



# 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: BACK-TO-BASICS EXPLAINED

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

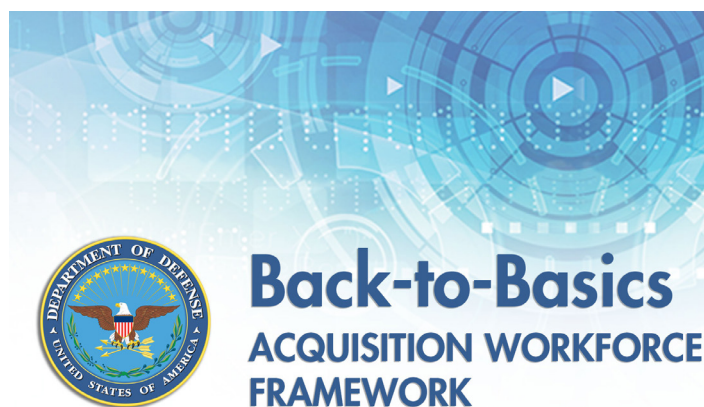


(From the *original "Seismic Changes" article* in Army AL&T News)

Hold on to your hat because big changes are coming our way in the defense acquisition world. On September 2, 2020, Hon. Ellen Lord, undersecretary of defense for acquisition and sustainment, signed a memorandum outlining her vision of getting "back to basics" by enabling a new framework for the defense acquisition community. This

**Back-to-Basics** (BTB) initiative majorly reforms the acquisition workforce management framework core functions that design, develop and field operational capabilities to our warfighters. Full implementation of BTB is expected by October of 2021. BTB pulls away from an inflexible "one size fits all" construct and streamlines the development and prioritization of training resources to a more right-in-time focus for the workforce.

The reform consolidates our 14 traditional acquisition career fields down to six functional areas: program management, contracting, life cycle logistics, engineering and technical management, test and evaluation, and business financial management/cost estimating. Certification requirements will include lean acquisition core training early on in a career, followed by job-relevant training, on-the-job experience and a renewed focus on continuous learning. The idea is to create a 21st century continuous-learning environment where tailored training happens closer to the point of need. For example, a Defense Acquisition Workforce Improvement Act (DAWIA) Level III certification in contracting currently requires 650 hours of training. Senior contracting leaders are planning to reduce the higher level of contracting certification down to 250 training hours. DAU will develop higher quality training more tailored to the user's needs with a larger focus on online learning and shorter classes. Supervisors will have a major role in this framework as they will coordinate with their employees to seek out specialty training that will include job-relevant credentials—



an individual focus on specialty training will allow commands to tailor training needs specifically on job functions and point of need. Our Army Director of Acquisition Career Management (DACM) Office has created an online resource to ensure supervisors have the latest information on how to best support their employees at: <https://asc.army.mil/web/career-development/supervisors-corner/>.

Be assured that we understand these changes may leave you with many questions. Flexibility will be key in this transition and as BTB implementation evolves, the DACM Office will keep you informed through frequent messaging and with our dedicated BTB web page at: <https://asc.army.mil/web/dacm-office/back-to-basics/>. You can also find answers to frequently asked BTB questions at: <https://asc.army.mil/web/topics/btb/>.

### WHAT'S INSIDE:

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# ARMY ACQUISITION AWARD WINNERS

A world-wide pandemic couldn't keep Army acquisition down and that was proven with the outstanding accomplishments of the nominees and winners of the 2020 acquisition awards programs. The Army acquisition community was recognized across three awards programs this past year: the Secretary of the Army Awards for Excellence in Contracting; the Army Acquisition Executive's Excellence in Leadership Awards; and the Undersecretary of Defense for Acquisition and Sustainment (USD(A&S)) Defense Acquisition Awards. Congratulations to all of our winners listed below!



