



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

The Office of the Army Director for Acquisition Career Management (DACM) is responsible for the career development and the certification (training, education and experience) of the Army Acquisition Workforce.

Upcoming Training Announcements

- ▶ **DAU-Senior Service College Fellowship**
Announcement closes 2 April
- ▶ **Naval Post Graduate School - Masters of Science in Program Management**
Announcement closes 18 March
- ▶ **Acquisition Tuition Assistance Program**
Announcement opens 28 April

Civilian Centralized Selection List (CSL) applications:

More is not necessarily better.

This is the third in a series of articles on civilian CSL Product/Project Manager (PMs) and Acquisition Directors. While the second article in the **November 2013, Issue 5**, addressed the importance of the “diversity of success,” this article focuses on the CSL board package and differences between civilian and military CSL applications.

Current CSL Application Documents

Documentation	Civilian	Military
Experience	Resume and Acquisition Career Record Brief (ACRB)	Officer Record Brief (ORB) Officer Evaluation Report (OER)
Commendations	Award Certificates	ORB
Performance	6 Appraisals	OER
Potential	Senior Rater Potential Evaluation (SRPE)	OER
Other	Self Certification Form	N/A
Other	SF50, Notification of Personnel Action	N/A

Upon assessment by the PM Taskforce on the inequality in package composition between military and civilian applications, the taskforce will propose to the Army acquisition executive through coordination with the Army G-1 and Army Office of General Council, the following future CSL civilian application modifications:

- Reduce the need for the submission of six civilian performance appraisals to three;
- No longer include the SF50 in the information seen by the board, as the civilian’s current position information is already incorporated on the Acquisition Career Record Brief, via the Defense Civilian Personnel System (DCPDS) feed to the Career Acquisition Management Portal (CAMP);
- Eliminate paper copies of all award certificates that are already incorporated on the ACRB via the DCPDS feed to CAMP. For those not evident, the option will remain to supply hard copies; and
- Eliminate the self certification form, as the common access card login to CAMP satisfies the acceptable use policy for using a U.S. government information system.

The PM Taskforce will then review a much larger effort, related to the assessment and potential modification of the SRPE and civilian resume, to ensure both are more closely aligned with format and intent of the military OER and ORB.

CSL Selection Demographics:

There is no checklist.

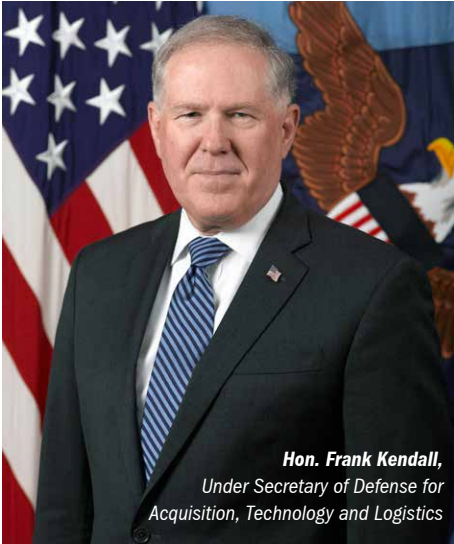
This is the fourth in a series of articles on civilian CSL Product/Project Managers (PMs). This article focuses on CSL selection demographics.

Members of the Army Acquisition Workforce have requested the demographics of prior CSL board selections. The PM Taskforce has reviewed these requests and has researched what data is available and releasable from CSL Boards. It was discerned that certain elements of the CSL applicants’ profiles are not releasable due to privacy concerns. Historically, Army leadership has refrained from releasing other demographic information such as educational background; joint or industry experience; command/organizational experience and acquisition career field experience, to prevent a proverbial “checklist” from being developed that might deter an applicant, or infer that selection was warranted or guaranteed if all the “blocks were checked.” Further, the composition of board members the CSL positions recruited annually and the Army acquisition mission requirements vary significantly from year to year; therefore, it would not be prudent to draw inferences based solely on resulting demographics of prior CSL boards. In order to conduct a viable review of civilian and military CSL selections, a deep dive analysis would be required and retroactive in order to yield anything advantageous to the applicant and the CSL process.

