Senior Army Workforce

Army Civilian Leaders of Today and Tomorrow

Adaptable, Reliable, Accountable – Relevant & Ready

Army's Big Picture

The Army's future force is lighter, faster, flexible and more capable of responding to multiple missions and threats across the globe. As more military are assigned to the operational force, more civilians are taking over many duties currently performed by uniformed Soldiers. Investment in development of civilian leaders is critical to the Army's mission success.

What Is The Senior Army Workforce (SAW)?

The Senior Army Workforce is a concept developed from the Civilian Personnel Management System (CPMS) XXI study and designed with an understanding of the mission needs of the future Army. Senior leadership has established immediate focus areas for the Army. "Prepare future generations of senior leaders" is described as the "Bench" that will help to identify and prepare Army leaders for key positions within joint, interagency, multinational and Service organizations. SAW is an answer to that immediate focus area in the form of centrally managed and developed Army civilian leaders.

SAW uses drivers from the studies, panels and single variants that all point to certain common trends that must be addressed - aging civilian workforce, the lack of focused development for leaders and limited central capability to expedite hiring. It is a program designed to fulfill the need for a civilian workforce that can keep pace with a relevant and ready Army much like active duty military officer career development.

SAW Mission

To provide the Army with multifunctional civilian leaders in support of the Soldier, the Army and the Nation.

SAW Vision

To have world class leaders with multiple and integrated skill sets, capable of transforming to a changing Army mission, and competitive with the nation's best.

For The First Time . . .

- **Centralized, Structured Training and Development:** Encompassing overhaul of existing civilian leader management strategies including policies and procedures.
- **Civilian Leader Focus:** A fully-resourced system to develop Army Civilian Leaders of today and tomorrow to meet the Army's evolving needs.
- **Right Person, Right Skills, Right Place, Right Time:** The Army will be able to align its human capital with its functional requirements.

Who Will Be In The SAW?

The SAW membership will consist of approximately 17,000 civilians in grades GS 12-15 and equivalent and who are team leaders, supervisors, managers and program managers. Anyone who meets the above criteria can be a member. The program will be phased in and begin with GS-15's, and includes the Management Development Group (MDG), and non-supervisory GS 12-15's and equivalent, who will serve as the SAW's feeder group.

What Is The SAWMO?

The SAW will be managed by the Senior Army Workforce Management Office (SAWMO), aligned under the US Army HR Command. The SAWMO will ensure complete implementation with National Security Personnel System (NSPS).

How Will The SAW Work?

The four key components of the SAW are:

Central Management

- The mechanism that will strategically allocate resources to ensure fair and equitable development of high-performing leaders.
- Global career enhancing opportunities in line with the Army's mission.
- Central selection will provide a system where all boards (promotions, external candidate boards and accessions) follow existing Secretary of the Army board procedures.
- Accession boards will be held for selection into the MDG and selection into the SAW.
- Right person, right place, right time to meet the Army's needs.

Multifunctional Career Tracks

- Broader categories of career specialties with common core competencies.
- Multi-skilled leaders will have the ability to manage a number of broad-based functional and mission areas as a result of their planned training and development.

Competency-Based System

- Designed to promote, assess, develop, select and assign SAW members based on an individual's demonstration of prescribed competencies within a career track.
- Facilitates flexibilities in NSPS design.
- Holistic view of an individual's capabilities and potential.

Training and Development

- A culture of continuous learning that will enable the Army to attract and retain the best and brightest people.
- Structured, resourced leader development.

Why Does The Army Need The SAW?

Recruit & Retain: Create a work environment where leaders are responsible for cultivating opportunities for professional development where good performance is rewarded.

Invest In Today: Build leaders of today and tomorrow within the civilian workforce through focused education, training and leader development.

Plan For The Future: Establish for the first time centrally-developed and managed civilian leaders that are aligned to the Army's mission.

For more information about SAW, visit our website at http://cpol.army.mil/