## 2020 SECRETARY OF THE ARMY AWARDS FOR EXCELLENCE IN CONTRACTING

This annual awards program recognizes exemplary efforts toward contracting excellence by highlighting contracting organizations and individuals that excel in customer satisfaction, productivity, process improvement and quality enhancement. Rebecca Weirick, deputy assistant secretary of the Army for procurement, notified and congratulated the winners. "This recognition reflects your outstanding contribution and dedication in support of our Soldiers and the Army mission," she said. The winners attended a virtual awards ceremony on December 9, 2020.

### TEAM AWARDS

- *Systems, R&D, Logistics Support (Sustainment) Contracting Award*  
Branch H, Division D, U.S. Army Contracting Command (ACC) – Aberdeen Proving Ground, Maryland
- *Contingency Contracting Award*  
Field Directorate Office, Mission and Installation Contracting Command (MICC) – Fort Sam Houston, Texas
- *Installation Level Contracting Office or Directorate of Contracting Regional Contracting Office*, 413th Contracting Support Brigade – Hawaii
- *Specialized Services and Construction Contracting*  
COVID-19 Alternate Care Facility Design Build Method Team, U.S. Army Corps of Engineers (USACE) – New York

### SPECIAL AWARDS

- *Barbara C. Heald (Deployed Civilian) Award*  
Estella C. Juarez, ACC – Afghanistan
- *Contracting Professional of the Year*  
Kelly M. Gorman, ACC – New Jersey
- *Exceptional Support of the AbilityOne Program*

Matthew R. Buchanan, ACC – Aberdeen Proving Ground, Natick Contracting Division, Massachusetts

- *Innovation in Contracting Strategies*  
Operation Warp Speed Team, ACC – Aberdeen Proving Ground
- *Contracting Noncommissioned Officer of the Year*  
Staff Sergeant Keith L. McDougal, 409th Contracting Support Brigade, ACC – Kaiserslautern, Germany
- *Outstanding Contracting Specialist/Procurement Analyst*  
Melanie A. Caines, USACE – Omaha, Nebraska

### CONTRACTING OFFICER AWARDS

- *Specialized Services and Construction Contracting Award*  
John H. Tucker II, USACE – Omaha
- *Installation Level Contracting Office or Directorate of Contracting Award*  
Curtis Arthur II, MICC – Fort Eustis, Virginia
- *Contingency Contracting Award*  
Major Brian J. Burton, ACC – Rock Island, Illinois
- *Systems, R&D, Logistics Support (Sustainment) Contracting Award*  
Idia I. Osaghae, ACC – Aberdeen Proving Ground



## 2020 OFFICE OF THE UNDERSECRETARY OF DEFENSE FOR ACQUISITION AND SUSTAINMENT DEFENSE ACQUISITION AWARDS

Congratulations to the Army winners of the 2020 Office of the Undersecretary of Defense for Acquisition and Sustainment (USD(A&S)) Defense Acquisition Workforce Awards:

- James Sarruda, Joint Program Executive Office (JPEO) for Armaments and Ammunition
- George Sfakianoudis, JPEO for Chemical, Biological, Radiological and Nuclear Defense
- Thaddeus L. Martin, Army Materiel Command
- The combined team of U.S. Army Combat Capabilities Development Command Ground Vehicle Systems Center, PEO Combat Support and Combat Service Support, and PEO Ground Combat Systems

Selection as a winner in this field of competitive nominations across the defense acquisition workforce is a significant accomplishment. Check out a video of the virtual awards ceremony, hosted by the Hon. Ellen Lord, USD (A&S), held on December 15, 2020 at: <https://www.hci.mil/what-we-do/Awards.html>.

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# ARMY ACQUISITION AWARD WINNERS



## 2020 ARMY ACQUISITION EXECUTIVE'S EXCELLENCE IN LEADERSHIP AWARDS

These annual awards provide an opportunity for individuals and teams to showcase professionalism at its best within the Army Acquisition Workforce (AAW), and among those who support Army acquisition. The goal is to highlight not only team and individual accomplishments but also how they help their organization and the acquisition community at large.

