# Civilian Program Management Career Model

## Functional Experience

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<tr>
<th>Years of Service</th>
<th>CES Leadership (Basic)</th>
<th>CES Leadership (Intermediate)</th>
<th>CES Leadership (Advanced)</th>
<th>CESL for Senior Leaders</th>
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<td>Army Civilian Education System (CES) Leadership (Foundation)</td>
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</table>

## Strategic Leadership

- **User Guide**: Acquisition Workforce Qualification Initiative (AWQI) Homepage, AWQI eWorkbook Download and User Guide
- **Army DACM Office**: Acquisition Leader Program Opportunities
- **Leadership (Foundation)**
  - CES Leadership (Basic)
  - Enterprise Talent Management (ETM)
  - Defense Civilian Emerging Leaders Program (DCLEP)
  - Acquisition Leadership Challenge Program (ALCP I)
  - Inspiring and Developing Excellence in Acquisition Leaders (IDEAL)
  - Competitive Development Group/Army Acq Fellowship (CDG/AAF) Program
  - ALCP B
- **Leadership (Intermediate)**
  - SES
  - Acquisition Tuition Assistance Program (ATAP), School of Choice (SOC)(BA/BS/MA,MS), Naval Postgraduate School – Masters of Science in Systems Engineering or Program Management (NPS-MSSPM), Student Loan Repayment Program (SLRP)
  - Army Civilian Education System (CES) Leadership (Foundation)
  - CES Leadership (Intermediate)
  - Supervisor Development Course (SDC)
  - ALCP II
  - ALCP III
- **Leadership (Advanced)**
  - Senior Enterprise Talent Management (SETM)
  - Executive Leadership Development Program (ELDP)
  - ACAT I/II CSL Project Manager
  - ACAT I Deputy Project Manager
  - DASAs
  - Deputy PEO (KLP)
  - PEO (KLP)
- **Supervisor Development Course (SDC)**
- **Exceptional Leadership Position (KLP)**
  - ACAT I/II CSL Project Manager
  - ACAT I Deputy Project Manager
- **Senior Service College (SSC)/Fellowship (SSCF)**
- **Developmental Assignment (ASA ALT, T&E, CON, S&T)**
- **Critical Acquisition Position (CAP)**: All acquisition workforce supervisory positions in grades GS-14/NH-04 and above
- **CSL Product Manager

## Civilian Education System (CES)

- **Army DACM Office**
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##civilian Program Management Career Model

## Functional Experience

- Contract Specialist
- Operations Research Analyst
- General Engineer
- Software Engineer
- T&E Analyst
- Logistics Mgmt. Specialist
- Asst. Product Manager (APM)
- Product Support Manager (PSM)
- System Acquisition Manager (SAM)
- Test Officer
- Program Analyst
- Program Integrator
- Program Mgmt. Specialist
- System Engineer (SE)/Lead SE
- Budget Analyst
- R&D Program Spec.
- Product/Project Team Lead*
- Product/Project Manager
- Product/Project Director
- Product/Project Lead
- Deputy Product/Project Manager
- Deputy Product/Project Lead
- PEO Lead Systems Engineer
- PEO Operations/Chief of Staff
- Business Manager
- ASA(ALT) Director

## Broadening

- **Army Civilian Education System (CES) Leadership (Foundation)**
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## Critical Acquisition Position (CAP)

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## Key Leadership Positions (KLP)

- ACAT I/II CSL Project Manager
- ACAT I Deputy Project Manager

## Senior Service College (SSC)/Fellowship (SSCF)

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## Army’s Force of Decisive Action

- **Requirements Education AWQI**
- **DAWIA Cert Level I-III (Functional ACF)**
- **DAWIA Cert Level 1-3 (PM ACF)**
- **PMT 401 + PCC**
- **PMT 402 + PCC**

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**REV: 13 Aug 2018**