



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.

Army Acquisition Centralized Selection List: Opening Announcements

The purpose of the Centralized Selection List (CSL) process is to select the best-qualified professionals (colonel or GS-15 and lieutenant colonel or GS-14) for specific acquisition command and acquisition key billet positions deemed so critical that they must be centrally selected by a board. The selection of Army Acquisition Corps (AAC) leaders begins with guidance from the chief of staff of the Army to the selection board, and ends with the publication of a centrally selected list of officers and civilians who will serve as acquisition directors and product or project managers in acquisition key billets.

The CSL is the chief of staff's process, and the board members select the acquisition officers and civilians they believe are best qualified to run major contract efforts and lead Acquisition Category (ACAT) I, II and III weapon systems programs. The Army acquisition executive is responsible for slating CSL principals into CSL positions.

ACAT II and III acquisition key billet positions are identified as critical acquisition positions and typically have a tenure of three years. CSL principals stay in ACAT I key billet positions for approximately four years,

though tenure may be tied to major program milestone decisions (based on Title 10 of the U.S.C., Chapter 87, the Defense Acquisition Workforce Improvement Act).

The lieutenant colonel or GS-14 (product manager) and colonel or GS-15 (project manager) CSL boards take place annually and, although held concurrently with the military process, the civilian application process is announced and managed separately. Slating for these positions occurs approximately 15 months prior to the incumbent filling the CSL position.

Open CSL announcements:

- **Lieutenant colonel or GS-14: Sept. 14 - Oct. 30, 2015**
- **Colonel or GS-15: Oct. 5 - Nov. 20, 2015**

Interested in learning more and receiving competitive announcements, CSL board review dates and guidelines for preparing successful applications, as well as board results (once approved for release)? Visit the [CSL page](#) on the Army DACM Office website.



Training with Industry Program Application Announcement

The Training with Industry (TWI) application deadline for Army acquisition is approaching. This program, for military personnel only (grades O3-O5 and non-commissioned officers (NCOs)), provides extensive exposure to managerial techniques and industrial procedures in corporate America.

There are 10 allocations for Army acquisition officers and two slots for NCOs. For the FY16-02 cycle, a new company has been selected to participate in our program: Motorola Solutions, headquartered in Chicago, Illinois. The FY16-02 TWI Portfolio chart depicts the other companies available for the FY16-02 rotation. Good luck to all TWI applicants.

Key dates for Army Acquisition officers:

- **Application deadline: Nov. 3, 2015**
- **Board convenes: Nov. 4-6, 2015**
- **Board results released: no later than Dec. 31, 2015**

Please watch for an upcoming MILPER message with key dates for NCOs.

Information and guidance on the Army acquisition TWI program can be found on the [Army DACM Office Web page](#). For specific questions, please contact the Army Acquisition TWI Program Manager, Maj. (P) Joel Leflore, at joel.k.leflore.mil@mail.mil or (703) 805-1246.

FY16-02 TWI Portfolio	
COMPANY	LOCATION
Airbus	Huntsville, Alabama
Amazon	Seattle, Washington
Amazon Web Services (NCO)	Herndon, Virginia
Boeing	Huntsville, Alabama
Cisco	Herndon, Virginia
Computer Sciences Corp.	Falls Church, Virginia
General Dynamics Land Systems	Sterling Heights, Michigan
Intel	Hillsboro, Oregon
Lockheed Martin Global Training and Logistics	Orlando, Florida
Microsoft (NCO and officer)	Reston, Virginia
Motorola Solutions	Chicago, Illinois



Senior Rater Potential Evaluation: The How

On July 10, 2015 the Army director, acquisition career management (DACM), Lt. Gen. Michael Williamson, signed into policy the annual mandate of the Senior Rater Potential Evaluation (SRPE) for all Army Acquisition Workforce (AAW) professionals at GS-12 and above, as well as their broadband equivalents. The requirement for a SRPE will be iteratively managed with GS-14s (and broadband equivalents) as the first acquisition professionals to require a SRPE.

In addition to being an application requirement for several of the Army's most prestigious acquisition opportunities and positions, the SRPE also serves as a talent management tool enabling AAW senior raters to identify employees' leadership potential, helping employees identify their strengths and under-developed areas, and suggesting positions or opportunities to enhance their professional development.

