Civilian Information Technology Career Model
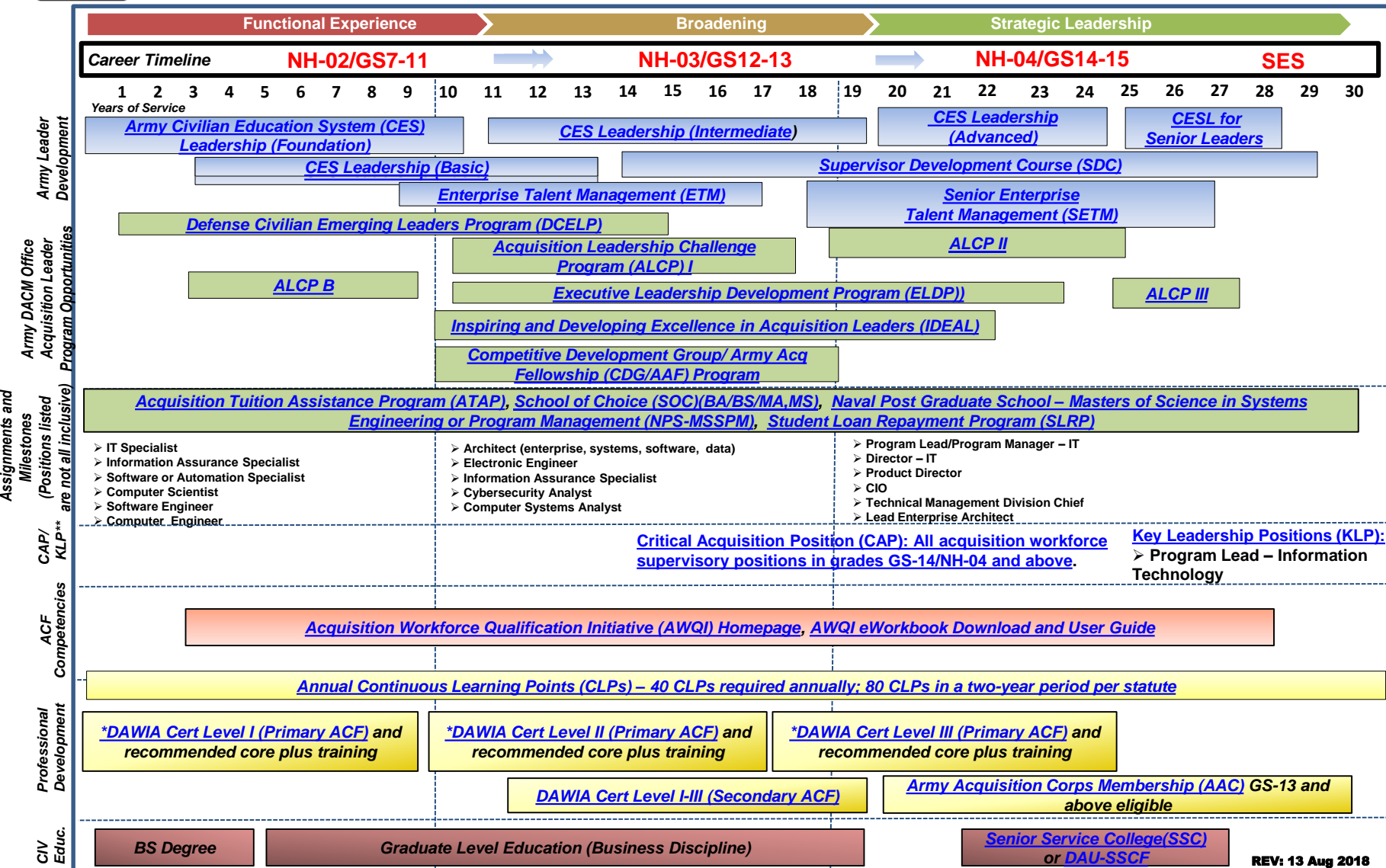
Functional Experience	Broadening	Strategic Leadership

Career Timeline

NH-02/GS7-11	NH-03/GS12-13	NH-04/GS14-15	SES

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

Years of Service

Army Leader Development

- *Army Civilian Education System (CES) Leadership (Foundation)*
- *CES Leadership (Intermediate)*
- *CES Leadership (Advanced)*
- *CESL for Senior Leaders*
- *CES Leadership (Basic)*
- *Supervisor Development Course (SDC)*
- *Enterprise Talent Management (ETM)*
- *Senior Enterprise Talent Management (SETM)*

Army DACM Office Acquisition Leader Program Opportunities

- *Defense Civilian Emerging Leaders Program (DCELP)*
- *Acquisition Leadership Challenge Program (ALCP) I*
- *ALCP II*
- *ALCP B*
- *Executive Leadership Development Program (ELDP))*
- *ALCP III*
- *Inspiring and Developing Excellence in Acquisition Leaders (IDEAL)*
- *Competitive Development Group/ Army Acq Fellowship (CDG/AAF) Program*

Assignments and Milestones (Positions listed are not all inclusive)

- *Acquisition Tuition Assistance Program (ATAP), School of Choice (SOC)(BA/BS/MA,MS), Naval Post Graduate School – Masters of Science in Systems Engineering or Program Management (NPS-MSSPM), Student Loan Repayment Program (SLRP)*

➢ IT Specialist ➢ Information Assurance Specialist ➢ Software or Automation Specialist ➢ Computer Scientist ➢ Software Engineer ➢ Computer Engineer	➢ Architect (enterprise, systems, software, data) ➢ Electronic Engineer ➢ Information Assurance Specialist ➢ Cybersecurity Analyst ➢ Computer Systems Analyst	➢ Program Lead/Program Manager – IT ➢ Director – IT ➢ Product Director ➢ CIO ➢ Technical Management Division Chief ➢ Lead Enterprise Architect

CAP/ KLP**

Critical Acquisition Position (CAP): All acquisition workforce supervisory positions in grades GS-14/NH-04 and above.

Key Leadership Positions (KLP):
➢ Program Lead – Information Technology

ACF Competencies

- *Acquisition Workforce Qualification Initiative (AWQI) Homepage, AWQI eWorkbook Download and User Guide*

Professional Development

- *Annual Continuous Learning Points (CLPs) – 40 CLPs required annually; 80 CLPs in a two-year period per statute*
- **DAWIA Cert Level I (Primary ACF) and recommended core plus training*
- **DAWIA Cert Level II (Primary ACF) and recommended core plus training*
- **DAWIA Cert Level III (Primary ACF) and recommended core plus training*
- *DAWIA Cert Level I-III (Secondary ACF)*
- *Army Acquisition Corps Membership (AAC) GS-13 and above eligible*

CIV. Educ.

- **BS Degree**
- *Graduate Level Education (Business Discipline)*
- *Senior Service College(SSC) or DAU-SSCF*

REV: 13 Aug 2018

America's Force of Decisive Action

* Indicates Mandatory Requirement
** ACAT I/IA