



# DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

The Army DACM Office is responsible for talent management, career/leader development, Defense Acquisition Workforce Improvement Act certification, policy, and advocating for the professionals who are members of the Army Acquisition Workforce.

## FROM THE DACM

Mr. Craig Spisak, Director, Acquisition Career Management (DACM)



Adapted from the original, full-length article in the *January – March 2019 issue* of Army AL&T magazine.

**“Understanding is a two-way street.”**  
– Eleanor Roosevelt

As complex as its operations and motivations are, knowing how the commercial sector works is fundamental to being a skilled acquisition professional. To rapidly get a better, more affordable product to Soldiers who desperately need it today, we require a better

understanding of what industry does and doesn't provide, and what oversight is necessary. We have to invite members of industry to understand our business so that they can adequately address provisions that we put in our requirements documents. We want industry to understand what we in the Army do, and understanding them will help us do that as well.

This year DOD has a pilot program, the **Industry Exchange Program**, which will not only place high-performing, midcareer civilians in industry, but also will bring industry participants to work inside of our organizations. The program will allow DOD civilians and private sector participants to gain a better understanding of each other's business operations and challenges, while sharing innovative and cost-saving practices. Naturally, we will be careful to make sure that any areas that might cause a conflict of interest are addressed ahead of time so that we don't give any unfair advantages or provide any type of inappropriate access.

The more open we are with businesses about our processes and challenges, the more open they will be. I've typically found industry to be very willing to explain what they do and why they do it.

There are many opportunities for the Army and industry to find better ways of doing business together to provide the best products to Soldiers in the field.

## Meet the New Army DDACM

Ms. Joan Sable, Army Deputy Director, Acquisition Career Management (DDACM)

We are pleased to announce that effective Jan. 22, Ms. Joan Sable will serve as the Army Deputy Director, Acquisition Career Management (DDACM). Ms. Sable has been acting in this capacity for a number of years advocating for the Army Acquisition Workforce (AAW) with the Undersecretary of the Defense for Acquisition and Sustainment's Human Capital Initiatives Director. Within the AAW, Ms. Sable supports the DACM's vision to sustain a trusted team of acquisition professionals ensuring Army readiness—the secretary of the Army's No. 1 priority.

In FY17, Ms. Sable led the development and implementation of a five-year AAW Human Capital Strategic Plan (HCSP), which serves as the Army DACM Office business plan. This strategy ensures the Army is focused on five goals: AAW planning; professional development; leader development; AAW engagement; and communications and collaboration. The AAW spans

over 20 different commands and organizations across the Army. Although inherent in every goal, communications and collaboration became a critical goal that needed a specific focus. Learn more about the AAW HCSP at <https://asc.army.mil/web/hcsp/>.

“Data informing decisions” is a mantra that Ms. Sable uses at every opportunity when connecting with AAW customers, partners and stakeholders. “We are in the business of people, and we must be strategic in our focus and let the data lead our strategic initiatives,” she says. The Army DACM Office does this as we invest in the development and engagement of the 40,000-plus civilian and military acquisition professionals across the Army to ensure they have the capabilities needed to provide equipment and service to our Soldiers to win on the battlefield.



Ms. Sable is an acquisition professional with over 30 years of experience. She is an Army Acquisition Corps member serving in a critical acquisition position with a Level III DAWIA certification in program management. Ms. Sable holds an undergraduate degree in education and an MBA.



# Navigating the Acquisition Process

Adapted from the original article by Ms. Jacqueline M. Hames in the January – March 2019 issue of Army AL&T magazine

As a contracting professional, keeping track of acquisition activities never stops. To assist with finding your way through these processes, Defense Acquisition University's Michelle Currier created and actively manages a handy tool called the "Contracting Subway Map." The map helps to visualize and clearly lay out an overall sequence of acquisition landmarks during the planning, execution and administration phases. The map provides additional resources, such as locating regulatory and agency guidance, templates, guides, forms and trending acquisition news.

Recent updates to the Contracting Subway Map include Federal Acquisition Regulation-based concepts and innovative concepts in government contracting.