As raters and senior raters prepare to comply with this mandate, many appear comfortable with how to use the SRPE system in CAPPMIS, because there are user manuals containing that guidance. However, many have questions on how to properly convey the potential assessment of the AAW professional. There are four elements that we strongly encourage for inclusion in a SRPE assessment:

1. Enumeration: Identify how the AAW member stands amongst other employees in the same grade/broadband population.

- Of the ___ (pay plan/grade profile) I rate, this employee is in the top ____%.
- Of the _____ (pay plan/grade profile) I have rated in my career, this employee is number _____.
- Of all the _____ (pay plan/grade profile) I have known in _____ years of service, this employee is in the top ____%.

2. Potential or promotion potential: Identify the perceived potential of the AAW professional to serve in a position of increased responsibility (e.g., ready now; ready in the future with development).

3. Schooling and leadership development opportunities: Identify the perceived potential of the AAW professional for selection to competitive premier schools and other acquisition leadership opportunities.

4. Leadership positions: Identify the perceived potential of the AAW professional to serve in a significant leadership position within the AAW (e.g., key leadership positions; Centralized Selection List project or product manager or acquisition director; project or product director positions).

Well-worded comments that address all the elements discussed above will be more meaningful than any one individual annual report. Ultimately, the SRPE will help establish an overall impression of an acquisition professional based on the strengths and weaknesses of other files in the population, and thus help senior leadership manage the AAW talent more efficiently and effectively.

Guidance, policy, forms and comment cards are located on the [policy page](#) under SRPE. Frequently asked questions are on our [FAQs page](#).

Calendar Year 2015 Annual Ethics Training Requirement

AAW professionals are required to complete some form of ethics training every calendar year. There are three months left in 2015 to get this done—so what can you do to fulfill this requirement?

Options:

- Attend any installation or organizational judge advocate general-sponsored ethics training.
- Complete the DAU Online Ethics Course, CLM 003.

It is important to capture your completed requirement in CAPPMIS using one of the following four Army DACM Office preferred titles:

- MAN-ETH15
- 2015 Ethics Awareness Training
- ETH 002 - 2015 Acquisition Ethics Training
- CLM 003

If you have any questions, please contact your [Organizational Acquisition Point of Contact](#).

Army Acquisition Officers: Get Your Advanced Degree!

The Army's Advanced Civil Schooling (ACS) program provides opportunities for officers to pursue advanced degree programs at civilian universities on a full-time, fully-funded basis. The goal of this program is for military officers to receive the best and most appropriate graduate degrees available in a timely and cost-effective manner. The AAC uses ACS to ensure that officers obtain the necessary 24 hours in business required for AAC membership as well as advance their education and remain competitive.

Key dates for the FY16-02 movement cycle are as follows:

- **Application deadline: Nov. 3, 2015**
- **Selection board convening date: Nov. 4-6, 2015**
- **Program start date: May 1-Sept. 30, 2016**

Officers wishing to apply for ACS must ensure that a completed packet is provided to Michelle Houston no later than Nov. 3. She can be contacted at michelle.d.houston4.civ@mail.mil or (502) 613-6198/DSN 983-6198.

Instructions for preparing packets and applying for ACS are available on the [AMB website](#).



Army Acquisition Leader Preparation Course

Lt. Gen. Michael Williamson, the Army director for acquisition career management (DACM) and principal military deputy to the assistant secretary of the Army for acquisition, logistics and technology, has directed all centrally selected product managers, contracting commanders, acquisition directors and centralized selection board product directors to attend his Army Acquisition Leader Preparation Course (AALPC) prior to assuming command. This course serves as an Army Acquisition Corps pre-command course and is designed to equip newly selected leaders with the knowledge and skills necessary to effectively address a host of leadership challenges they are likely to experience in their new roles. Topics covered are leadership, communication, talent and organizational management, risk identification and management, understanding your budget and operating effectively in a complex, uncertain environment.

The five-day course will be offered biannually in November and April. The first AALPC took place in April 2015. The next course will be offered the week of Nov. 16, 2015, in the Washington, D.C., metro area, and will include a wide range of guest speakers from private industry, academia, government and the military. Participants have already been selected and notified for the November course.