The following are the 2020 Army Acquisition Executive's Excellence in Leadership award winners:

- *Acquisition Support Professional of the Year*  
Lt. Col. Susan Depies-Styer, Defense Contract Management Agency
- *Business Operations Professional of the Year*  
George Sfakianoudis, Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense (JPEO CBRND)

- *Defense Exportability and Cooperation Professional of the Year*  
Gregory Pasikowski, Program Executive Office for Ground Combat Systems (PEO GCS)
- *Engineer and Systems Integration Professional of the Year*  
Lenard Ramboyong, U.S. Army Combat Capabilities Development Command Control, Communications, Computers and Cyber, Intelligence, Surveillance and Reconnaissance Center
- *Logistician of the Year*  
Deborah Motz, JPEO CBRND
- *Science and Technology Professional of the Year*  
Shawn Klann, PEO GCS
- *Product Management/Product Director Office Professional of the Year (O-5 Level)*  
Lt. Col. Jeffrey Strauss, JPEO CBRND
- *Product Management/Product Director Office Team of the Year (O-5 Level)*  
Infrared Countermeasures team, PEO for Intelligence, Electronic Warfare and Sensors
- *Project Management/Project Director Professional of the Year (O-6 Level)*  
Col. Ryan Eckmeier, JPEO CBRND
- *Project Management/Project Director Office Team of the Year (O-6 Level)*  
Integrated Visual Augmentation System team, PEO Soldier

For more information on all the acquisition awards programs, go to <https://asc.army.mil/web/acquisition-awards/>.



## CAREER NAVIGATOR: CHANGING FOR THE BETTER



**LEAD**  
LEADERSHIP EXCELLENCE AND  
ACQUISITION DEVELOPMENT

Originally known as the Competitive Development Group/Army Acquisition Fellowship (CDG/AAF), this flagship Army DACM leader development program recently underwent a series of enhancements to better meet the needs of our evolving acquisition workforce. To identify the revitalization effort, CDG/AAF was renamed and is now known as the Leadership Excellence Acquisition Development (LEAD) program. An enhanced focus on acquisition program management was established and program requirements were refined. While CDG/AAF provided acquisition professionals GS-12 and GS-13 (or broadband equivalent) with a wide array of leadership skills, LEAD is specifically driven by the goal of preparing and developing future program managers for positions of greater responsibility. The program structure

was also strengthened relative to the developmental assignment portion of LEAD, enabling participants to negotiate developmental assignments at their home stations in Phases I and III of the program. We are augmenting the process with nominative mentors, defined and readily available assignments, and a succinct and simultaneous six-month rotation at the Pentagon. Other areas of improvement include enhanced eligibility criteria, streamlined training content, increased senior leader involvement and mentorship opportunities. Read more in the original "LEAD-ING CHANGE" article by Jacqueline M. Hames, from Army AL&T magazine at: <https://asc.army.mil/web/career-navigator-lead-ing-change/>. See program details on the LEAD webpage at: <https://asc.army.mil/web/career-development/programs/lead/>.





# SPOTLIGHT ON SUCCESS



**Meet Mumbi Thande-Kamiru**, a program analyst with the Deputy Undersecretary of the Army for Test and Evaluation. She participated in the Army Director of Acquisition Career Management's (DACM) fiscal year 2020 Inspiring and Developing Excellence in Acquisition Leaders (IDEAL) program. IDEAL is a leader development program for current and future supervisors for Army Acquisition Workforce (AAW) civilians in grades GS-12, -13 or -14 (or broadband equivalent) who are recently in a supervisory position or who have clearly documented potential for supervisory and leadership positions. To read an engaging article on Thande-Kamiru's professional insights and real-world experiences, go to: <https://asc.army.mil/web/news-practical-life-lessons/>.

**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 became part of the AAW as a result of my job as an evaluator. I was required to obtain test and evaluation Level III certification. I think what appealed to me the most about my former job was how it grew and refined my communication and analytical skills. I worked with very smart people and was consistently challenged to learn more in terms of statistical analysis,

test methodology in addition to learning how to efficiently communicate key information to decision makers.

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

I didn't have many expectations of the program. I was so pleased with my choice to participate. I got so much out of it. It has been a long time since I have had such a memorable and enjoyable learning experience.

