



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
ACQUISITION LOGISTICS AND TECHNOLOGY
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WASHINGTON, DC 20310-0103

SFAE

JAN 28 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Functional Area 51 Recruitment, Education, and Career Management Strategy

1. References:

- a. Army Strategy, 01 November 2018.
- b. Department of Defense Instruction 1322.06, "Fellowships, Legislative Fellowships, Internships, Scholarships, Training-With-Industry, and Grants Provided to DoD or DoD Personnel for Education and Training," October 12, 2016.
- c. Army Regulation 621-1 (Training of Military Personnel at Civilian Institutions), 28 August 2007.
- d. Department of the Army Pamphlet 600-3 (Officer Professional Development and Career Management), 3 April 2019.
- e. Army Acquisition Workforce Human Capital Strategic Plan, 2017-2021.
- f. Memorandum, Deputy Director, Acquisition Career Management, 23 May 2016, subject: United States Army Acquisition Support Center Advanced Civil Schooling and Training with Industry Policy and Procedure.
- g. Memorandum, Assistant Secretary of the Army (Acquisition, Logistics and Technology), 4 May 2018, subject: Policy Guidance on Improving Acquisition Talent Management.
- h. Message, MILPER Number 19-312, 1 October 2019, subject: Administrative Instructions for Officers Requesting to Defer Promotion Consideration (Opt Out).

2. The Army Acquisition Corps (AAC) will continue to seek real-time solutions to immediate and future battlefield requirements amidst strategic competition with near-peer rivals and rapid technological advancement. To accomplish this mission, we must leverage the collective intelligence and experience of the Army by recruiting personnel with the desired knowledge, skills, and behavior. Furthermore, we must prioritize the education of our Functional Area 51 (FA51) Acquisition Corps officers and find ways to optimize talent management and utilization in the AAC. This memorandum, along with its three appendices, provides detailed guidance for implementing my vision and strategy on the recruitment, education, and career management of our FA51 officers.

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It is a living document and will be updated as necessary to reflect changes in requirements or objectives.

3. The point of contact for this strategy is the Army DACM Office, Mr. Jason Pitts, 703-664-5681, DSN 654-5681 or jason.r.pitts.civ@mail.mil.



Bruce D. Jette

Army Acquisition Executive

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