Each course will include approximately 30 civilian and military participants. Approximately 90 percent of the November participants will be CSL and product director designees about to assume command in sum-



April AALC participants in a breakout session.

mer 2016, while the remaining 10 percent of the class will comprise recent CSL incumbents who assumed command in 2015.

The course gives participants the opportunity to learn from accomplished leaders and seasoned practitioners who have faced similar challenges. AALPC will help participants better understand the dynamics of the environment in which they will operate, and provide exposure to their roles and the roles of subordinates, lessons learned and an understanding of what it takes to run an organization as an Army acquisition leader. Participants will leave this course more confident in dealing effectively with external and internal stakeholders, understanding a budget and positively influencing their programs and affecting acquisition outcomes.



Want to know the latest and greatest in the Army acquisition community? Visit the **Hot Topics page** on the Army DACM Office website.

This page includes information on talent management initiatives, current and upcoming program announcements, relevant stories from Army AL&T News and DAU course updates—anything acquisition career-related. New Hot Topics are posted on the first Tuesday of each month, with the next update slated for Nov. 3, 2015.

Acquisition Workforce Qualification Initiative

The Acquisition Workforce Qualification Initiative (AWQi) is an undersecretary of defense for acquisition, technology and logistics (USD (AT&L)) effort begun under Better Buying Power (BBP) 2.0 and continued in BBP 3.0. It's an employee career development tool used to measure your proficiency against established acquisition standards and can be used to track your demonstrated acquisition experience.

AWQi provides the framework to develop and document on-the-job demonstration of acquisition experience using a common set of standards. It will allow you to identify the acquisition tasks and duties you will be performing in your job and aid you in determining if additional training or developmental opportunities could be beneficial to your acquisition career. Work with your supervisor to determine development opportunities, mentoring or training that can be incorporated into your individual development plan as a way to address any competency gaps.

AWQi uses a Microsoft Excel-developed application called e-workbook to assist you in identification, planning and capturing your demonstrated

acquisition experiences. The AWQi e-workbook contains tasks for each acquisition career field (ACF) and functional area and a rubric that can be used to determine appropriate development opportunities.

In the first quarter of FY16, the AWQi master e-workbook will be finalized and released to the DACM offices. The OUSD (AT&L) Human Capital Initiatives office will create a new AWQiWeb page to store the e-workbook, along with a short video clip to demonstrate its functionality.

So how does the Army plan to implement AWQi? By now, you are probably familiar with your respective ACF career model, located on the **Army DACM Office Web page**. Once the e-workbook is released, the Army DACM Office will replace the competencies currently listed on your individual acquisition career model with the appropriate link to the AWQi Web page where you can download the e-workbook, watch the video and begin using this powerful development tool to shape your acquisition career.

Stay tuned for further information.



FY16 Civilian Product Director Centralized Selection Board

The FY16 Product Director (PD) Centralized Selection Board (CSB) will convene Jan. 14-15, 2016 immediately following the FY17 O-5/GS-14 Centrally Selected List Product Manager Board, scheduled to convene Jan. 11-14, 2016. Both will use the same board members. This is the Army's second CSB to select high-performing Army acquisition civilian program management professionals at the GS-14 and broadband equivalent level to serve in PD positions within the Army's program executive office structure.

Key dates:

- The Army DACM Office announcement will be published in mid-October.
- The application window will be open from **Oct. 26 through Dec. 17, 2015.**

Fifteen PD positions will be slated for assignments beginning in the summer of 2016. For more information, go to <http://asc.army.mil/web/career-development/prod-dir/> on the Army DACM Office website.

Army Acquisition Career Development Summit

The Army DACM Office hosted an **Army Acquisition Career Development Summit** on Sept. 9, 2015, at the Fort Belvoir Officers' Club. More than 30 Army acquisition career development leaders attended—Army acquisition functional advisors, or AAFAs, as well as key career advocates within major commands and organizations, known as acquisition career management advocates, or ACMAs. In all, 24 agencies and all 14 acquisition career fields were represented, with participants discussing key issues affecting the Army Acquisition Workforce and sharing best practices.



FY16 DAWIA Certification Changes

DOD's acquisition, technology and logistics FY16 changes to acquisition career field (ACF) certification standards are outlined in the table below. For ACFs not listed in the table, there are no approved changes to date. To view the most current ACF certification standards for your current acquisition position and level, please visit the [iCatalog](#).