(CSL Selection article continues on page 3)



Are you in an Army Key Leadership Position? You'll want to know about these changes.



Hon. Frank Kendall,
Under Secretary of Defense for
Acquisition, Technology and Logistics

The Under Secretary of Defense for Acquisition, Technology, and Logistics (USD (AT&L)) memorandum, **Army Key Leadership Positions (KLPs) and Qualification Criteria Policy, Nov. 8, 2013**, identifies the new criteria for incumbent KLPs. This replaces previous USD (AT&L) guidance of Aug. 24, 2010, Government Performance of Critical Acquisition Functions, and Assistant Secretary of the Army for Acquisition, Logistics, and Technology (ASA (ALT)) supporting guidance of Nov. 5, 2010.

Ten mandatory KLP positions for ACAT I and IA programs are identified in the memorandum (see box). There are also four lead positions on MDAP/MAIS programs that are not required but necessary based on the phase or type of acquisition program (see box). The program executive offices (PEOs) have identified and provided the U.S. Army Acquisition Support Center's (USAASC) Army Director of Acquisition Career Management (DACM) Office the list of all incumbent KLPs. The PEO should have informed you if you hold a KLP either as part of the PEO staff or in a matrixed support position. If you are not sure, please contact your PEO human resources point of contact.

The success of our acquisition programs depends on the qualified personnel holding

these critical acquisition key leadership positions. The USD (AT&L) memorandum identifies five factors as essential fundamental KLP requirements: education; experience; cross-functional competencies; tenure; and currency. It also identifies acquisition career field (ACF) **specific supplemental requirements**. Current KLP incumbents will have until June 30, 2015 to meet these requirements. The USAASC Army DACM Office will conduct a baseline assessment of current incumbents and provide results to the PEOs by June 2014.

These KLP requirements will change the career path of all acquisition positions therefore, the USAASC Army DACM Office is prepositioning acquisition career development and talent management details for the entry, journeyman, and senior positions to ensure attainment of the building blocks of a KLP. We must bring Army acquisition career development in line with USD (AT&L) KLP guidance to ensure continued success.

The USD (AT&L) memorandum also established a joint KLP qualification board concept for each ACF, to identify qualified defense acquisition workforce personnel, creating a pool of candidates to potentially fill mandatory KLPs. The memorandum specifies how these boards will be chaired, governed, and staffed. The engineering and test and evaluation communities will be the first acquisition career fields to pilot the KLP joint qualification boards. Since September 2013, the USAASC Army DACM Office has participated with the USD (AT&L) engineering and test and evaluation tiger teams to ensure the joint qualification boards are realized in FY14.

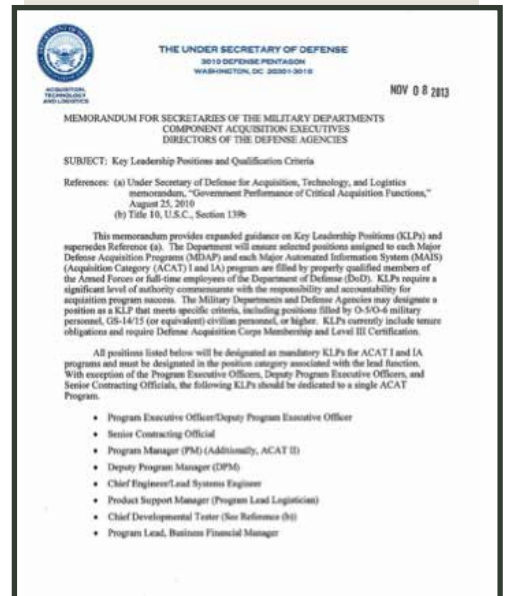
The USAASC Army DACM Office has prepared a KLP policy memorandum intended for signature by the Army acquisition executive (currently in coordination with the Army Office of the General Counsel) that echoes the USD (AT&L) memorandum.

