



DACM NEWS

DIRECTOR, ACQUISITION CAREER MANAGEMENT OFFICE

The Army DACM Office is responsible for talent management, career and 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

Photo: **Craig A. Spisak**,
Army Director, Acquisition Career Management (DACM)

Yes, we are in a global pandemic. However, the Army Director for Acquisition Career Management (DACM) Office marches on by making significant improvements to its acquisition education, training and leadership development programs.

Before the pandemic, the Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) had already begun its evolution toward better meeting the gaps in leadership development with its new focus on preparing NH-03 or broad-band equivalent personnel for future program management roles. The CDG/AAF will now be known as Leadership Excellence Acquisition Development (LEAD) program.



Keeping up with industry has opened new doors with the DACM Office's Training with Industry (TWI) program, as well. TWI is a one-year work-experience training program that submerges selected acquisition officers into corporate America, exposing them to the latest commercial business practices, organizational structures and cultures, technology development processes and corporate management techniques. TWI grew from an average of 11 positions in fiscal years 2016-2019 to a new normal of 30 positions in 2020.

Speaking of growth, investment in our Functional Area (FA) 51 acquisition officers continues with new advanced education opportunities through the Advanced Civil Schooling Ph.D. Program. The Army Acquisition Corps is providing a path for select officers to earn a doctorate degree and become acquisition technical experts through Advanced Civil Schooling. Such experts support the Army's scientific and engineering needs across a broad spectrum of assignments, including product and project managers, to achieve real-time technology solutions to immediate and future battlefield challenges.



Another addition to the FA51 acquisition officer Advanced Civil Schooling menu is a pilot program the DACM Office has developed in partnership with George Washington University Law School through the Master of Studies in Law with a concentration in government procurement. It provides an advanced education opportunity from a quality program that is intended for professionals who are not interested in earning a law degree or practicing law, but require knowledge

of the law for their jobs. For more details, visit <https://asc.army.mil/web/career-development/programs/advanced-civil-schooling/>.

We intend to continue refining the efficacy of these programs to ensure their intrinsic value is maintained in improving our leadership and technical acumen. To read the original "Training Marches On" article, go to <https://asc.army.mil/web/news-training-marches-on/>.

BACK TO BASICS— NEW ARCHITECTURE FOR FUNCTIONAL AREA FRAMEWORK

On Sept. 2, in support of the National Defense Strategy, the undersecretary of defense for acquisition and sustainment, Hon. Ellen M. Lord, signed a memorandum titled "Back-to-Basics" for the Defense Acquisition Workforce. Back-to-Basics (BtB) will restructure and slim down the existing acquisition workforce functional area framework to consist of six consolidated functional areas: program management, contracting, life cycle logistics, engineering, test and evaluation, and business financial management/cost estimating. BtB outcomes for each functional area include achieving streamlined and restructured certification requirements, identifying prioritized credentials and providing for continuous learning. Efforts related to BtB are in the works but will not be implemented immediately. Full deployment of the program is Oct. 1, 2021; as details emerge, the Army Director for Acquisition Career Management Office will keep you informed. To read the memorandum and for more details about BtB, visit <https://asc.army.mil/web/dacm-office/back-to-basics/>.

WHAT'S INSIDE:

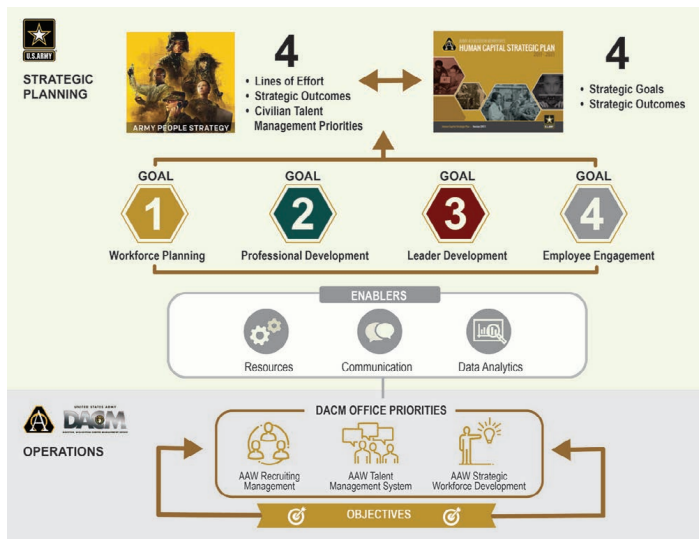
**IDEAL BREAKS GROUND
WITH FIRST-EVER VIRTUAL
SESSION**

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ARMY ACQUISITION WORKFORCE HUMAN CAPITAL STRATEGIC PLAN

Over the last four years, we have implemented the Army Acquisition Workforce Human Capital Strategic Plan (AAW HCSP), while simultaneously, our strategic environment has evolved and Army policy in the Human Capital space has matured. Accordingly, the Army Director for Acquisition Career Management (DACM) Office has refined the AAW HCSP to align with Army policy more intentionally. The release of the Army People Strategy (APS), signed by the United States Army Chief of Staff, the Secretary of the Army and the Sergeant Major of the Army in October 2019, provided a valuable framework for our updates. The APS describes how the Army will shift from simply distributing personnel to more deliberately managing the talents that our Soldiers and civilians possess. The updated AAW HCSP enables the Army Acquisition Workforce to meet the Army's talent management intent of creating a 21st century talent management-based system.



The APS identifies four lines of effort leading to four strategic outcomes. Through the acquisition, development, employment and retention of talent, the Army will ensure we are ready, professional, diverse and integrated. The figure above illustrates the connection between DACM Office objectives and priorities, AAW HCSP goals and the APS strategic outcomes. Strategically, the AAW HCSP will focus on four goals with four outcomes. Operationally, there are three priorities with 10 objectives that will directly and indirectly support the acquisition, development, employment and retention of the Army Acquisition Workforce. The DACM Office intends to assess legislative, Defense Department, and service documentation and adjust the AAW HCSP to ensure 21st century talent management continues.

An important focus in the updated AAW HCSP is developing strategic outcomes. A strategic outcome is what will be achieved by virtue of the actions taken within each goal. Designed as the Army's framework for building the AAW of the future, with extensive input from senior acquisition stakeholders, the strategic outcomes of the AAW HCSP will support the DOD Acquisition Workforce Strategic Plan and the APS drive to deliberately manage the talents of Soldiers and civilians. Strategic outcomes of the AAW HCSP will be the results

of our actions—they are the final product or effects of putting our HCSP goals to action.

The AAW HCSP mirrors the APS outcomes: ready, professional, diverse and integrated. The distinction that we are looking at in the AAW HCSP is to ask the question, "How do the DACM objectives lead to a workforce that is ready, professional, diverse and integrated?" Let's take a look at how the strategic outcomes are defined:

Ready—The AAW leverages a range of technologies and data-driven analytics to identify the talents of its members and the talent demands of its organizations in timely, accurate and granular detail to build cohesive teams that effectively deliver capabilities.