"It's not meant to be the end-all to everything; it is meant to be a jumping-off place," Currier explains.

To use this colorful, interactive tool, click on the green Launch Tool button at <https://www.dau.mil/tools/t/Subway-Map>.



## Contracting Subway Map

Updated 1/14/2019



# SPOTLIGHT ON SUCCESS

The Army DACM Office had an opportunity to speak with two Army acquisition professionals who recently participated in leadership or developmental programs. Read on to see how the **Inspiring and Developing Excellence in Acquisition Leaders** program and the **Defense Acquisition University Senior Service College Fellowship** program helped to shape their leadership skills.



### Ms. Stefani Santos

**TITLE:** procurement analyst

**COMMAND:** Army Contracting Command/408th Contracting Support Brigade (CSB)

#### AAW CERTIFICATIONS/ QUALIFICATIONS:

- DAWIA Level III, contracting
- Member of the Army Acquisition Corps
- Graduate of the Defense Civilian Emerging Leadership Program, 2013

**DEGREE:** Bachelor of Business Administration, Finance

**What program or courses did you participate in?** Inspiring and Developing Excellence in Acquisition Leaders (IDEAL).

**When did you start and graduate?** June 2018 to November 2018

**What was your primary motivation for taking the program?** I was at the point of my career where I knew I was ready for that next step, but was not quite sure what that next step looked like. When this program opened, I knew it was right for me because it focused on acquisition professionals with leadership and supervisory potential who also have a passion for leading people and teams. I had no doubt that this program would be able to help me get to the next level I was looking for.

**What were your perceptions of the program prior to starting and did any of that change upon graduation?**

I hoped that I would make personal connections, be challenged beyond my comfort zone, and take away at least a few new critical leadership skills. I can say that all three were true. What I did not expect, but ended up being the most enjoyable parts of the

program, were the field trips to our DOD industry partners. It was interesting to learn how teams function in the private sector versus our experiences in the public sector.

**What were your top three takeaways?**

1. The importance and application of critical thinking skills as they pertain to leading others.
2. How to identify and participate in crucial conversations.
3. To always be proactive in thinking about the next steps in my career and seek out opportunities that pertain to my career path.

**What skills or knowledge from the course do you apply most in your job or life?**

Without a doubt, the crucial conversations module has been the most used tool in my personal and professional life. I learned to identify when those high-stakes conversations need to happen, as well as how to have those difficult conversations. Also, the networking between my peers across the acquisition community, instructors within the Army Acquisition Center of Excellence, as well as the various Army Material Command

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leaders and guest speakers who spoke to us will be something I take with me for many years to come.

**How has this program shaped your career?** While taking part in IDEAL, I was selected to become a team lead for the Contract Administration Pivot within the 408th CSB. This initiative will change the vision of how we will continue to do contracting in

the future. I am certain that my involvement and dedication to IDEAL was a driving force in my selection for this position.

**Who would you recommend this course to and why?** I would recommend this course to any mid-level acquisition professional who is looking for that next step in their career and who feels that they are ready to effect change and lead the way for the future of Army acquisition.



**Ms. Lareina Adams**

**TITLE:** product lead, Headquarters Army Environmental System

**COMMAND:** Program Executive Office for Enterprise Information Systems

**AAW CERTIFICATIONS/QUALIFICATIONS:**

- DAWIA Level III certified in program management and in systems engineering

**DEGREE:** M.S. in electrical engineering

**Would you like to shine a spotlight on someone?**

**Contact sarah.l.aubouin.civ@mail.mil to nominate a colleague to be featured in our newsletter!**

**What program or course did you participate in?** Defense Acquisition University Senior Service College Fellowship (DAU-SSCF).

**When did you start and graduate from it?** July 2016 to May 2017.

**What was your primary motivation for taking the program?** I am constantly seeking opportunities to learn and continue to grow professionally and personally. DAU-SSCF offered a unique opportunity to not only expand my leadership knowledge, but to learn and network with peers from across the acquisition community who could share their own experiences and insights.

