



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
PROGRAM EXECUTIVE OFFICE, MISSILES AND SPACE  
5250 MARTIN ROAD  
REDSTONE ARSENAL, AL 35898-8000


SFAE-MSL

JUL 24 2017

MEMORANDUM FOR Mr. Craig Spisak, Director, USAASC

SUBJECT: Nomination for the 2017 Army Acquisition Executives' Excellence in Leadership Award for Defense Exportability and Cooperation Professional of the Year Award

1. It is with great enthusiasm that I endorse the nomination of Mr. Thomas Doss for the 2017 Army Acquisition Executives' Excellence in Leadership Award for the Defense Exportability and Cooperation Professional of the Year Award Category. Mr. Doss has demonstrated superior understanding of all aspects of the Security Cooperation enterprise, and has worked tirelessly to support a very large and complex portfolio of Foreign Military Sales (FMS) cases. His efforts have resulted in the successful development and implementation of several multi-billion dollar FMS cases of significant importance to our National Security and sustainment of the defense industrial base.
2. Mr. Doss is a strategic thinker who has anticipated and helped to solve complex Security Cooperation issues in the realm of Non-Standard and Cross-Project Office FMS cases. He identified the need for additional Program Executive Office (PEO) structure and technical support, justified and obtained the additional resources needed, and recruited senior and capable personnel to help solve these challenges well in advance of case development activities. His foresight and development of detailed execution plans has helped to ensure mission success for the entire PEO portfolio—both for U.S. Programs of Record and Partner Nation Capability Requests.
3. His exemplary record of service and achievements throughout his career is distinguished by high standards of performance and strong leadership skills. As such, Mr. Doss truly merits this nomination for the Army Acquisition Executives' Excellence in Leadership Award for Defense Exportability and Cooperation Professional of the Year Award.
4. Mr. Doss is current with his DAWIA acquisition career field certification and continuous learning points. The point of contact for this action is Ms. Kara Light, 256-313-3429, kara.d.light.civ@mail.mil.

  
BARRY J. PIKE  
Program Executive Officer,  
Missiles and Space



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

*2017 Army Acquisition Executive's (AAE) Excellence in Leadership Award*

***DEFENSE EXPORTABILITY AND COOPERATION  
PROFESSIONAL OF THE YEAR***

**Administrative Information**

**Nominating Organization**

Organization's Name: Program Executive Office, Missiles and Space

Mailing Address: Martin Road, Building 5250

Address (continued):

City: Redstone Arsenal    State: AL                      Zip: 35898-800

**Primary Point of Contact**

Name: Mr. Charles Basham

Title: Chief of Staff, PEO, Missiles and Space

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**Name, Grade, and Position Title of Nominee**

Name: Mr. Thomas Doss

Grade: NH IV                      Title: Assistant PEO for International

E-mail: [thomas.n.doss2.civ@mail.mil](mailto:thomas.n.doss2.civ@mail.mil)



## **Award Narrative**

Serving a community of 43 partner Nations with a combined case value of approximately \$43.6 Billion, Mr. Doss manages the largest and most complex Foreign Military Sales (FMS) case portfolio of any Program Executive Office (PEO) in the United States (U.S.) Army. In the past year, his leadership during case development activities resulted in the U.S. Government's receipt of a Letter of Request (LOR) from Poland. This request represents an opportunity for the U.S. to strengthen its partnerships in Eastern Europe by countering potential aggression while also bolstering the U.S. defense industrial base. The associated Letters of Offer and Acceptance (LOAs) for PATRIOT, the Integrated Air and Missile Defense Battle Command System (IBCS) and HIMARS are potentially valued between \$12 and \$15 Billion.

Mr. Doss developed and codified an exceptional vision for his International team within PEO Missiles and Space (MS) which focuses upon compressing the timeline from receipt of an LOR to offering an LOA. He recognized that a limiting factor in this initiative was obtaining complicated Technology Security/Foreign Disclosure (TS/FD) approvals for missile and radar systems from the numerous stakeholders involved, and has worked diligently to codify existing processes and procedures, and create new ones with other agencies where needed. This effort has resulted in a reduction of the LOR to LOA offer timeline for PEO MS capabilities from an average of 147 days to 91 days; a 38% improvement. This reduction directly benefits partner nation FMS customers through faster delivery of capability. In the spirit of continuous improvement, PEO MS now conducts weekly teleconferences with the Tri-Services committee, a critical entity in the TS/FD process, thus helping to sustain and share these gains with other acquisition program offices.