Professional—AAW members are skilled, agile and resilient professionals as a result of continuous, intentional development. Within the AAW, we treat one another with dignity and respect while retaining the trust and confidence of our stakeholders.

Diverse—The AAW is diverse in talent, demographics, knowledge, skills, behaviors and experiences. It is committed to equality of opportunity, providing our members with fulfilling and rewarding professional careers, where diversity of viewpoints and the complexities of merging them are valued.

Integrated—AAW members are aligned with Army acquisition missions and work in collaboration to achieve them. The acquisition community actively integrates its people, data, systems and processes across the Army.

The AAW HCSP has four goals, each of which define the aim of an area of human capital focus. The AAW HCSP goals are the specific, actionable areas of work that will organize, coordinate, integrate and enable efforts across the AAW and DACM Office. The four goals of the HCSP are defined below.



GOAL 1: Workforce Planning

Devise a comprehensive workforce plan that focuses on a strategic approach to talent acquisition to conduct competency identification and identify skill gaps to drive alignment, recruitment and retention of a diverse acquisition workforce.



GOAL 2: Professional Development

Develop a professional, resilient, and agile AAW that is prepared to adapt and succeed in a rapidly changing environment.



GOAL 3: Leadership Development

Develop and sustain collaborative Army acquisition leaders at all levels who encourage the importance of cohesive competent teams and are prepared to support evolving missions.



GOAL 4: Employee Engagement

Develop strategic workforce engagement initiatives that enhance AAW members' sense of purpose, dedication and persistence; as well as their commitment to the mission, their organization, and the acquisition profession.

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Each of these strategic outcomes and goals are supported by the Army DACM office priorities and objectives. The Army DACM office will focus on executing these 10 objectives in the next 18 months and beyond with support from the field. Each of the 10 objectives have detailed statements and outcomes that connect to one or more APS lines of effort and APS strategic Outcomes. Detailed descriptions are provided in the AAW HCSP.

AAW HCSP Priority	Objective
AAW Recruiting Management	<ul style="list-style-type: none"> Implement targeted military recruiting strategy Ensure successful launch of the AAW Recruitment and Sustainment Center of Excellence Develop civilian recruiting strategy
AAW Talent Management	<ul style="list-style-type: none"> Establish/document functional requirements for the AAW Talent Management Tool Develop forecasting capabilities for the AAW Enhance supervisor workforce development acumen
AAW Strategic Workforce Development	<ul style="list-style-type: none"> Interpret objectives of Back to Basics Interpret objectives of the Army Talent Management Taskforce and operationalize for the AAW Improve technical acumen of the AAW Ensure Army DACM Office programs maximize efficiency and align with the professional development needs of the AAW

Additional information related to the AAW HCSP is available at <https://asc.army.mil/web/hcsp/>. Additional information related to the APS is available at <https://people.army.mil/>. Please check both sites regularly for updates.



CAREER NAVIGATOR: MAXIMIZING POTENTIAL

One solid way of maximizing the potential in your acquisition career is through use of the Senior Rater Potential Evaluation (SRPE). Since 2015, the SRPE has been required annually for Army Acquisition Workforce professionals GS-12 through GS-15 and pay band equivalent. Evaluations cover Oct. 1 through Sept. 30. The 2020 SRPE was released by the DACM Office to the acquisition workforce on Oct. 1 and senior raters must complete the SRPE by Dec. 31. The SRPE is a talent management and employee development tool that can help supervisors identify future leaders; assisting leaders of civilian acquisition professionals to assess their potential to perform in or assume positions of increased responsibility.

While the SRPE process is similar to a performance appraisal, it is distinctly different. A performance evaluation catalogs accomplishments, while the SRPE helps determine what an individual is capable of doing if selected for leadership. During a performance appraisal, employees should not be discussing their potential, just as in a SRPE they should not be discussing their performance. By focusing on five key elements of the SRPE, Army acquisition professionals can maximize their potential for competitive advancement to high-level positions of leadership and responsibility. The SRPE is a tool to give selection boards the information they need on Army acquisition workforce civilians to clearly and equitably compare civilian and military candidates, ultimately ensuring that they choose the best person for the job.



Employees, raters and senior raters can find policies and guidance, videos, instructional briefings and a user manual on the DACM Office website at: <https://asc.army.mil/web/senior-rater-potential-evaluation/>. Acquisition civilians who are experiencing the SRPE evaluation process for the first time should check out the live training tutorial within the

SRPE module at: <https://apps.asc.army.mil/camp/>. To read the "Maximizing Potential" article in its entirety, go to: <https://asc.army.mil/web/news-career-navigator-maximizing-potential/>.

SUBJECT MATTER EXPERT OPPORTUNITY WITH DAU

Defense Acquisition University (DAU) is currently seeking subject matter expert (SME) volunteers to support the development of a new online training logistics course; LOG 0520 "Facilities and Infrastructure". The course will focus on developing a facilities and infrastructure overview for the defense acquisition life cycle logistics workforce. The team expects to utilize a variety of material sources. The Life Cycle Logistics competencies, found at <https://icatalog.dau.edu/onlinecatalog/Doc/CFcompetencies/LCLCompetencies.pdf>, will serve as a foundation to inform the development of course terminal and enabling learning objectives. DAU anticipates this new asynchronous course will take students approximately three-four hours to complete.

DAU is getting underway with initial requirements determination, scoping, learning objective development, and planning and SME support could begin right away. Target completion and deployment date is the end of fiscal year 2021. DAU is mindful of the time constraints on potential volunteers so, course development team leads would work directly with the individual SME to understand and work around availability. Please direct questions and submit your name, email address, phone and number of volunteers directly to Bill Kobren at Bill.Kobren@dau.edu and Susan E. Clark at susan.e.clark.civ@mail.mil. Thank you for your support in the training and development of our acquisition workforce!



The Army Takes Talent Management to the Next Level

Army Acquisition Corps (AAC) officers and civilians who are identified for Centralized Selection List (CSL) Key Billet acquisition positions represent the best qualified future Army acquisition leaders. Selection for these command-level positions is one of the most critical personnel decisions the Army makes, and the Army has identified a new tool to further refine the placement of these candidates into leadership roles.

This new tool is called the Acquisition Leader Assessment Program (ALAP), an Army talent management tool designed exclusively for CSL acquisition candidates. ALAP occurs over a four-day period and consists of a series of cognitive and noncognitive, written, verbal and physical assessments, as well as a panel interview with senior Army acquisition leaders. Candidates are given the opportunity to request peer and subordinate feedback as part of the Army's multi-source assessment and feedback program. Information gathered as a result of ALAP can be used to refine the Army's ability to more precisely match the strengths of its developing leaders against the array of critical responsibilities and missions the Army faces today and into the future.