Ten mandatory KLP positions for ACAT I and IA programs

- PEOs
- Deputy PEOs
- Senior Contracting Officials
- ACAT I Program Manager (PM)
- ACAT I Deputy PM
- Chief Engineer/Lead Systems Engineer
- Product Support Manager (Program Lead Logistician)
- Chief Developmental Tester
- Program Lead, Business Financial Manager
- ACAT II PM

Lead positions on MDAP/MAIS programs that are necessary based on the phase or type of acquisition program and may be related to a single program or matrixed across multiple programs.

- Program Lead, Contracting Officer
- Program Lead, Cost Estimator
- Program Lead, Production, Quality and Manufacturing
- Program Lead, Information Technology





Vets to Feds: The Army leads the way

The Vets to Feds (V2F) Career Development Program was developed in accordance with **Executive Order (E.O.) 13518 (section 3d)**. In support of the President's Veterans Employment Initiative, agencies are directed to identify key occupations to target veteran candidates and provide counseling and training to better enable veterans to meet agency staffing needs.

The V2F Contracting Program is designed to meet the needs of agencies and recruit and support the development of our nation's veterans for contracting careers with the federal government. The program's goal is to train the candidate to Level II certification in the contracting career field. The V2F Contracting Program, launched in January, targets veterans who are students or recent graduates. Candidates are either hired into the 1199 occupational series as a trainee (GS 3-4), or the 1102 (GS 5-9) contracting occupational series, depending on their educational status.

Upon completion of the pathway program, candidates are eligible for non-competitive conversion into career positions.

When the DOD decided to participate in the launch of the second V2F hiring effort, the Army was excited at the possibility of growing the Army Acquisition Workforce, supporting veteran transitioning efforts, and helping wounded warriors transition to civilian careers. In the first V2F hiring effort, 65 veterans were hired across federal agencies, with 29 of the 65 hired by the DOD. This year, the Army is leading the way requesting 59 positions nationwide between the Army Contracting Command (ACC), and the U.S. Army Corps of Engineers (USACE).

Job announcements are tentatively scheduled to be placed on the **USAJOBS website** on Feb. 19. Candidate selection will occur in March, with on-boarding scheduled to begin May 1 through July 31, 2014.



Vets 2 Feds Career Development Program

(CSL Selection article continued from page 1)

CSL positions are among the most challenging in the workforce and, without a doubt, require hard work and personal sacrifices on the part of those who occupy the positions. However, sacrifices may be mitigated by the challenging work, the feeling of accomplishment and the career enhancing opportunities afforded by the position thus demonstrating proven leadership abilities.

The PM Taskforce will conduct a comprehensive scrub of the 2005 PM/AC Handbook to provide guidance for those who want to be

considered for selection to one of these challenging positions. The handbook will address career development information, guidance on the application and selection process, as well as post-utilization options. Knowledge, skills and abilities that may be addressed include functional experiences, i.e., acquisition program and/or a program executive office portfolio and technical experience, i.e., advanced degree, hardware/platform experience from other venues, and unique customer experience, with a variety of acquisition lifecycle and/or acquisition category experiences.

Now Open: DAU - Senior Service College Fellowship Announcement

The USAASC Army DACM Office is pleased to announce the offering of the 2014-2015 Defense Acquisition University Senior Service College Fellowship (DAU-SSCF) program. The DAU-SSCF is an Army approved Military Education Level I Senior Service College Fellowship and the announcement will be open from Jan. 29 – April 2, 2014. Information on the announcement may be found **here**.

The DAU-SSCF program is open to permanent civilian Army Acquisition Corps members of the Acquisition workforce who currently occupy positions in grades of GS-14 and above or broad/pay band equivalent. Applicants must be certified in their current acquisition position.