**What were your top three takeaways from the course?**

1. Learn how to manage up.
2. Strive to connect with those who you may disagree with. They may hold the key to your problems or the key to understanding complex problems from a new perspective.
3. Not everyone communicates or wants to be rewarded or led the same way. Recognize that and act accordingly. Never assume.

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

I use the skills from crucial conversations to help me question my assumptions when facing terse conversations. These skills allow me to quickly assess the crux of my issues and determine how to more effectively relay my concerns to the other party.

**How has this program/course affected your career?**

A majority of the training that I had taken up to this point was primarily taken through my command or installation. This was the first training I had competitively applied for. Getting accepted gave me a much needed boost to my confidence. Once I started the course, it helped me refine my "why" and allowed me to really focus on my goals for the rest of my career.

**Who would you recommend this course to, and why?**

I would recommend this course to everyone, in all honesty. I think it gives something to everyone who is five years into their career and above. The classes on crucial conversations and

topics such as delegation and developing your direct reports are lessons that I can use for where I am currently in my career and beyond.

**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?**

For the bulk of my career, I worked for the Army Test and Evaluation Command (ATEC) as an evaluator for chemical, biological, radiological and nuclear defense programs. I recently joined the Office of the Deputy Undersecretary of the Army for Test and Evaluation (DUSA T&E) as a program analyst. I assist the DUSA T&E in providing oversight to the test and evaluation (T&E) portfolio for the Army. I am tasked with understanding the sustainment and real property needs of the T&E enterprise. I help ensure that any infrastructure needed to support major programs under test, such as cross-functional teams and major defense acquisition programs, are properly resourced in order to ensure availability. I'm still learning the ropes, but I interface with ATEC on a regular basis since they hold a majority of the Army's T&E portfolio.

I've enjoyed both positions because I have had a direct impact on ensuring that the warfighters get the best equipment that is available to them. I have always taken that responsibility very seriously, especially as an evaluator. I wanted to make sure that my analysis was an objective as possible and reflected the actual performance of the system. In addition, I was vested in making sure the equipment that was being fielded had actual operational utility and was not just another piece of equipment that either wouldn't be used or made the warfighter's job harder.

*"I have had a direct impact on ensuring that the warfighters get the best equipment that is available to them."*



**Meet Sarah Condon**, a management analyst with the Program Executive Office for Combat Support and Combat Service Support (PEO CS&CSS) at the Detroit Arsenal in Michigan. She also participated in the fiscal year 2020 IDEAL program at Fort Belvoir, Virginia. Condon shared her reflections on her Army career, professional development and lessons learned. To find out more

on Condon's outlooks and insights, read the "Adapting to Change" article featured in AL&T News at: <https://asc.army.mil/web/news-adapting-to-change/>.

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

I had taken the Acquisition Leadership Challenge Program (ALCP I) in May 2017 and really enjoyed the class and learning more about myself with the Myers-Briggs test. I was eager to take another leadership class for a longer duration, which went more into depth with tools for being a successful leader.

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

I was hoping IDEAL would be a good class, and my expectations were exceeded! I was bummed we couldn't meet in person for our final class because of COVID-19, but the Director of Acquisition Career Management Office and trainers made the best of the situation and provided us a virtual class that still allowed us to collaborate.

***What were your top three takeaways from the course?***

1. Tools to conduct crucial conversations.
2. I can be an influencer.
3. Be aware of your strengths and weaknesses.

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

I use the influencer skills I learned during this program quite a bit both in my job and outside of work to help guide those around me.

"The greatest satisfaction I have being part of the AAW besides supporting Soldiers, is meeting all of the amazing people who work for the Army.

I also enjoy training others and sharing the knowledge that I have gained."

***How has this program/course affected your career?***

With some advice received from IDEAL, I had the courage to apply and interview for positions outside my comfort zone. This has allowed me to continue to move forward in my career and grow as a person.

***Who would you recommend this course to, and why?***

I would recommend this course to anyone looking to grow their leadership skills, even those who aren't ready to become supervisors, but looking to develop their leadership qualities.