**What were your perceptions of the course before starting, and did any of that change upon graduation?** Prior to starting, I assumed the course would focus heavily on leader development, and be structured in a way that each participant would be allowed to craft his/her individual capabilities. I imagined there would be an emphasis on public speaking and a significant amount of one-on-one coaching and mentoring. Instead, the program was structured to be much more collaborative. I was pleasantly surprised by how much I was able to engage with, and learn from, my peers. Many of us had similar jobs, goals and experiences, and were able to share lessons learned. I look forward to staying in touch with them and continuing to share and learn.

**What were your top three takeaways?**

1. Better understanding of the national security strategy, national defense strategy and the Army's modernization priorities.
2. Mentoring and coaching methods for effectively preparing and growing future leaders.

3. Update on changes to acquisition governance/policy/process to enable Army readiness.

**What skills and knowledge from the program do you apply most in your job or life?** One aspect of the DAU-SSCF program that I thoroughly enjoyed was their emphasis on the importance of emotional intelligence when it comes to being an effective leader. Characteristics and skills such as self-awareness, active listening, integrity and the ability to build and sustain interpersonal relationships are just as critical to success as knowing the technical and functional aspects of one's job.

**How has this program shaped your acquisition career?** The additional knowledge and insights I gained from the DAU-SSCF program have better prepared me to reach farther in my career and take on more challenging positions. In June 2019, I will take on a centrally selected product manager position for the Program Executive Office for Intelligence, Electronic Warfare and Sensors. I am honored by the opportunity and believe that my participation in the DAU-SSCF program was instrumental in my being selected.

**Who would you recommend this course to and why?** I would recommend the course to those who can fully commit to immersing themselves in the experience. This program requires a significant time commitment to reap the most benefit. There were certainly stressful moments when the workload and travel requirements became difficult to balance with commitments at home. But this is a unique opportunity to reflect, network and grow professionally.





# ARMY CIVILIANS “SHOW UP” FOR THE FY20 PM AND PD SELECTION BOARDS

## CENTRALIZED SELECTION LIST: FY20 BOARD RESULTS AND HELPFUL SRPE TIPS

By Mr. Norm Hilton, Army DACM Office

Congratulations to the following Army Acquisition Workforce (AAW) civilians on being selected for the FY20 Colonel/GS-15 Project Manager and Lieutenant Colonel/GS-14 Product Manager Centralized Selection List (CSL) – Command and Key Billet positions.

The Army Acquisition Corps (AAC) is proud to announce the selection of the 11 AAW professionals as CSL project and product manager principals. Four were selected as project managers and seven as product managers. These high-performing/high-potential acquisition

professionals competed alongside their military counterparts, demonstrating their leadership ability, skills and technical competence for increased responsibility.

The annual Army CSL board conducted at Human Resources Command (HRC), Fort Knox, Kentucky, reviews applicant files to determine and select the best-qualified individuals (COL/GS-15 and LTC/GS-14) for specifically identified acquisition command and acquisition key billet positions in order to meet the needs of the AAC.

The FY20 civilian principal selectees listed below will serve as acquisition project and product managers around spring/summer 2020 and will run major contract efforts and lead Acquisition Category I, II and III weapon systems programs within designated program executive offices or acquisition commands.

The official **FY20 CSL Results** are posted on HRC’s website. Logging in with your CAC is required.

### FY20 Project Manager selectees

#### PRINCIPAL SELECTEES

- Mr. Brendan Burke** (Program Executive Office (PEO) for Enterprise Information Systems)
- Mr. Shawn Gresham** (PEO Aviation)
- Ms. Kim Reid** (PEO Soldier)
- Mr. Michael Wills** (PEO Missiles and Space (M&S))

#### ALTERNATE SELECTEES

- Mr. Benjamin Corrigan
- Mr. Kevin Curry
- Mr. Edward Gozdur
- Mr. Patrick Layden
- Ms. Kathleen Lytle
- Mr. Mark McCoy

