The Changing Environment

An Army in Transition

- Reductions in Overseas Contingency Operations
- Budget reductions during challenging economic times
  - Program prioritizing and cost saving decisions
- Reducing the Army End Strength
  - 570K to 490K
- Sec. Army Directed Growth in Contracting
  - FY13-17
- Acquisition Corps Career Development Evolution
  - DA PAM 600-3, Chpt 42 re-write

How does this affect you?

- Anticipated lower promotion rates expected to continue
- Possible reorganization and/or consolidation efforts
  - CSL and MAPL changes
- Career Development changes
  - AAC Officers grounded in either Program Management or Contracting
  - Certification Goal: Level 3 certification in primary ACF PRIOR to LTC
Outline

- Acquisition Management Branch
- Army Acquisition Corps
- Career Development Changes
- 2012 Training With Industry
- Final Thoughts

Remember, “TRUTH” has a Date/Time Group. This information is good as of TODAY!
Mentor and assign acquisition professionals to developmental and leader positions within the Acquisition Corps as a force multiplier to research, procure and field defense acquisition programs.

MISSION

FOCUS

- Accomplish the mission of HRC and ASA(ALT)
- Sustain the institution as a viable warfighter organization
- Ensure for the well-being of our people both military & civilian

ENDURING PRIORITIES

- Support the Warfighter
- Develop the Workforce
- Care for People
AMR Responsibilities

- Accessing officers into FA 51 (Acquisition Corps)
- Serving FA51 officers CPT through COL as:
  - Assignment officers (assign officers to MAPLs, Cut RFOs)
  - Career Counselors (professional timelines, strength of file review, certification and career goals)
- Support DA Secretariat selection boards (Promotion, CSL, CFD)
- Coordinating specialized acquisition training (e.g. PCC, PMT-401)
- Processing Acquisition Corps Memberships
- Certifying officers in acquisition career fields in accordance with the Defense Acquisition Workforce Improvement Act (DAWIA)
- Synchronize efforts with and execute policy of Acquisition Support Center
Key Relationships

OASA (ALT)
Asst. Secretary of the Army
Acq., Logistics & Technology
and
Army Acq. Executive (AAE)
SES Position

OASA (ALT)
Principle Military Deputy
(MILDEP)
and
Dir., Acq. Career Mgmt
(DACM)

Secretary of the Army

Chief of Staff of the Army

HQDA, DCS G-1

CG, HRC

Officer Personnel Mgmt Division

Force Sustainment Division

Acq. Management Branch

Acquisition Support Center
(PROPONENT)

Keepers of the MAPL
Army Acquisition Corps (FA51) Composition
AAC (Military) Composition

**Acquisition Workforce**
- Total workforce ~40,000 (Military and Civilian)
- Military only 1730*

*As of: Apr 2012
FY13 MAPL (Non-CSL) Distribution

By Acquisition Career Field (ACF)

- MAPLs will no longer be coded as 51T (Test & Eval) they are 51A
- All LTC and COL MAPLs are coded as 51Z (General Acquisition)

Source of data: FY 13 MAPL, Apr 2012
Acquisition Officer Professional Development and Career Management
Command Billets vs. Key Billets: “All Army Acquisition Corps CSL positions are designated as CSL-Key Billets (CSL-KB) who represent the AAC top leaders.”

Designation of CAP/KLP/CSL: “CAPs are designated by the Army Acquisition Executive (AAE) based on criticality of the position to the acquisition program, effort or function supported.”

Accessions Expansion (FD, VTIP, XTP): “AHRC executes three primary methods of accessions into the U.S. Army Acquisition Corps:” VTIP is the becoming the emerging trend for primary accessions.

Army Acquisition Center of Excellence: “Courses taught at the Acquisition Center of Excellence (AACoE) in Huntsville, AL represent the initial professional military education required for FA51 officers.”

Policy & Definitions

Military Acquisition Career Fields (ACFs): “Through developmental and key developmental assignments, FA 51 officers will become grounded in either Program Management or Contracting ACFs.”

Developmental, Key Developmental, Broadening Assignments: “Developmental assignments expose an acquisition officer to a full spectrum of experiences within their primary ACF to become technically proficient.”

ACS/Tuition Assistance: “Eligible officers pursuing off duty undergraduate or graduate civilian education courses may apply for tuition assistance under the provisions of AR 621-5.”

Joint Qualification System: “The Joint Qualification System acknowledges both designated joint billets as well as experience-based joint duty assignments in contributing to the development of joint qualified officers.”
• DACM Guidance Memo #10
  – Addresses previous multifunctional certification goal of 2 ACFs
    • DACM Memo #2 (20 Aug 07)

• AAC continues to evolve for purpose of improving its support of the Army’s mission

• DACMs goal is to develop officer corps with the right mix of skills and experiences through deliberate career progression
  – Key Developmental
  – Developmental
  – Broadening
• Reinforces mandate to become an expert in an ACF and multi-functional broadened
  – Develop multi-functional AAC Officers sequentially
    • Level 3 certification in primary ACF (A or C) before promotion to LTC
    • Follow with Broadening assignments to widen knowledge and skills
      – Expand experience
      – Increase acquisition skills and technical proficiency
    • Re-greening opportunities to refresh exposure to current TTPs
FY12 TWI and Post Utilization
**FY12 TRAINING WITH INDUSTRY**

<table>
<thead>
<tr>
<th>FY12 TWI SELECTEE</th>
<th>COMPANY</th>
<th>LOCATION</th>
<th>Potential Post Utilization Assignment*</th>
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<td>Boeing</td>
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<td>PEO Missiles &amp; Space; DCMA</td>
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</table>

* Post TWI Utilization Assignment Concept Plan. Post tour assignment dependent on officer professional development and skills/experience.
Final Thoughts

- Set personal and professional goals
  - There is no ONE yellow brick roads to success
  - Maintain situational awareness
  - Think in terms of growing technical skills and acquisition competencies

- Bottom Line: Performance Matters!
  - Do well in every assignment and make every OER count
  - Maintain a competitive file

- Raters and Senior Raters
  - Enumerate/stratify your officers in their OERs and counseling's
    - i.e.: Top 10% LTC in a mature population
    - #2 of 10 LTCs I senior rate
    - The best MAJ in my organization
  - Talk to and counsel your officers

Keep updated by talking to you Assignment Officer and visiting AMBs and ASCs websites!