The Army Talent Management Task Force (ATMTF) is spearheading this initiative and in January 2020 began conducting similar programs among nonacquisition CSL lieutenant colonels (Battalion Commanders Assessment Program (BCAP)) and colonels (Colonels Command Assessment Program (CCAP)). ALAP is an offshoot of those programs specifically designed for acquisition CSL candidates and the inaugural program will take place in late October at Fort Knox, Kentucky, for the colonel candidates. Given the unique nuances among the Army civilian population regarding human resources policy and guidance, we are striving to incorporate civilians into the ALAP program; however, civilian CSL candidates will not participate in the October ALAP. We look forward to including our civilians in next year's program.

See information on BCAP and CCAP on the ATMTF website at: <https://talent.army.mil>.



Lt. Gen. Robert Marion, principal military deputy to the assistant secretary of the Army for acquisition, logistics and technology, listens as the director of the Army Talent Management Task Force, Maj. Gen. JP McGee, explains the details of the first CCAP at Fort Knox, Kentucky, on Sept. 19. The CCAP is a four-day assessment to determine officers' readiness for command and strategic potential. Participants were assessed on their cognitive and noncognitive abilities, written and verbal communication and physical fitness. They also answered questions from general officers during the Army Comprehensive Talent Interview.



THE RESULTS ARE IN—SELECTEES OF THE 51C RECLASSIFICATION

(From the original article at <https://asc.army.mil/web/news-51c-reclassification-results/>)

A hearty congratulations to the Soldiers selected for 51C Reclassification. 51C noncommissioned officers (NCOs) have the vital job of not only providing procurement support for anything a unit might need, but also serving the commander as a business adviser—ensuring Soldiers get what's needed on time to support the mission.

Candidates selected for reclassification learn a new craft and gain valuable transferable skills through the training, education and professional development aspects of the military occupational specialty. The accession process is competitive but rewarding: Applicants must be at the rank of sergeant or staff sergeant with less than 10 years of service. Those with 10 to 12 years of service may request waivers. The NCO contracting corps offers a promising career path and the opportunity to serve in a variety of locations.

The next 51C NCO Reclassification panel is scheduled to convene Jan. 25-29, 2021. For instructions on how to submit a packet and for more information about 51C reclassification programs, go to <https://asc.army.mil/web/career-development/military-nco-field51/>.

ACTIVE COMPONENT:

- Staff Sgt. Madeliene R. Biltz
- Staff Sgt. Christopher J. Chase
- Staff Sgt. Robert M. Cordell
- Staff Sgt. Jason M. David
- Staff Sgt. Shanaye S. Davis
- Staff Sgt. Vladislav M. Dobin
- Staff Sgt. Tyler C. Eissler
- Staff Sgt. Adam J. Harwood
- Staff Sgt. Susette Lujardolamera
- Staff Sgt. Billeto R. McGee
- Staff Sgt. Andrew L. Parmlee
- Staff Sgt. Douglass R. Staub
- Staff Sgt. Jason M. Taylor
- Sgt. Inez B. Acosta
- Sgt. Grant C. Boyd
- Sgt. Kouakou B. Kouadio
- Sgt. Steven Leeper
- Sgt. Summer L. McMahon
- Sgt. Abhiram Palivela
- Sgt. Matthew E. Troyer

ARMY RESERVES:

- Staff Sgt. Bradley A. Jones
- Staff Sgt. Kelli M. Kelley



Congratulations to the Competitive Development Group/ Army Acquisition Fellowship Graduates!

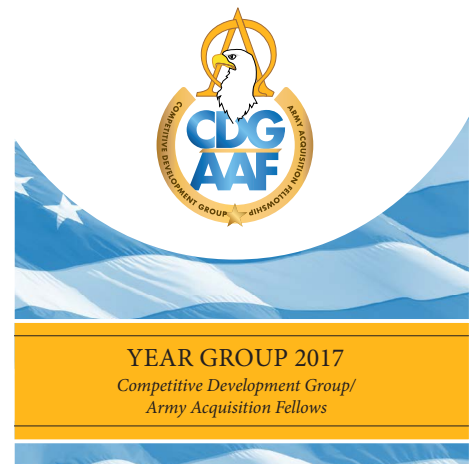
Time to celebrate! On July 23, the eight members of the Year Group 2017 graduated from the Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) program. The online ceremony began with an introduction from the CDG/AAF program manager, Kelly Terry, followed by an invocation delivered by the Army Director for Acquisition Career Management (DACM) Office's Randy Ratliff.

DACM keynote speakers included Dustin Hicks, acquisition manager for Future Vertical Lift, Army Futures Command; and Brendan Burke, Senior Executive Service (SES) deputy program executive officer for Enterprise Information Systems. Hicks and Burke spoke on their lessons learned, themes of teamwork, the importance of overmatching in times of adversity, making a difference with positive changes, and trusting your instincts coupled with knowledge and experience. Craig Spisak, DACM, also congratulated the graduates and highlighted their significant career achievements as they progress toward key leadership positions such as SES positions or Centralized Selection List positions through channels of promotion or realignment. Spisak also highlighted another positive change—the current redesigning of the CDG/AAF program itself in order to meet the evolving requirements of our acquisition workforce.

The improved program is called the Leadership Excellence Acquisition Development (LEAD) program. Enhancements include heightened eligibility, writing assignments, adding Army Futures Command into rotational opportunities and leveraging former graduates as mentors for incoming cohorts. These improvements will be added in to the program's existing foundation of experiences, such as congressional operations and the Civilian Education System Advanced requirements.

Year Group 2017 CDG/AAF Graduates:

- **Sandy F. Agostinelli**, Army Futures Command (AFC)
- **Rona S. Ford**, AFC
- **Daniel E. Griffin**, U.S. Army Communications-Electronics Command
- **Dustin M. Hicks**, AFC
- **Andre B. Rozier**, Program Executive Office for Ground Combat Systems (PEO GCS)
- **Craig R. Stiller**, Office of the Assistant Secretary of the Army, Acquisition, Logistics and Technology
- **Lawrence Z. Winkelman**, PEO GCS
- **Kenneth L. Wood**, U.S. Army Tank-automotive and Armaments Command



CDG/AAF Evolves to LEAD!



Since 1997, the Competitive Development Group/Army Acquisition Fellowship (CDG/AAF) has enhanced the leadership abilities of the Army's GS-12 and GS-13 (or broadband equivalent) acquisition professionals by offering expanded training through a series of education, leader development and broadening assignments to potential leaders. To date, no fewer than 121 Fellows have graduated from this program and have gone on to do great things as leaders in our acquisition community.

To better meet the needs of our evolving acquisition workforce, the CDG/AAF program was redesigned and is expected to launch the summer of 2021. With the redesign, the program was given a new name to convey its developmental intent: Leadership Excellence Acquisition Development (LEAD). One goal of LEAD's design is to help prepare these high-potential GS-12 and GS-13s for program manager roles. Below are some of the

program changes that will facilitate that design:

- Decrease the program length in order to more efficiently use resources and keep cohorts on a set track of assignments and training.
- Research project added to the syllabus.
- Add senior level command involvement to the application and slating process.
- Enhanced eligibility requirement will add that applicants be certified at least Level II in program management, in addition to certification at Level III in their primary career field.
- New eligibility requirement for completion of Civilian Education System Distance Learning portion.
- Prior Fellows will be available to mentor current students.