- Mr. John McFassel
- Mr. Michael McGarvey
- Mr. George Mitchell
- Mr. David Pinckley
- Mr. Steven Rienstra
- Mr. Stephen Roberts

### FY20 Product Manager selectees

#### PRINCIPAL SELECTEES

- Mr. Edward Gozdur** (PEO Aviation)
- Mr. Mark McCoy** (PEO for Ground Combat Systems (GCS))
- Mr. John McFassel** (Joint PEO for Armaments and Ammunition)
- Ms. Elizabeth Miller** (PEO GCS)
- Mr. George Mitchell** (Missile Defense Agency)
- Mr. Michael Willoughby** (PEO STRI)
- Mr. Michael Wills** (PEO M&S)

#### ALTERNATE SELECTEES

- Mr. Craig Besaw
- Mr. Stephen Bielamowicz
- Mr. Gerry Cox
- Mr. Kevin Curry
- Mr. Raymond Folden
- Mr. Gady Benton
- Ms. Misty Glover
- Mr. Jerry Harper
- Mr. Thomas Lettis

- Mrs. Kathleen Lytle
- Mrs. Diane McCarthy
- Mr. Craig Riedel
- Mr. Michael Sawyers
- Mr. Sherman Spencer
- Mrs. Elanor Winchester
- Mr. Chad Young

#### What makes civilians competitive for selection among their military peers?

The selection board considers an individual’s complete body of work, which for civilians includes their Acquisition Career Record Brief (ACRB), resume and the **Senior Rater Potential Evaluation (SRPE)**. The SRPE is the civilian’s equivalent of the Officer Evaluation Report, and it’s important to build a strong SRPE. It is each individual’s diversity of assignments, established superior performance and demonstrated future potential that truly determine whether a civilian applicant is selected for command.

Keep in mind that preparing for a selection board is an exercise in attention to detail and should be very time-consuming, if done properly. Review your

documents early and often to ensure file contents are accurate and complete. If you are serious about your career and the process, you must approach it from this mindset. Don’t blow it off until the last minute.

#### Here are a few helpful nuggets to remember when building a SRPE:

- Potential (high potential/high performance):** Demonstrated performance and potential for increased responsibility. The most important document in a board file is the SRPE. Highly competitive civilians possessed multiple SRPE reports with exclusive senior rater narratives (exceptional potential) which documented enumeration; identified potential for increased responsibility at the next higher level and when; and also

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highlighted broadening opportunities (e.g., Senior Service College).

- **Leadership experience:** Level of breadth and depth of experience matter. Demonstrated exceptional performance in multiple assignments; specifically assignments highlighting program management, leadership and supervisory responsibilities. This should be captured and reflected in performance evaluations, ACRB and one's resume. It must also be noted that highly competitive civilians had either previously served in a board-selected CSL product manager and/or product director/project director position.
- **Broadening and developmental opportunities:** Attendance and completion of Senior Service College, the Defense Acquisition University Senior Service College Fellowship or Naval Postgraduate School all count toward this requirement.
- **Education:** Having obtained an advanced degree(s) also helps!

Start Planning

Whether you think you may be interested in a PM position or not, now is a good time to review your ACRB, update your resume, and look at broadening your experiences and linking up with a coach or mentor. Take the time to research and explore your options. It's never too late to start planning your career. There are several great resources on the Army DACM Office website (<https://asc.army.mil/web/dacm-office/>).

Click here to learn some more insider tips on how to build a strong SRPE. [https://asc.army.mil/web/wp-content/uploads/2018/04/DACM-Newsletter\\_April2018.pdf](https://asc.army.mil/web/wp-content/uploads/2018/04/DACM-Newsletter_April2018.pdf)

For more information on SRPEs, visit the Army DACM Office website: <https://asc.army.mil/web/senior-rater-potential-evaluation/>.

# Education, Training and Leader Development Programs

Who wouldn't like some help paying for the cost of higher education? The AAW **Student Loan Repayment Program** is designed to repay federally insured student loans for civilian acquisition professionals and opened for applications on **Jan. 14**. Take advantage of this valuable program: <https://asc.army.mil/web/career-development/programs/student-loan-repayment-program/>.

