



RESEARCH
AND ENGINEERING

OFFICE OF THE UNDER SECRETARY OF DEFENSE

3030 DEFENSE PENTAGON
WASHINGTON, DC 20301-3030

MEMORANDUM FOR THE PRESIDENT, DEFENSE ACQUISITION UNIVERSITY

SUBJECT: Fiscal Year 2021 Annual Certification – Engineering; Production, Quality, and Manufacturing; and Test and Evaluation Acquisition Career Fields

Reference: (a) DoD Instruction 5000.66, “Defense Acquisition Workforce Education, Training, Experience, and Career Development Program”, July 27, 2017

As the Functional Leader for the subject Defense Acquisition Workforce career fields, and as required by reference (a), I certify that for FY 2021:

- **Workforce Competencies:** The acquisition-related competencies currently maintained by the Defense Acquisition University (DAU) in the following competency models are approved and reflect the knowledge and skills required to be successful as a workforce member of the subject acquisition career fields:
 - “Engineering (ENG) Career Field Competency Model Version 2.0”, dated February 6, 2016
 - “Production, Quality, and Manufacturing (PQM) Career Field Competency Model 2013 Refresh”, dated June 12, 2013
 - “DoD Test and Evaluation (T&E) Workforce Competency Model”, dated June 1, 2017
- **Training Curriculum:** DAU course documentation, content, and objectives to be implemented in FY 2021 for the subject acquisition career fields are current, technically accurate, and consistent with Department policy. I am also satisfied with the efforts currently underway to align material with recent policy and/or regulatory changes and to reduce classroom hours for resident courses.
- **Certification Standards:** Given the ongoing Acquisition Workforce Transformation effort and the telework mandate resulting from the COVID-19 pandemic, my intention was to make the minimum set of changes necessary to maintain our acquisition workforce’s professionalism. Thus, changes were made to the attached ENG Certification Standards for FY 2021; however, the PQM and T&E Certification Standards, currently posted on the DAU website, are unchanged. All three sets of certification standards are reasonable, appropriate, and applicable to any DoD acquisition workforce personnel who want certification in these acquisition career fields after September 30, 2020.
- **Position Category Descriptions (PCD):** One administrative change was made to the attached PQM PCD. The ENG and T&E PCDs, as posted on the DAU website, remain unchanged since they were last reviewed on June 28, 2019 and June 12, 2019,

respectively. All three sets are considered valid for coding DoD acquisition workforce personnel to the subject acquisition career fields.

- **Key Leadership Position (KLP) Functional Specific Requirements:** Changes were made to the attached functional specific requirements for ENG and PQM KLPs. The Chief Developmental Tester functional specific requirements remain unchanged since June 2, 2016. All three sets of functional specific requirements are reflective of the qualifications needed to successfully perform in a KLP and should be updated accordingly on the DAU website.

My goal is to improve program success through the application of sound and rigorous engineering; production, quality, and manufacturing; and test and evaluation practices. As my staff continues to regularly evaluate the workforce competencies, training curriculum, certification standards, PCDs, and KLP functional specific requirements, we will continue to seek DAU's partnership in the ENG, PQM, and T&E acquisition career fields' efforts.

Should Department policy change or the required capabilities of the Defense Acquisition Workforce for which I am charged change during the upcoming year, I or my representative will advise DAU so that appropriate actions may be initiated to ensure the continued development of a professional, agile, and motivated workforce that consistently makes smart business decisions, acts in an ethical manner, and delivers timely and affordable capabilities to the warfighter.

My point of contact regarding this certification is Mr. Thomas Simms, who can be reached by phone at (703) 697-4812 or by email at thomas.w.simms2.civ@mail.mil.

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Sandra H. Magnus
Deputy Director, Engineering

Attachments:
As stated