This program is a 10-month leadership/educational opportunity conducted under the auspices of the Defense Acquisition University (DAU) at Huntsville, Ala.; Warren, Mich.; and Aberdeen Proving Ground, Md. The purpose of the DAU-SSCF program is to provide leadership and acquisition training to prepare senior level civilians for senior leadership roles such as product and project managers, program executive officers and other key acquisition leadership positions.

All Individuals who complete the program will be awarded the following:

- DAU Program Managers Course (PMT 401) Certificate
- Master's Degree Option: Selectees have the option to obtain a Master's degree during non-duty hours. NOTE: If you do not have a master's degree, the USAASC Army DACM Office will centrally fund. If you already have a master's, please consult your sending command as they may fund the optional master's. USAASC will not centrally fund a second master's degree.



Congrats, Grads and Inductees!

Thirteen members of the 2011 the Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) program will graduate next month while seven new fellows prepare to begin. CDG/AAF is a three-year leadership program that offers competitively selected GS-12/13s (or broad/pay band equivalent) expanded leadership training and experience opportunities. The program was established to attract the most elite acquisition professionals with leadership potential who wanted to advance their careers in program management and senior staff positions. Fellows are board-selected to maintain the program's integrity and protect its reputation for producing successful leaders. The end goal of the program is to transform the potential these members already possess into well-defined skills that will advance them into senior leadership positions. The program has excelled at determining these steps and has incorporated them into the program while continually evolving to meet the Army's needs.

Graduating class of 2011:

Randall Bunley, Huntsville Ala., **Karen Burke**, Natick, Mass., **Ruanda Cooper**, Aberdeen, Md.; **Stephen Eastham**, Warren, Mich.; **Jacque Eckles**, Huntsville, Ala.; **Stephanie Gilkes**, Huntsville Ala.; **Monet Gray**, Orlando

Fla.; **Michael Holthe**, Natick Mass.; **Drexie Jennings**, Fort Hood, Texas; **Shelby Johnson**, Huntsville Ala.; **Renee Kelly**, Huntsville Ala.; **Stanley Scott**, National Capital Region; **Rita Tejada**, Orlando Fla.

A graduation ceremony is tentatively scheduled for late March 2014.

Year Group 14 CDG/AAF inductees:

Kyle Bruner, Program Executive Office (PEO) Combat Support & Combat Service Support, Warren Mich.; **Monica Clemons**, Army Contracting Command, Fort Knox Ky.; **Kelly Courtney**, Program Executive Office (PEO) Combat Support & Combat Service Support, Warren Mich.; **Walter Hamm**, Army Contracting Command-TACOM, Warren Mich.; **Lauren McNew**, PEO Command, Control, Communications-Tactical, Aberdeen Md.; **David Oatley**, USA Armament Research Dev. and Engineering Center; **Maurice Stephens**, Communications Electronics Command, National Capital Region.

An induction and training session is tentatively scheduled for late March 2014.

Coming Soon: DAU FY15 Training Schedule

The Army, in conjunction with the Defense Acquisition University (DAU) is in the early phase of developing the Fiscal Year (FY) 2015 training schedule. The expected launch date for the FY15 schedule is May 15, 2014.

Sequestration and furloughs contributed to a net loss of 412 resident seats in FY14. The Army worked with priority one students to reschedule them into future offerings, minimizing impact to Army students. However, there are still plenty of seats remaining in FY14. To view course low fills, see the **DAU low fill** listing. To apply and view the schedule for the rest of the FY14, go to **ATRRS AITAS**.



Headline Highlights

- ▶ February Education and Training Corner Column
- ▶ Introducing Workforce Minute – career development in 60 seconds
- ▶ What Really Matters in Defense Acquisition
- ▶ Meet 'Ellie' your new virtual human acquisition career guide
- ▶ GoArmyEd released; soon to be linked to legacy systems

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Please **email** us any questions or suggestions.