Turn those innovative training ideas into a reality! The Defense Acquisition Workforce Development Fund (DAWDF) allows organizations to design quality initiatives to recruit, develop and retain the AAW of the future. As part of the AAW **Human Capital Strategic Plan** (<https://asc.army.mil/web/hcsp/>), organizations are encouraged to develop broadening assignments that gain experience in science and technology, test and evaluation, material development, and sustainment to develop our future acquisition leaders. The FY20 DAWDF data call for funding requests from the Army DACM Office will open in **mid-February**.

Speak with your command/organizational **DAWDF** points of contact for more information and check out program details on the Army DACM Office website at <https://asc.army.mil/web/career-development/dawdf-program/>.

Beginning **Jan. 31**, the Army DACM Office will collect applications for Year Group 2020 of the **Defense Civilian Emerging Leader Program**. This unique DOD program focuses on developing emerging leaders and consists of residential courses in leadership assessment, team development, effective writing in the federal government, conflict resolution and leadership for non-supervisors. See details at <https://asc.army.mil/web/career-development/programs/dcelp/>.

The **Defense Acquisition University Senior Service College Fellowship (DAU-SSCF)** is open for applicants **Dec. 3 – March 29**. This valuable 10-month program prepares acquisition professionals for leadership roles such as product and project manager, program executive officer, and other key acquisition leadership positions. See details at <https://asc.army.mil/web/career-development/programs/defense-acquisition-university-senior-service-college/>.

It's not too early to start thinking about applying for the Naval Postgraduate School opportunities! Applications are being accepted **Feb. 11 – April 16** for the following programs:

1. **Naval Postgraduate School (NPS) Systems and Program Management Non-Resident Master's Degree Program.** This interdisciplinary program offers a non-resident option for qualified GS-11 to GS-15 (and broadband equivalent) acquisition workforce professionals to broaden their technical capabilities in order to successfully lead programs in support of the defense acquisition system. Find more information at <https://asc.army.mil/web/career-development/programs/naval-postgraduate-school-master-of-science-in-program-management/>.
2. **NPS Systems Engineering Non-Resident Master's Degree Program** with a System of Systems Focus. This program is designed for DOD organizations faced with a wide range of systems engineering and integration challenges. NPS educates and trains engineers with tools and technologies relevant to their work, resulting in employees with greater knowledge and expertise to better meet the needs of their customers. Find more details at <https://asc.army.mil/web/career-development/programs/naval-postgrad-ms-sys-eng/>.



Did you know you can get all the latest AAW news and information, as well as highlights from the Army AL&T Magazine emailed straight to your inbox? Go to [asc.army.mil/web/subscribe/](https://asc.army.mil/web/subscribe/).



**Opening soon!** On **Feb. 1**, the application window opens for the next round of the **Acquisition Leader Challenge Program (ALCP)**. This leadership development seminar, offered at three different levels, is designed to establish a foundation of self-awareness and to assist in the overall leadership and diversity development within organizations. ALCP offers sessions for all civilian acquisition workforce professionals: ALCP B is for GS-7 – GS-11 or equivalent; ALCP I is for GS-12/13 or equivalent; ALCP II is for GS-14/15 or equivalent; and ALCP III is for GS-14/15 or equivalent and Senior Executive Service. Find out more about this exciting, career-enriching program at <https://asc.army.mil/web/career-development/programs/acquisition-leadership-challenge-program/>.

### GET THAT DEGREE YOU'VE ALWAYS WANTED!

While it's still a few months away, get an early start to prepare yourself for applying to the Acquisition Tuition Assistance Program (ATAP). The window for applications is May 6 – June 3. **CLICK HERE** for more details about **ATAP**.



### Want to fill that vacant seat quickly? Use Direct or Expedited Hiring Authorities

By Mr. Tim Zeitler, Human Resource Specialist

“My number one priority regarding Army civilian employees is reducing civilian time to hire to below 60 days,” said the 23rd Secretary of the Army, Mark T. Esper, in his June 5, 2018 memorandum, “Reducing the Civilian Time to Hire.”