The DACM Office is confident that the redesign of this program will deliver the most current and relevant training and development to our future Army Acquisition Workforce leaders. Please direct any questions to the LEAD program manager, Kelly Terry at kelly.l.terry2.civ@mail.mil.



CONGRATULATIONS TO THE NEW NPS MSSE COHORT

Congratulations to the incoming 2020 cohort of the Naval Postgraduate School (NPS) Systems Engineering Non-Resident Master's (MSSE) degree with a System of Systems Focus program.

- **Marcus Chavez**, U.S. Army Test and Evaluation Command (ATEC)
- **Christopher Ghigliotti**, Army Materiel Command
- **Travis Kennamore**, ATEC
- **Christopher Ray**, Army Futures Command (AFC)
- **Michael Savacool**, ATEC
- **Tara Sprinkle**, AFC

The NPS-MSSE program is a two-year master's degree opportunity designed for DOD organizations faced with a wide range of systems engineering and integration challenges. Courses provide students with core systems engineering (SE) skills, advanced understanding, and hands-on experience in SE methods, tools, knowledge and expertise relevant to their work, and in turn, enables them to better meet the needs of their customers. For more information, go to <https://asc.army.mil/web/career-development/programs/naval-postgrad-ms-sys-eng/>.

CONGRATULATIONS TO THE NEW NPS MSSPM COHORT

Congratulations are also in order for the incoming 2020 cohort of the NPS Systems and Program Management Non-Resident Master's (MSSPM) degree program.

- **Sean Auld**, Army Materiel Command (AMC)
- **Daniel Camp**, Army Futures Command (AFC)
- **Steven Daley**, AFC
- **Ashley Gizas**, AMC
- **Benjamin Hill**, U.S. Army Test and Evaluation Center (ATEC)
- **Martin Hogan**, Program Executive Office for Ground Combat Systems (PEO GCS)
- **Kristin Jones Maia**, AFC
- **Paul Kylander**, U.S. Army Special Operations Command
- **Megan Meisner**, AFC
- **Michele Meszaros**, PEO for Command, Control, Communications – Tactical
- **Jonathan Novoa**, AFC
- **Dawn Patterson**, PEO Missiles and Space
- **Courage Sosu**, AMC
- **Joshua Stokes**, PEO for Combat Support and Combat Service Support
- **Suzanne Vermeulen**, AMC Tank-automotive & Armaments Command
- **Nathan Vey**, AFC
- **Rene Villarreal**, PEO for Intelligence, Electronic Warfare and Sensors (PEO IEW&S)
- **Jerald Willis**, PEO IEW&S
- **Nicole Wilson**, PEO for Enterprise Information Systems

The NPS-MSSPM program is a two-year, 16-course interdisciplinary program combining systems engineering with program management knowledge and skills. It is designed to broaden the technical capabilities of DOD acquisition workforce members with nontechnical backgrounds so they can successfully manage and lead programs or projects in support of the defense acquisition system. Students learn the systems engineering process, from establishing system requirements through test and evaluation; and how to manage, schedule and budget programs and work with DOD suppliers through contracts to meet program obligations. For more information: <https://asc.army.mil/web/career-development/programs/naval-postgraduate-school-master-of-science-in-program-management/>.

ANNUAL FISCAL YEAR 2021 AAW STANDARDS MEMORANDUM

The Army Director for Acquisition Career Management (DACM) memorandum published at the start of every fiscal year outlines the standards that the Army DACM sets annually for Army Acquisition Workforce (AAW) professionals and their parent organizations to achieve, to comply with Defense Acquisition Workforce Improvement Act (DAWIA) statutory requirements and DACM policies.

The fiscal year 2021 AAW standards addresses certification (the entire AAW, critical acquisition positions and key leadership positions), Individual Development Plans, continuous learning points, and Senior Rater Potential Evaluations. It includes two tables to show how the AAW as a community and each command organization measured against the fiscal year 2020 standards. To read the memo, go to <https://asc.army.mil/web/fy21-army-acquisition-workforce-standards/>.

Speaking of standards, keep in mind that the deadline for completing your annual acquisition ethics training is Dec. 31. The list of accepted ethics training modalities that meet the annual requirement has been expanded to include:

- Office of The Judge Advocate General online ethics training: <https://www.jagcnet.army.mil/EthicsTraining>.
- Defense Acquisition University online courses: Overview of Acquisition Ethics (CLM 003); Ethics at Work (HBS 415): <https://icatalog.dau.edu/onlinecatalog/tabnavcl.aspx?tab=CLM>.
- Watching the 16-minute DAU online ethics video at: https://media.dau.edu/media/Ethics+and+Leadership/0_1kc6s9ge/62925211.
- Attending any installation or organizational judge advocate general-sponsored ethics training.
- Army Office of General Counsel, Ethics and Fiscal – Annual Online Ethics Training at: <https://www.fdm.army.mil/documents/Online-ArmyEthicsTraining2020.pdf>.

All ethics training options for the AAW can be found on the Mandatory Annual Ethics Training memo located here: <https://asc.army.mil/web/dacm-ethics-rqmnt-memo/>.



SPOTLIGHT ON SUCCESS



Nicholas T. Kalinowski

TITLE: Test Officer

COMMAND: U.S. Army Test and Evaluation Command, U.S. Army Aberdeen Test Center

PRIMARY ACQUISITION CAREER FIELD: Test and evaluation

CERTIFICATIONS:
Level II in test and evaluation, member of the Army Acquisition Corps

EDUCATION:
• M.S. in systems engineering management from Naval Postgraduate School
• B.S. in electrical engineering from Wilkes University

SPOTLIGHT ON SUCCESS

The Spotlight feature is your chance to highlight the interesting work you or your AAW teammates are doing in support of the warfighter.

Don't be shy—tell us what you're working on. Fill out a Faces of the Force nomination form and we'll help get the word out. Details are at <https://asc.army.mil/web/publications/army-alt-submissions/>.

Meet Nick Kalinowski, a test officer with the Army Test and Evaluation Command at Aberdeen, Maryland. Originally from Lackawanna County in northeastern Pennsylvania, Kalinowski shared with us his insight and experiences throughout his acquisition career and his participation as a Naval Postgraduate School (NPS) (Cohort 722-191G) student; earning a degree in systems and program management. He was also awarded the Meyer Award for Outstanding Student in Systems Engineering (distance learning).

The DACM Office's NPS program gives participants the opportunity to obtain an M.S. in systems and program management, a certificate in Systems Engineering and earn Defense Acquisition Workforce Improvement Act training equivalencies in various acquisition career fields outlined in the current announcement within two years, on a part-time basis. For more details on the NPS program, go to <https://asc.army.mil/web/career-development/programs/naval-postgraduate-school-master-of-science-in-program-management/>.

