



PRODUCT/PROJECT DIRECTOR (PD) PROGRAM



Identify a pool of high performing/high potential civilian acquisition professionals to lead and manage acquisition programs in order to meet the mission and vision of the Army Acquisition Corps (AAC).

WHAT IS A PD?



- A PD is a leader for an Army acquisition system or program management office who has been designated by the Director, Army Acquisition Corps (DAAC).
- PDs are classified into two categories; Project Director (GS-15) and Product Director (GS-14).
- PDs are considered Critical Acquisition Positions (CAPs).

ELIGIBILITY REQUIREMENTS



- Army acquisition civilian only
- Be a permanent AAC member in a career/career conditional appointment
- GS-14/Broadband equivalent for Product Director
- GS-15/Broadband equivalent for Project Director
- DAWIA Level III certification in Program Management (PM) acquisition career field

Civilian applicants must meet all of the eligibility requirements in order to compete. No waivers will be granted.

FREQUENTLY ASKED QUESTIONS



When and why was a centralized Product/Project Director (PD) board established?

The PD program was piloted in FY15 as part of the Principal Military Deputy (PMILDEP) Talent Management (TM) initiative to centrally select high performing/high potential Army acquisition civilian program management professionals at the GS-14 & GS-15/broadband equivalent level to serve in PD positions within the Program Executive Office (PEO) structure.

What criteria will be utilized to select the best qualified applicants from the centralized PD Board?

Applicants will be evaluated utilizing the same criteria as the PM Centralized Selection List (CSL) boards. Board members will evaluate each applicant's qualifications, competencies, experience, performance, and potential.

Can I apply to both the PD CSB and PM CSL Board?

Yes. We highly encourage those high performing/high potential civilian acquisition professionals to apply to both PD CSB and PM CSL boards proving you meet the eligibility requirements to compete.

What is the Tenure for PD?

PD tenure is three (3) years, but may be curtailed to 2 yrs. or extended to 5 yrs. based on Army program or individual needs.

Who will slate PD selectees?

Slating will be conducted by a Talent Management Board of Director comprised of the DAAC, Director, Acquisition Career Management (DACM), and PEOs/DPEOs, and will convene after the selection board utilizing the following criteria: Order of Merit List (OML); Skills and Experience Match; and Geographic preference. The DAAC is the approval authority for all PD slating.

If selected, can I decline?

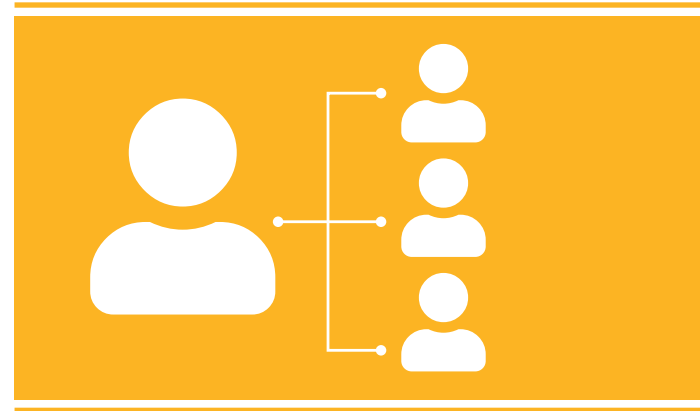
Yes. PD selects who decline a position outside of their geographic preference area will do so without prejudice. PD selects who decline a position within their preference area will do so with prejudice and can not compete for a PD at that level for three years.

Is PD CSB the same as PM CSL?

No. Although similar in concept approach, PD CSB is an ASA(ALT) selection process while PM CSL is a Department of the Army selection process conducted on behalf of the Chief of Staff of the Army.



- PD positions will be centrally managed by the DACM Office, in coordination with PEOs.
- Only positions approved by the annual Military Acquisition Position List review will be considered as PD positions and filled through the annual CSB process. All positions identified out of cycle (OOC) must follow the same procedures for approval as CSL OOC requests.
- PD positions will be reviewed and validated as part of the annual MAPL process.
- PD positions are not promotional opportunities. They are lateral management directed reassignments (MDRs).



The DAAC is the final approval authority for the establishment and validation of all PD positions.

ARE YOU BOARD READY?



PD CSB FILE DOCUMENTS

1

Acquisition Career Record Brief (ACRB)

Ensure your ACRB is accurate prior to submitting your application. Your ACRB must reflect any and all degrees and certifications you have obtained. Applicants may update and correct specific fields of their ACRB using the edit ACRB functions within CAPPMS.

2

Resume

The resume is crucial to portraying the applicant's image as a potential senior leader in the AAC. Applicants should expound on and highlight their accomplishments leading and managing human and fiscal resources. Your resume must be no more than three (3) pages. Ensure education, training, and experience description and dates match those in the ACRB.

3

Last Three (3) Performance evaluations

Upload your last three AcqDemo (CCAS) performance evaluations; this shall include Part I CCAS Salary Appraisal Form, Part II Supervisor Assessment, and Part III Employee Self Assessment. If you have less than 3 AcqDemo evaluations, load up to three other (i.e. TAPES, LabDemo, etc.) evaluations to meet the three total evaluations. Performance evaluations must be signed.

4

Senior Rater Potential Evaluation (SRPE)

A minimum of one SRPE is required with your application. The most recent SRPE must have an end date no later than one year of the closing date of the announcement. To view more information on the SRPE and how to complete, visit <https://asc.army.mil/web/senior-rater-potential-evaluation/>.

5

Geographic Preference Form

Go to <https://asc.army.mil/web/careerdevelopment/prod-dir/> to download the PD Regional Preference Sheet. Fill out, sign, date, and upload form.

All documents must be completed and the entire application submitted in Army Acquisition Professional Development System by the announcement closing date or the individual will not be considered.

Army acquisition workforce professionals who apply with sufficient lead-time before the closing date of the announcement will be notified if their application is incomplete. Those applicants will be given the opportunity to submit the necessary documentation prior to the closing date of the announcement.

PD RESOURCES



- ✓ PD Policy
- ✓ TM Information Paper
- ✓ PD Locations

- ✓ Application Best Practices
- ✓ Frequently Asked Questions
- ✓ Resume Template

<https://asc.army.mil/web/career-development/prod-dir/>
<https://asc.army.mil/web/career-development/programs/best-practices/>