Mr. Doss has directly supported the Assistant Secretary of the Army's (Acquisition, Logistics and Technology: (ASA(ALT))) Strategic Objective number 5: Lead and conduct the Army's activities associated with Defense exports and cooperation to further U.S. national security policies and objectives. His strategic engagements culminated in the implementation of several new FMS cases valued at approximately \$2.7 Billion in the past year. He also secured over \$14 Million in Special Defense Acquisition Funds (SDAF) which directly supported our International partners. As discussed in detail above, Mr. Doss's efforts to improve the TS/FD approval process also clearly supports ASA(ALT)'s Strategic Objective number 1: Identify process gaps and efficiencies throughout all phases of acquisition to better inform decisions by Army leadership.

Mr. Doss is a strategic thinker who has anticipated and formed multi-organizational teams to solve complex Security Cooperation issues in the realm of Non-Standard and Cross-Project Office FMS cases. In order to support such cases, he identified the need for an additional management oversight structure to solve complex integration challenges. He subsequently secured the technical support, justified and obtained the additional resources needed, and



recruited senior and capable personnel in anticipation of future case development activities. His foresight and implementation of detailed execution plans have helped to ensure mission success for the entire PEO portfolio—both for US Programs of Record and Partner nation capability requests.

Due to Mr. Doss's demonstrated ability to successfully and rapidly navigate the complex Security Cooperation enterprise while complying with all appropriate statutory, regulatory and policy guidance, other Army PEOs have sought his counsel. As a result, several of these have established an Assistant PEO for International equivalent position to assist their subordinate Project Offices with all aspects of FMS case activities. Tom Doss is an acknowledged leader in this domain and actively mentors a broad network of subordinates and colleagues both within the PEO and with external agencies to include the Security Assistance Management Directorate (SAMD).

Mr. Doss has been an essential element of the United States Government's (USG) emerging and close Security Cooperation relationships with both Poland and Romania. He has tirelessly engaged numerous stakeholders to include the U.S. Combatant Command, the respective Country teams and Offices of Defense Cooperation, SAMD, the U.S. Army's Security Assistance Command (USASAC), as well as senior leaders from these partner nations. His keen understanding of all aspects of Security Cooperation combined with his clear, concise and diplomatic communication skills, have contributed to enduring positive relationship with these nations while developing critical military capability building FMS cases that support the European Reassurance Initiative.

In order to deepen and improve PEO MS's relationships with prime contractors and potential developers in the context of Security Cooperation, Mr. Doss has implemented a series of quarterly industry days. These engagements are designed to serve as two way information exchanges to inform all stakeholders of emerging FMS and Direct Commercial Sales (DCS) cases, and develop appropriate strategies to obtain the requisite export approvals. PEO MS's industry days have been highly successful as evidenced by an ever increasing attendance which has contributed to efficient case execution for both the USG and its corporate partners. Mr. Doss also routinely visits industry facilities to develop relationships and build partnerships as we navigate the complicated TS/FD issues related to PEO MS systems. These activities directly support ASA(ALT)'s 3<sup>rd</sup> Strategic Objective: Maintain and leverage a robust relationship with industry.



## **Award Citation**

Mr. Thomas Doss's leadership, technical expertise, diplomacy, and dedication to the accomplishment of the Security Cooperation mission are in keeping with the finest traditions of the United States Army and are highly deserving of recognition. His efforts have resulted in the rapid delivery of billions of dollars of critical military capabilities which have helped to defend Friends and Allies of the United States, ensured coalition warfighter interoperability, built partner capacity and helped to sustain the US defense industrial base. Additionally, Tom has become a recognized subject matter expert whose advice and wisdom are actively sought by numerous stakeholders in the Security Cooperation enterprise. He is a responsible steward of resources and has implemented several innovations which have benefited the entire Army and Defense Security Cooperation Agency. Tom is entrusted to execute the toughest and most sensitive missions to include directly engaging with numerous foreign dignitaries on behalf of the United States Government. Tom's professional excellence, commitment to continuous improvement, and selfless service reflect great credit upon himself, the Program Executive Office, Missiles and Space, and the United States Army.