What program or course did you participate in? When did you start and when did you complete it?

NPS, cohort 722-191G systems and program management. Started Sept. 25, 2018, and ended Sept. 25, 2020.

What was your primary motivation for taking the program/course?

I wanted to gain additional knowledge and experience needed to further excel in my current position and expand my skill set to be better suited to conduct tests and manage the more sophisticated systems being developed in a more efficient, seamless manner. Additionally, I wanted to gain knowledge to be more competitive in the selection process to new opportunities where greater responsibility and leadership would be present and new challenges await.

What were your expectations of the program or course before you started, and how did they change as the course proceeded?

I honestly expected to gain more knowledge on a larger scale of program and system management. I was pleasantly surprised when I realized how much the courses within this cohort stacked

in an increasing detailed method and provided significant insight into the reality of how much I need to keep my finger on the pulse during system development through the acquisition process.

What were your top three takeaways from the course?

While it is hard to narrow down to just three takeaways from this overall master program, the top three are as follows:

1. Clear and open communication is the most crucial tool to any mission and program success.
2. Knowing how and when to provide leadership demonstrates the significant level of trust to personnel performing the needed day-to-day tasks, ensuring that the tasks stay on track. Task management is significantly more involved within acquisition programs and can vary widely depending on the nature of the program.
3. The management of each situation as it arises and managing the correct personnel within each task throughout the acquisition effort is vital to maintaining a cohesive unit.

What skills, knowledge or experiences from the program/course do you apply most, in your job or outside of work?

This program expanded my ability to formulate and effectively deliver clear, concise and detailed information that ensures all personnel involved have the same sense of cohesion and a complete understanding of the end goal. The program really expanded my knowledge on how funding is utilized and where the touchpoints are throughout an acquisition effort. The broader understanding of the need to keep tasks on timelines or re-baseline where needed to ensure that the decision-makers are kept abreast of the progress is vital to program success.

How has this program/course affected your career?

The systems and program management program provided more insight into my day-to-day activities with acquisition programs as they come to my organization for testing. While Defense Acquisition University provided the initial backbone

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on the acquisition process and what tasks fall to specific career field personnel, this program really expanded on the proper focus points at specific milestones and how to keep the finger on the pulse. I am involved with this at a more micro level as a tester; I am utilizing these focus points on specific test requirements within active acquisition programs that I am involved in, where test completion is the critical path.

Who would you recommend this course to, and why?

I would definitely recommend this program to personnel who are in the acquisition field but want to challenge themselves to gain a much broader skill set within system and acquisition program management. The entire two-year program provides consistent reinforcement, building from the previous class lessons, into the understanding of what it takes to understand and manage the system as well as the personnel within the acquisition process. The acquisition field could always benefit from more personnel with a sufficient understanding of what is involved throughout a program, as well as the skills needed to provide proper guidance from cradle to grave. This program helps shed some light on the requirements.

Briefly describe what you do in your position and why it's important to the Army or the warfighter. In addition to having the opportunity to support Soldiers, what's the greatest satisfaction you have in being a part of the Army Acquisition Workforce?

My job title is test officer, and as such I work in the developmental testing (DT) side of test and evaluation (T&E). This testing is more focused on a system's overall operation and its ability to meet the technical requirements in a controlled environment. The focus of my job is to work with the customer to understand the requirements and objectives of their system and provide the customer with assistance to understand the nature of testing needed to verify that those requirements are met. In doing this, I develop a cost estimate and create a detailed test plan. The cost estimate is a breakdown of what each test program element has involved and the associated costs and schedule. This estimate is provided to the customer to ensure they can plan accordingly in projecting costs and schedule of the program. Throughout testing, I verify that the costs of testing stay within the estimate and notify the customer when potential overruns are possible due to test incidents that could be from delays or the requirement of retesting a solution.

The test plan is the explanation to the customer of what is going to be tested, how it is going to be tested, as well as what data will be collected, to provide insight into how the system performed. Once a system arrives and throughout the entire test effort, I work with the test teams I have assembled to verify system performance and provide feedback to the customer. While DT is often viewed as expanded researching and development testing, it is critical to ensuring that the system is able to meet the needs of the warfighter. When a system completes the series of developmental tests, the technical risks that would be hazardous to the warfighter are mitigated as best as possible.

There are rewards to this job that are internally satisfying. Seeing a system reach the fielding step in the acquisition process, while knowing that I have been a part of the system development, aided in technology maturation progress where that the system is able to meet

requirements, and providing a detailed report validating data and verifying that all of the warfighter's requirements are met, is something that cannot easily be explained.

"The sense of pride in knowing that as a tester, I am able to ensure that the system becomes a vital piece of the DOD fleet and something that the warfighter can count on for years to come, is something that no piece of instrumentation can measure."

How did you become part of the Army Acquisition Workforce, and why? What was your first acquisition position, and what appealed to you about the work?

I was introduced to the world of testing by a former college classmate. We remained close after graduation and he mentioned how things within the Army were beneficial and something I should look into. I had a job in the private sector and was comfortable and therefore never gave it much thought. One time when talking, he mentioned how he had been selected to a position within Aberdeen Proving Ground and that just sounded cool. That made me dig a little bit and after doing some research and seeing so many different experiences and opportunities to potentially grow professionally while providing the warfighter a great service, I told him to let me know when they were hiring, and he steered me to USAJobs.gov. I saw jobs available and each one sounded challenging and a bit intimidating but I am hard worker, dedicated to my craft and always willing to put in whatever I need to make sure it is done right, so I applied. The interview and hiring process takes time and I honestly forgot about even applying when I got a phone call six months after I applied, asking me if I was interested in an interview. After four more months I got an offer letter and the rest is history.

The first acquisition position I had is the same one I have now, test officer. The work is challenging and always changing. Technology is advancing at a rapid pace and therefore the testing must advance as well. The ways to execute a specific test, capture data and validate that a system is really meeting a requirement, are ever evolving with cutting-edge technology. The combination of working on data, seeing details down to the hundredth and thousandth of a second through computer analysis and still have a level of "hands on" and "in the field" experience (i.e., hooking up a cable, driving a Humvee, verifying form, fit and function) is immensely enjoyable. Mark Twain said "Find a job you enjoy doing, and you will never have to work a day in your life." Well, knowing that I am verifying through testing that a system is able to be counted on in the absolute time of need by the warfighter is that type of job for me.

To find out more on Kalinowski's professional and personal worlds and his unique take on bringing life lessons to Army acquisition, read **"The Nuts and Bolts of Acquisition"** article on Army AL&T news.