ACF	Level	Added	Deleted
Program Management (A) (core certification standard, effective Oct. 1, 2015)	3	Approved in Functional Leader memo dated May 22, 2014 ACQ 315 – Understanding Industry, Business Acumen (Resident (R)) EVM 263 – Principles of Schedule Management (R)	None
Program Management (A) (core certification prerequisite, effective Oct. 1, 2015)	2	EVM 101 – Fundamentals of Earned Value Management (distance learning (DL)) – new prerequisite for PMT257	None
Program Management (A) (core certification prerequisite, effective Oct. 1, 2015)	3	ISA 101 – Basic Information Systems Acquisition (DL) – new prerequisite for PMT352A	None
Facilities Engineering (F) (core certification standard, effective Oct. 1, 2015)	3	FE 302 – Advanced Facilities Engineering	FE 301 – Advanced Facilities Engineering
Science and Technology Manager (I) (core certification standard, effective December 2015)	1	STM 101 – Introduction to Science and Technology Management (DL)	CLE 045 – Introduction to DOD Science and Technology Management (valid predecessor course until Sept. 30, 2017)



DAU Course Name Changes

DAU course name changes occur due to modifications to the ACF name or updates to course content to resolve competency gaps. Predecessor courses to the new courses are not always indefinite and may have end dates. To view details of new courses and valid dates of predecessor courses, please see the [DAU iCatalog](#) or view the [DAU consolidated predecessor listing](#).

New Course	Replaces	Notes
ACQ 340 (R) – Advanced International Management Workshop http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2035	PMT 304 (R) – Advanced International Management Workshop	ACQ 340 deploys in FY16
ACQ 350 (R) – Advanced Technology Security/Control Workshop http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2036	PMT 313 (R) – Advanced Technology Security/Control Workshop	ACQ 350 deploys in FY16
ENG 101 (DL) – Fundamentals of Systems Engineering http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2005	SYS 101 (DL) – Fundamentals of Systems Engineering	ENG 101 deployed April 21, 2015
ENG 201 (DL) – Intermediate Systems Engineering Part I http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2006	SYS 202 (DL) – Intermediate Systems Engineering Part I	ENG 201 deploys 3QTR FY16. SYS 202 will continue to be offered until ENG 201 is deployed
ENG 202 (R) – Intermediate Systems Engineering Part II http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2007	SYS 203 (R) – Intermediate Systems Planning, Research, Development, and Engineering, Part II	ENG 202 deploys July 2015
ENG 301 (R) – Leadership in the Engineering of Defense Systems http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=1996	SYS 302 (R) – Technical Leadership in Systems Engineering	ENG 301 deployed January 2015
FE 302 (R) – Advanced Facilities Engineering http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2046	FE 301 (R) – Advanced Facilities Engineering	FE 302 deploys in FY16
ISA 101 (DL) – Basic Information Systems Acquisition http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2042	IRM 101 (DL) – Basic Information Systems Acquisition	ISA 101 deploys in FY16
ISA 201 (R) – Intermediate Information Systems Acquisition http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2043	IRM 202 (R) – Intermediate Information Systems Acquisition	ISA 201 deploys in FY16
ISA 301 (R) – Advanced Enterprise Information Systems Acquisition http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2044	IRM 304 (R) – Advanced Information Systems Acquisition	ISA 301 deploys in FY16
ISA 320 (R) – Advanced Program Information Systems Acquisition http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2045	SAM 301 (R) – Advanced Software Acquisition Management	ISA 320 deploys in FY16
LOG 465 (R) – Executive Product Support Manager's Course http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2068	LOG 365 (R) – Executive Product Support Manager's Course	LOG 465 deploys in FY16
STM 101 (DL) – Introduction to Science and Technology Management	CLE 045 (DL) – Introduction to DOD Science and Technology Management	STM 101 deploys December 2015
STM 203 (R) – Intermediate Science and Technology Management	STM 202 (R) – Intermediate Science and Technology Management	STM 203 deploys FY16
STM 304 (R) – Leadership in Science and Technology Management http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2052	STM 303 (R) – Advanced Science and Technology Management	STM 304 deploys in FY16
SYS 130 (DL) – Specification Selection and Application http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=1879	SYS 130 (R) – Specification Selection and Application	Converted from a resident to a two-day facilitated online course. Deploys in FY16
TRL 350 (R) – Advanced Technical Leadership http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=2031	None	TRL 350 deploys in FY16

Want to Advance in your Career?

