advanced Threat Infrared Countermeasures program (ACAT IC), the CIRCM team is using a hybrid contracting approach (CPFF for NRE; FPIF for hardware; and FFP for the Software TDP) to handle current and emerging threats. The CIRCM team has also planned for hardware and software technology refreshes every five years to maintain relevancy to emerging threats and has postured the program to make effective use of Performance Based Logistics as its preferred sustainment strategy. This contracting strategy allows for flexibility to address emerging threats while benefiting from current best practices.

#### **Criteria: Demonstration of Leadership**

*Collaboration and Mentorship* – The MANPAD threat to Army Aviation is a constantly evolving challenge. One way that LTC Chaney strives to maintain overmatch capability is through internal and external engagements. By having team members engage the user, HQDA, ASA(ALT), CERDEC, DIA, and the other Services, LTC Chaney developed a collaborative product with growth potential to handle current and emerging threats. These multi-front engagements are a success as the result of a great deal of organizational communication and empowering individuals with an understanding of our goals.

Collaboration is important, but team members must understand the Army processes and direction in order to have a positive impact. LTC Chaney mentored young leaders by involving them in Senior Leader meetings. As the team marched to the MS B DAB, young leaders were often involved in meeting planning sessions with the DASC, meeting execution, writing the EXSUMs, and completing assigned tasks after the meeting. Additionally, LTC Chaney sent two civilian and one military APM to serve in the DASC

## **AAE Excellence in Leadership Award**

position to accelerate their learning and give them a better understanding of Army acquisition processes.

### **Criteria: Product Management Specific Criteria**

*Overcoming Significant Challenges / Delivering a Best Value Capability* – As the Product Manager for the Army's first Critical Intelligence Parameter (CIP) breach program, LTC Chaney helped define the Department's policy to address an evolving threat issue by focusing on incremental portfolio solutions by directing the use of a currently available capability (flares) as a temporary solution until a laser-based countermeasure is matured. Additionally, LTC Chaney is tying in Intel assessments to backwards plan for maturation of S&T efforts. Finally, CIRCM was an original participant in the Defense Export Features (DEF) initiative. LTC Chaney incorporated DEF options into the EMD contract without giving an advantage to either vendor.

Aircraft Survivability Equipment plays a critical role in protecting our air crews and two key areas of concern are always weight and reliability. LTC Chaney incorporated TPIs for A-kit weight and reliability into the CIRCM EMD contract. LTC Chaney chose to incorporate TPIs for these critical areas in order to tie the risk area to vendor profits thereby motivating the vendor with the potential to earn near-term profit while delivering long term life cycle cost savings to the government.

*Promoting a Culture of Professionalism and Teamwork* - The Countermeasures Product Office is comprised of a number of very experienced individuals applying their extensive knowledge and diverse backgrounds in support of the CIRCM program. LTC Chaney led this diverse team in the successful completion of many incredible accomplishments. During the last Fiscal Year, the team was able to close out a Bridge Activity with two competing vendors, complete all necessary Milestone B (MS B) documentation, complete an Independent Technology Readiness assessment, effectively manage a Seeker Bowl test to evaluate flare effectiveness, complete the Army's first CIP breach, and complete the MS B Defense Acquisition Board (DAB) process. Additionally, a large portion of the team was participating in a Source Selection Evaluation Board (SSEB) that resulted in very positive reviews from the AAE and the ASD(A) and ultimately resulted in the award of an Engineering and Manufacturing Development (EMD) contract. This myriad of accomplishments would not be possible without a highly motivated, professional leader focused on the development of an incredible team.

LTC Chaney made significant contributions to Army Acquisition throughout FY15. His outstanding contributions and exceptional leadership were evident in the many innovations and best practices that were used to develop a world-class countermeasure program and an outstanding workforce. LTC Chaney performed at a level well above his peers and is truly worthy of the AAE's Product Management Office Professional of the Year Award.