**Matthew R. Maier****TITLE:** Product manager**COMMAND:** Program Executive Office for Command, Control and Communications – Tactical**DAWIA CERTIFICATIONS:** Level III in program management, engineering, and test and evaluation**EDUCATION:** M.S. in systems engineering, George Mason University; B.S. in electrical engineering, Virginia Tech; Senior Service College Fellowship, Defense Acquisition University; Computer, Information and Software Intensive Systems Certificate, George Mason University; Chief Information Officer and Information Assurance Certificates, National Defense University; Armed Forces Communications and Electronics Association Distinguished Graduate**AWARDS:** Civilian Service Achievement Medal; C5ISR Team of Second Quarter, Fiscal Year 19 Award; Superior Civilian Service Award; Commanders Award for Civilian Service; Assistant Secretary of the Army for Acquisition, Logistics and Technology Certificate of Excellence; Superior Civilian Service Award; Army Team C4ISR Outstanding Personnel of the Year

From the idyllic town of Havre de Grace, Maryland, along the waters of the Chesapeake Bay, meet Matt Maier, a product manager with Network Modernization for Tactical Network, Program Executive Office for Command, Control and Communications – Tactical (PEO C3T). Matt was recently selected as a fiscal year 2021 project director. He shares how his participation in the Defense Acquisition University – Senior Service College Fellowship program served as a springboard in launching his acquisition career to new heights.

What program did you participate in? When did you start and when did you complete it?

I completed the Defense Acquisition University Senior Service College Fellowship (SSCF) in 2014. SSCF is a 10-month educational and leadership development program hosted by the Army Director for Acquisition Career Management. I was privileged to get selected for it between my assignments at the Program Executive Office for Intelligence, Electronic Warfare and Sensors (PEO IEW&S) and working at Army Headquarters at the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology. I was one of eight acquisition professionals selected to attend the Aberdeen Proving Ground, Maryland, class but there were additional graduates in both Warren, Michigan, and Huntsville, Alabama.

What was your primary motivation for enrolling in the program?

At the time, I was the deputy product manager of Information Warfare at PEO IEW&S. I started studying my career progression and looking for growth. While I had already applied a couple of times for CSL boards, I was only able to make the alternate list. Even though we had multiple milestone decisions and fieldings coming up, I asked my supervisor if I could attend, and he agreed without hesitation. I knew the program would result in my leaving PEO IEW&S for a new assignment elsewhere, and even though the program had been in existence since 2007, there was still a challenge slating graduates for new positions. I was sad to have left Product Manager Information Warfare, and I still keep in touch with a few of the folks who made that office great.

What were your expectations of the program before you started, and how did they change as the course proceeded?

I really wasn't sure what the course was going to offer, but I was hopeful we would get a broader exposure to various organizations and senior Army leaders. There is absolutely no question that SSCF provides this exceedingly well. Not only does SSCF offer detailed visits to organizations all throughout the Army, including both inside the U.S. and abroad, we had frequent and candid discussions with general officers and senior executive service members from across DOD. SSCF also offers the opportunity to close out other career objectives, such as taking the 10-week PMT 401 course, attending portions of Army War College, gaining an additional master's degree from an accredited university, and gaining Military Education Level I equivalency.

What were your top three takeaways from the program?

First, I think you get a much broader understanding of the Army. You get great exposure to what different offices and organizations do in the Army, how they contribute, and which functions are performed by whom. You also get a sense for some of the challenges Army leaders face when solving the broad issues affecting our Soldiers today.

Second, I think the ability to engage directly with Army senior leadership on a near weekly basis is absolutely amazing. We received feedback and mentoring from more senior leaders than I can count. That they offered their valuable time for us was an absolute amazing dedication to service that I truly appreciate.

Lastly, I would say that I took away lifelong friendships from the class. I am in regular contact with many of the members of the 2014 class, and have even had the opportunity to work with a few in following job assignments. Every one of them is an amazing leader. To quote Maj. Dick Winters, commander of Easy Company, 2nd Battalion, 506th Parachute Infantry Regiment, 101st Airborne, "One day my grandson said to me, 'Grandpa, were you a hero in the war?' And I said to him, 'No, I'm not a hero, but I have served in a company full of them.'"

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**What skills, knowledge or experiences from the program do you apply most, in your job or outside of work?**

I think the breadth of knowledge gained at SSCF helps ensure your focus in future assignments. You can emphasize those things of importance to your own organization and reach out to others who perform a complementary function. I actively negotiate with all different types of stakeholders and frequently seek to expand their involvement in my programs. Acquisition can, at times, be a very difficult challenge and I often need the support of external agencies and organizations to achieve success.

How has this program affected your career?

Well, I think it certainly had an effect on my ability to compete in CSL selection boards. I was picked up as a primary on the 2015 Product Director Selection Board, on the 2018 Product Manager Selection Board and again on the 2021 Project Director Selection Board. While slating has not yet occurred, I look forward to the opportunities and challenges my next assignment will present. I just hope I can survive nine years in command!

Who would you recommend this course to, and why?

I would recommend SSCF to any civilian who is interested in upward mobility in the Army, or someone who is interested in obtaining a breadth of experience and knowledge. Military officers are automatically enrolled in the Army War College, usually between their O-5 and O-6 assignments. But civilians need to take an active role in managing their own careers and apply for programs like these when they are offered.

Briefly describe what you do in your position and why it's important to the Army or the warfighter. In addition to having the opportunity to support Soldiers, what's the greatest satisfaction you have in being a part of the Army Acquisition Workforce?

As the product manager for Network Modernization, I manage a team of more than 130 acquisition professionals in procuring expeditionary, resilient and secure networking technology for Army Soldiers. My specific portfolio consists of about 13 product lines valued at about \$1.7 billion over the next five years. Our expeditionary capabilities focus on mobile transit case-based networking technologies, specifically for the mid-tier tactical network, i.e., primarily for use at expeditionary signal battalions and brigade combat teams. I provide technologies that include secure tactical wireless and cellular systems for Army command posts, secure mesh radio networks for at-the-quick-halt and on-the-move communications, high-capacity line-of-sight and beyond-line-of-sight backhaul, network connectivity for our intelligence and coalition partner communities, and specifically tailored network systems for our Army's Immediate Response Force and Security Force Assistance Brigades, and for the Army National Guard to provide disaster relief in the homeland.

It is an honor to deliver capabilities that are among the highest priorities in the Army today, and I get great satisfaction in putting these critical capabilities into the hands of our Soldiers to enable them to conduct complex missions against increasingly capable adversaries. The Army's network is undergoing a massive transformation and new modernization efforts are providing critical network capabilities that increase situational awareness, speed of maneuver,

operational flexibility, lethality and command post survivability. In the process, we are prioritizing every dollar to make sure Soldiers get the best capability possible at the best value for the taxpayer.

How did you become part of the Army Acquisition Workforce, and why? What was your first acquisition position, and what appealed to you about the work?

As I look back at my career, I think acquisition was just a natural progression of my interests as my career evolved. I started my career as an electronic warfare, electromagnetic pulse and lightning engineer in the Navy. I worked on pretty much every fixed and rotary wing aircraft in the Navy's inventory today, and a lot of Air Force fixed-wing and Army helicopters as well. For 10 years, I tested aircraft survivability at the Naval Air Warfare Center Aircraft Division in Patuxent River, Maryland. We did procurement, but they were retrofits to airframes to make them survivable to lightning strikes in flight, for example.