Are you a high-performing GS-12 or GS-13 or broadband equivalent with leadership potential looking to advance your career in program management and senior staff positions? If so, the Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) program is waiting for you.

The CDG/AAF program is a three-year leadership-broadening program that offers expanded leadership training and experiential opportunities. The announcement for the CDG/AAF program is scheduled to open **Dec. 2, 2015** and run through **Feb. 3, 2016**, with the program to begin in early June 2016. Please visit the [program page](#) on the Army DACM Office website for more details!



Right Training...for the Right People...at the Right Time

EVM 201 available for any acquisition professionals.

What fosters cross-functional situational awareness, visibility and accountability through integrated program management at all levels of the acquisition community?

EVM 201 - Earned Value Management

EVM 201 is the premier integrated program management course focusing on integrating cost, schedule and technical performance.

Integrated program management acts as an early warning system and allows for prompt identification and control of risks before they become issues.

Differentiate your career by enhancing your integrated program management knowledge. The right training for any acquisition career field professional is available now! Register in **ATRRS AITAS**.

- **Foundation: EVM 101** - Fundamentals of Earned Value Management (Distance Learning)
- **Application: EVM 201** - Intermediate Earned Value Management (Resident)
- **Regulations: EVM 262** - EVMS Validation and Surveillance (Resident)
- **Schedule: EVM 263** - Principles of Schedule Management (Resident)

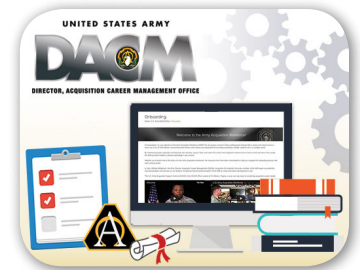
FY16 EVM 201 Course Schedule			
Start Date	End Date	Class	Location
1/5/2016	1/15/2016	005	Fort Belvoir, Virginia
1/5/2016	1/15/2016	007	Huntsville, Alabama
1/26/2016	2/5/2016	008	Fort Belvoir, Virginia
1/26/2016	2/5/2016	009	San Diego, California
2/23/2016	3/4/2016	013	Chester, Virginia
3/8/2016	3/18/2016	014	Aberdeen Proving Ground, Maryland
3/22/2016	4/1/2016	016	Aberdeen Proving Ground, Maryland
3/22/2016	4/1/2016	015	Kettering, Ohio
4/12/2016	4/22/2016	017	Sterling Heights, Michigan
4/12/2016	4/22/2016	018	Hill Air Force Base, Utah
4/19/2016	4/29/2016	019	Huntsville, Alabama
5/3/2016	5/13/2016	021	Aberdeen Proving Ground, Maryland

FY16 EVM 201 Course Schedule (continued)			
Start Date	End Date	Class	Location
5/3/2016	5/13/2016	022	El Segundo, California
5/3/2016	5/13/2016	023	Warner Robins, Georgia
5/3/2016	5/13/2016	020	California, Maryland
5/17/2016	5/27/2016	024	Aberdeen Proving Ground, Maryland
6/7/2016	6/17/2016	025	Kettering, Ohio
7/12/2016	7/22/2016	027	Fort Belvoir, Virginia
7/12/2016	7/22/2016	028	Huntsville, Alabama
7/26/2016	8/5/2016	029	Kettering, Ohio
8/2/2016	8/12/2016	030	Hill Air Force Base, Utah
9/13/2016	9/23/2016	032	Fort Belvoir, Virginia
9/13/2016	9/23/2016	035	El Segundo, California
9/13/2016	9/23/2016	034	California, Maryland

On-Boarding Welcome Website

Are you brand new to the Army Acquisition Workforce? Or maybe you were recently hired but still have questions about your career development or training and education resources available to you?

The Army DACM Office has created a **new Web page** to assist AAW new hires—or any acquisition workforce personnel—to get started with acquisition career-related information.



Army DACM Office Highlights

- ▶ Hot Topics 2.0
- ▶ New professional development guidelines out for contracting NCOs
- ▶ Army DACM Office-sponsored student takes top honors at Naval Postgraduate School



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Please email us any questions or suggestions.

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