To those of us familiar with the sluggish civilian DOD hiring process, hiring an employee in under 60 days may sound like an unattainable goal. But there are tools available that are helping accomplish the impossible: Direct and Expedited Hiring Authorities (DHA/EHA).

DHAs and EHAs are granted under the National Defense Authorization Act (NDAA) for the sole purpose of recruiting and appointing employees into covered competitive service positions without the typical examining procedures, which can add weeks and sometimes months to the hiring process.

These authorities work. In FY18 the Army's average hiring time using traditional hiring authorities was 132 days. However, hiring actions during that same period that used DHA or EHA experienced an average time to hire of only 87 days—a 34 percent decrease. FY18 saw 1,589 people hired into the Army Acquisition Workforce using DHA or EHA.

And, Army guidance directs that you must consider using DHAs and EHAs when filling positions. The May 3, 2018 memorandum, “Army Manpower and Readiness Affairs (M&RA),” states: “For all external hiring actions, and when statutorily available, hiring managers must first consider use of DHA/EHA.”

### Keep your knowledge fresh!

Announcing a brand new software life cycle management online training course through DAU: CLL 027 – Introduction to DOD Software Lifecycle Management. Detailed information about CLL 027 is available at [http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs\\_id=12223](http://icatalog.dau.mil/onlinecatalog/courses.aspx?crs_id=12223).

Register for the course at DAU's Virtual Campus: <https://identity.dau.mil/EmpowerIDWebIdPForms/Login/VirtualCampus>.





# Benefits of using DHA/EHA

- Accelerates the hiring process.
- Hiring manager may nominate potential candidates with a proven track record of performing the duties.
- Identify and select the best qualified talent with minimal restrictions.

When applicable, DHAs and EHAs offer the ability to hire a qualified Army acquisition professional into your vacancy much more quickly than the traditional hiring process. For additional information on using one of the many available DHA/EHAs, please consult with your HR office or your local servicing CPAC.

# DOD Industry Exchange Program Pilot

*By Maj. Hassan Kamara and Mr. Norm Hilton, Army DACM Office*

**Introducing ... a brand new program!**



The DOD Industry Exchange Program (IEP) is a groundbreaking pilot program intended to serve as a platform for DOD and private-sector participants to gain a better understanding of, and perspective on, each other's business operations and challenges, and to share innovative and cost-saving practices. The program is authorized under the National Defense Authorization Act. The Human Capital Initiatives (HCI) Division in the Office of the Undersecretary of Defense for Acquisition and Sustainment is the office of primary responsibility of the DOD IEP pilot. The Army DACM Office is working with HCI, the Office of the Deputy Assistant Secretary of the Army for Civilian Personnel and the Army G-1 to implement the pilot program within the Army.

A number of industry's top companies are participating in this pilot, including Deloitte, Unisys, Northrop Grumman, Boeing, Lockheed Martin, General Motors, Jacobs, GuideHouse (formerly PricewaterhouseCoopers public sector), Booz Allen Hamilton and Raytheon.

This emerging civilian leader development opportunity is considered a temporary duty assignment for participants and targets high-performing, mid-career civilians (GS 13-15 or AcqDemo equivalent pay-band) with high leadership potential.

The following primary government civilian candidates have been slated to positions with private companies:

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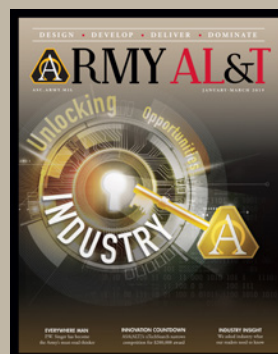
## DHA and EHA COMPARISON