When I was hired at the Naval Air Warfare Center Training Systems Division in Orlando, Florida, it was my first real exposure to Army acquisition. I was a matrix engineer to the PEO for Simulation, Training and Instrumentation, where I was put in charge of the intelligence, surveillance and reconnaissance simulation systems in the Army. It was a real pleasure to build simulation systems and capabilities that would allow Soldiers to fight in constructive, virtual and live battlespaces before deploying on actual operational missions.

For more AAW highlights, read **Maier's Faces of the Force** profile.

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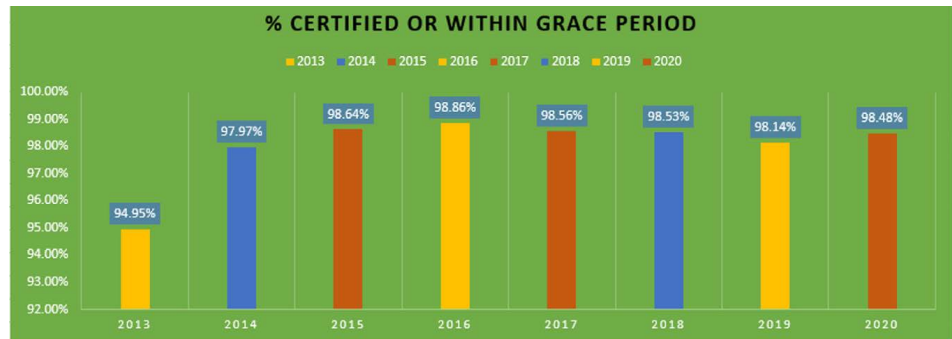
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Acquisition Education, Training and Leader Development Opportunities

Keep up the stellar work, Army Acquisition Workforce!

When it comes to meeting our Defense Acquisition Workforce Improvement Act (DAWIA) certification requirement, the Army Acquisition Workforce (AAW), at nearly 42,000 strong, has continued to exceed the DACM standard of 98 percent of the workforce certified or within the grace period for their acquisition position.



The profession of acquisition means ensuring top of the line Army equipment and services are rapidly provided at all times. Expert acquisition knowledge remains critical to the nation and its Soldiers and this knowledge develops from a rich base of experience, education and training. Becoming certified in one's primary career field is a benchmark not only to advancing your career, but is also a major factor as we provide crucial support to the overall Army mission.

Even more critical to your acquisition profession is maintaining relevance through means of continuous learning. DAWIA requires that acquisition professionals achieve 80 continuous learning points during every two-year cycle. October 1st marked the beginning of the new two-year continuous learning cycle; start earning your points today with Defense Acquisition University's online training courses. The complete course catalog can be found at: <https://icatalog.dau.edu/>.

IDEAL Breaks Ground with First-Ever Virtual Session— CONGRATULATIONS TO THE 61 GRADUATES

During the final week of August 2020, the two Inspiring and Developing Excellence in Acquisition Leaders (IDEAL) cohorts came together via Microsoft Teams to complete their final session of instruction and to graduate from the program. Concluding the program virtually in August was not part of the original plan for IDEAL FY20. IDEAL classes were held via MS Teams as students learned about managing expectations, building workplace relationships, collaboration opportunities and identifying successful teamwork strategies.

The IDEAL program, which typically consists of three separate one-week sessions held over a period of six months, had kicked off the previous calendar year for the two fiscal year 2020 cohorts. Each cohort completed the first two sessions: The Belvoir cohort at the Humphreys Engineer Center in Alexandria, Virginia, in November and January, and the Huntsville cohort on the campus of the University of Alabama in Huntsville in December and February. Both cohorts expected to complete IDEAL in person at their respective locations in May, but the emergence of the pandemic forced a change to those plans.

In response to the COVID-19 situation, the Army Acquisition Center of Excellence (AACoE), which is the schoolhouse for the IDEAL program, adjusted the curriculum, revised the schedule, enlisted instructors and facilitators, and arranged the technical aspects of providing the class virtually. AACoE's efforts resulted in a course of instruction that included modules in leading others through change, team excellence, employee engagement, and the transformational leader. From Aug. 27-27,



The fiscal year 2020 combined cohorts, connected via MS Teams, begin a module on The Transformational Leader during virtual Session 3 of the IDEAL program. AACoE instructor Dwayne Morton can be seen in the bottom right corner. Screen shot captured during class by author.

AACoE presented this third IDEAL session to a combined audience of both cohorts. The online nature of the session prevented the desirable person-to-person interactions that are a hallmark of the IDEAL program, but the MS Teams platform did allow for virtual interactions.

At the conclusion of the session, AACoE's Dwayne Morton, who had presented several of the modules, and Craig Gardunia, AACoE director, wrapped up the program and reviewed many key points. Jack Kendall, DACM Office chief of Acquisition Workforce Development and

Continued on page 12



Engagement, provided remarks to the graduates and inspired them to continue developing their leadership abilities.

For fiscal year 2021, the DACM Office has decided not to offer the IDEAL program. The well-being of the workforce and the desire to provide in-person, quality training in a safe environment were major factors influencing this decision.

FISCAL YEAR 2020 IDEAL GRADUATES

Belvoir Cohort

- **Anand Bahadur**, Army Futures Command (AFC)
- **Kimberly Bell**, AFC
- **Gerard Cabigon**, U.S. Army Medical Command
- **Roy Chow**, U.S. Army Contracting Command (ACC)
- **Sarah Condon**, U.S. Army Tank-automotive and Armaments Command (TACOM)
- **Marla Dalzell**, Program Executive Office (PEO) Combat Support and Combat Service Support (CS&CSS)
- **Narayan Das**, PEO Soldier
- **Celeste DiSciullo**, PEO Command Control Communications - Tactical (C3T)
- **Allyson Elliott**, TACOM
- **Maya Gavin-Ellison**, AFC
- **James Gilbert**, PEO Enterprise Information Systems (EIS)
- **Dewayne Grant**, ACC
- **Michael Hamfeldt**, AFC
- **Kurt Hunsanger**, PEO Ground Combat Systems (GCS)
- **Phillip Landan**, PEO CS&CSS
- **Lisa Mobley**, Joint PEO Chemical, Biological, Radiological and Nuclear Defense (CBRND)
- **Christie Murphy**, PEO EIS
- **Parchell Patton**, PEO EIS
- **Miesha Purcell**, U.S. Army Acquisition Support Center
- **Stephanie Riley**, PEO Aviation (AVN)
- **Miguel Salles**, U.S. Army Communications-Electronics Command (CECOM)
- **Jose Santos**, PEO CS&CSS
- **Savanna Shilt**, CECOM
- **Mumbi Thande-Kamiru**, U.S. Army Test and Evaluation Command (ATEC)
- **Nicholas Topfer**, JPEO CBRND
- **Glynn Vincent**, PEO Simulation, Training and Instrumentation (STRI)
- **Baron Walker**, ATEC
- **Terrell Williams**, PEO EIS
- **Jacqueline Yearby-Wade**, JPEO CBRND



The fiscal year 2020 Belvoir cohort gathers with guest speaker Kim Reid (second row, center) at the Humphreys Engineer Center in Alexandria, Virginia during Session 2 of the IDEAL program. (Photo by Ann Vaughan, U.S. Army Acquisition Support Center).

Huntsville Cohort

- **Christopher Bloomfield**, PEO CS&CSS
- **Stuart Christianson**, U.S. Army Corps of Engineers (USACE)
- **Isaac Collins**, PEO C3T
- **Tabitha Dombroski**, AFC
- **Adrian Epps**, ACC
- **Maria Fitch**, ATEC
- **Katherine Fry**, AFC
- **Jacob Gibson**, U.S. Army Aviation and Missile Command (AMCOM)
- **Tracy Gluck**, ACC
- **Courtney Hawkins**, ACC
- **Robert Hearon**, PEO Missiles and Space (M&S)
- **Benjamin Hill**, ATEC
- **Michael Hollis**, AMCOM
- **Cindy Jepsen**, TACOM
- **Lena Johnson**, USACE
- **Ritsa Karakanas**, CECOM
- **Deanna Love**, PEO CS&CSS
- **Olga Lucci**, TACOM
- **Lindsey Marshall**, AMCOM
- **Ladonna McCann**, AMCOM
- **Justin Neal**, AFC
- **Timothy Norton**, ATEC
- **Andrew Ordway**, ACC
- **Rita Owens**, PEO AVN
- **Dawn Patterson**, PEO M&S
- **Derek Phillips**, PEO M&S
- **Jillian Quillen**, ATEC
- **Kevin Shwedo**, AMCOM
- **John Smith**, PEO STRI
- **Sheldon Smith**, ATEC
- **Brian Steinberg**, AMCOM
- **Thomas Zapata**, AFC



The fiscal year 2020 Huntsville cohort takes a break from class to pose for a photo on the campus of the University of Alabama in Huntsville during Session 1 of the IDEAL program. (Photo courtesy of AACoE).



DAU NEWS

FISCAL YEAR 2021 TRAINING OPPORTUNITIES

Normally, the new fiscal year is an excellent time of year because of its abundant, new acquisition training opportunities. However, because of reduced DOD acquisition funding and COVID-19, the fiscal year 2021 Defense Acquisition University (DAU) training schedule looks much different than years past. On Aug. 27, DAU released its training schedule for the first and second quarters of fiscal year 2021. All classes scheduled through the end of the 2020 are being delivered via virtual instructor led training (VILT). While there are some resident classes currently scheduled for the second quarter of fiscal year 2021, they may be converted to VILT later in the year, depending on COVID-19 restrictions. Additionally, because of social distancing requirements in resident classes and instructor workload in VILT offerings, classes are smaller and there are fewer seats available for training for all services.

What does this mean?

Despite the reduction in training capacity, your position's DAWIA certification requirements have not changed and mandatory standards are still in place. In the meantime, we can take a few measures during this transitional time before the new Defense Acquisition Workforce Back-to-Basics acquisition framework is implemented. Priority 1 students are receiving fiscal year 2021 reservations on a first-come, first-served basis. Priority 1 students are those personnel who required the course to meet the certification requirements of the position they are officially assigned to. DAU student priority level details can be found in

Enclosure 2 of the Army DACM DAU Training Policy and Procedures at: <https://asc.army.mil/web/wp-content/uploads/2016/02/Final-DAU-Training-Policy-and-Procedures-signed-20191010-CAS.pdf>. At this time, Priority 2 through Priority 5 students will be placed on a waitlist.

What if I need more time to complete my DAWIA certification requirements?

You're in luck because an undersecretary of defense for acquisition and sustainment memorandum dated April 1, 2020, extends the DAWIA certification requirement for most defense acquisition members from 24 months to 36 months. Read the supporting Army DACM memo here: <https://asc.army.mil/web/usdas-and-dacm-memorandum-12-month-cert-extension-and-faq/>.

What else can I do?

Individual commands and organizations may want to consider requesting an out-of-cycle onsite course; however, there is no guarantee that the request will receive approval. Contact your organization acquisition point of contact (OAP) for more information on how to request an out-of-cycle onsite course. Don't know who your OAP is? Go to: <https://www.milsuite.mil/book/docs/DOC-640236/>. The third and fourth quarters of the fiscal year 2021 DAU Training Schedule will be released on Jan. 26.

Submit any questions via a Help Request action at: <https://apps.asc.army.mil/camp/index.cfm?fuseaction=support.helpRequest>.

DACM Policy Updates

Army Acquisition Workforce Standard Program Management Position Nomenclature

An updated program management position nomenclature policy was signed by the Army DACM on Sept. 23. The policy updates position classification for the occupational series program management series 0340 and provides the series definition and titling instructions for dual-grade interval positions at the GS-13 grade and above. A reference chart is also included and shows the grade and rank, selection authority and standard nomenclature for program management leader positions. For more details, go to <https://asc.army.mil/web/aaw-standard-pos-nomenclature-pol/>.

Updated Organization Acquisition Point-of-Contact Policy

On Sept. 17, the Army DACM signed an updated policy outlining designation and tenure of organization acquisition points of contact (OAPs), delineating lead and subordinate OAP roles and responsibilities. The memo establishes authority to the OAPs as they provide organizational-level advice and the necessary support to develop and sustain a highly qualified, capable professional in the AAW. For details about the OAP policy, go to <https://asc.army.mil/web/oap-policy-new-pdf/>.

Contracting 1102 Position—Exception to DODI 5000.66 Education Requirements

Effective Aug. 2, 2020, a memorandum signed by the Honorable Ellen M. Lord, undersecretary of defense for acquisition and sustainment, provides an exception that allows hiring of contracting professionals who have not completed at least 24 business-related semester credit hours (or equivalent), but who are otherwise qualified. For more details, go to <https://asc.army.mil/web/waiver-req-24-sem-hours-con/>.

Army Acquisition Advanced Civil Schooling Policy and Procedures

Effective Aug. 19, an updated Advanced Civil Schooling (ACS) policy has been signed by the Director for Acquisition Career Management (DACM). This memorandum updates the responsibilities and outlines policy and procedures for Active Component Functional Area 51 (FA51) officer participation in the Department of the Army's ACS Program. For more information go to the ACS website page: <https://asc.army.mil/web/career-development/programs/advanced-civil-schooling/>.

Army DACM Office Highlights

- ▶ Ideal Breaks Ground with Virtual Session, 61 Graduates
- ▶ October 2020 Army DACM Hot Topics
- ▶ 51C Reclassification Results
- ▶ September 2020 Army DACM Hot Topics



U.S. Army Acquisition Support Center,
Army DACM Office
9900 Belvoir Road
Fort Belvoir, VA 22060-5567

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