Direct Hire Authority	DOD DHAs	DOD EHAs
Source	Legislative authorities obtained through various National Defense Authorization Act (NDAAs)	Legislative authorities obtained through various NDAAs
Purpose	Allows for recruitment and appointment to covered competitive service positions without traditional competitive examining procedures (i.e., competitive rating and ranking )	Allows for recruitment and appointment to covered competitive service positions without traditional competitive examining procedures (i.e., competitive rating and ranking)
Requirements	Reference respective DOD policy memorandum	Reference respective DOD policy memorandum
Public Notice Required	No*	Yes
Consideration of Veterans	No	Yes**
Placement Programs (CTAP, ICTAP, RPL)	No***	Yes
<p>*In general, DOD legislative DHAs do not require public notice, however some require some form of advertisement (e.g., post-secondary students and recent graduates)  **For Acquisition EHA, available preference eligibles are considered if they are best qualified. For Health Care EHA, if veterans' preference eligibles and non-preference eligibles are being considered at the same time, the preference eligible must be selected if candidates are essentially equally qualified.  ***DOD legislative DHAs do not require clearance of displaced employee programs in accordance with 5 CFR 330 subparts B, F and G. However, DOD modified PPP procedures apply unless a PPP exception exists.</p>		
<p>DCPAS/ Employment &amp; Compensation/ Staffing Policy Division  October 2018</p>		

## Read. Learn. Succeed.

Army AL&T's purpose is to educate, motivate and instruct readers through in-depth, analytically oriented articles featuring lessons learned, best practices and innovation across the Army acquisition enterprise. Authored by subject-matter experts, the magazine is the Army's premier resource on acquisition, logistics, technology and contracting—in other words, the inside story on the products and the services that Soldiers depend on in every aspect of their service.

**Read online:** [asc.army.mil/web/army-alt/](http://asc.army.mil/web/army-alt/).







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- **Ms. Susan Fung**, engineer, U.S. Army Communications-Electronics Research, Development and Engineering Center (Fort Belvoir, Virginia), is slated as a strategic innovation group fellow with Booz Allen Hamilton in the National Capital Region (NCR).
- **Mr. Jonathan Nadig**, contracting officer, U.S. Army Corps of Engineers (Tulsa, Oklahoma), is slated as a business planning and development associate with Deloitte in the NCR.
- **Mr. Ryan Stacey**, contracting officer, U.S. Army Contracting Command (Warren, Michigan), is slated as a program manager in corporate solutions with Booz Allen Hamilton in San Diego.
- **Mr. Jeremy Whitsitt**, engineering, U.S. Army Natick Soldier Research, Development and Engineering Center (Natick, Massachusetts), is slated as a business planning and development associate with Deloitte in the NCR.

The industry candidate, Mr. Richard Dalrymple from Guidehouse, is slated into a program management position in the Office of the Deputy for Acquisition and Systems Management (DASM). DASM points of contact are Ms. Stephanie Johnson and Mr. Martin Zyburra.

Program orientation was held on Dec. 11 at the Pentagon. Candidates and their gaining industry and DOD supervisors received a briefing about the program, ethics training and firsthand perspectives from participants in Training with Industry and Secretary of Defense Executive Fellow programs.

All candidates reported to their gaining organizations on Jan. 8; the pilot will end in June 2019.

## A Healthier Workforce: Expanding Skills and Reducing Gaps



*Adapted from the original full-length article by Ms. Jacqueline M. Hames on the Army AL&T News blog.*

The Army DACM Office is committed to accurately assessing and expanding position skills and reducing skill gaps of the acquisition workforce professionals. To help with reaching those goals, the DACM Office has introduced new improvement strategies such as the Acquisition Workforce Qualification Initiative and is in the process of conducting the second round of Competency Career and Development Assessments to address gaps in the workforce’s competencies. The assessment data will help leaders and advisers better understand the gaps in acquisition career fields. Read more [here](#) on the specifics of how leadership is focused on improving the health and development of our workforce.

### Army DACM Office Highlights

- ▶ Learning through disaster
- ▶ Understanding industry is focus of new Army AL&T magazine
- ▶ January Hot Topics
- ▶ OTs giving you a headache? DAU has a cure



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Please email us any questions or suggestions.