***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?***

I am the civilian and military manpower analyst for PEO CS&CSS, providing support for over 400 PEO core employees and 40 military personnel. I manage our civilian and military positions in our PEO to support the mission. The greatest satisfaction I have being part of the AAW besides supporting Soldiers, is meeting all of the amazing people who work for the Army. I also enjoy training others and sharing the knowledge that I have gained.

***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?***

After working in Army Contracting Command for a bit, I accepted a position with the Integrated Logistics Support Center. I moved my way through the organization and took on different assignments, one which was assisting the Automated Time Attendance and Production System team load all of the personnel into new teams in 2012 when General Fund Enterprise Business System was rolled out. This was the beginning of my exposure to the budget and manpower world, where I found my niche, moved up the ranks, and eventually got my Level III certification in business - financial management and became part of the Army Acquisition Workforce. I enjoy the challenges and problem solving that comes with the world of manpower.

**FACES**  
of the  
**FORCE**

## 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 nomination form and we'll help get the word out. Details are at: <https://asc.army.mil/web/publications/army-alt-submissions/>.



## Acquisition Education, Training and Career Development Opportunities

### DEFENSE ACQUISITION UNIVERSITY SENIOR SERVICE COLLEGE FELLOWSHIP

Applications to the Defense Acquisition University-Senior Service College Fellowship (DAU-SSCF) are being accepted through March 17. The DAU-SSCF program is a 10-month educational and leadership development opportunity sponsored by the Director of Acquisition Career Management Office and conducted under the auspices of DAU at Huntsville, Alabama; Picatinny Arsenal, New Jersey and—new this year—a virtual cohort seminar. DAU-SSCF provides leadership and

acquisition training to prepare senior level civilians for leadership roles such as product and project director/manager, deputy program executive officer and other key acquisition leadership positions. To find out more about the DAU-SSCF, go to <https://asc.army.mil/web/career-development/programs/defense-acquisition-university-senior-service-college/>.

### MILITARY NONCOMMISSIONED OFFICERS ELIGIBLE FOR NAVAL POST GRADUATE SCHOOL

For the first time in Army Acquisition history, 51 Contracting noncommissioned officers (NCOs) are now eligible to participate in the Naval Post Graduate School (NPS) 815 program as part of Advanced Civil Schooling. NPS 815 is a resident, 18-month defense-focused program whose students graduate with an MBA focused on acquisition and contract management. The program provides students an advanced education with an interdisciplinary approach to solving problems and analyzing policy by applying advanced quantitative, financial, economics, information technology and other state-of-the-art management techniques. NCOs fulfill Level III Defense Acquisition Workforce Improvement Act certification training requirements upon completion of the NPS 815 program. On-post student housing options are available at a nearby Navy installation. For enrollment information, go to <https://asc.army.mil/web/career-development/programs/nco-advanced-civil-schooling/>.



## DAU NEWS

### COURSE DELIVERY UPDATE

Defense Acquisition University (DAU) constructed the draft training schedule for fiscal quarters 3 and 4 based on an assumption that DAU will most likely not return to teaching in-resident training during fiscal year 2021. As such, the draft schedule for fiscal quarters 3 and 4 is heavily reliant upon Virtual Instructor-Led Training (VILT) delivery with a very limited amount of in-resident training with reduced class sizes and social distancing practices in place. Please note that the training schedule for fiscal year 2021 quarters 3 and 4 will be available on January 26. If you are interested in taking DAU courses, the course descriptions and schedules can be found at: <https://icatalog.dau.edu/onlinecatalog/>. To apply for a DAU course, go through the Army registration portal, known as AITAS, at: <https://www.atrs.army.mil/channels/aitas/>.



Please note that DAU has launched a new automated, artificial intelligence-based chat tool designed to assist you with quickly locating DAU's content and services. Whether seeking assistance with courses, mission support, your DAU profile, campus status or a transcript, the DAU Assistant can help you find what you need. Look for and click on the red and white chat icon in the lower-right hand corner of DAU's website and type in a question or keyword for a fast and helpful response.



## SELECTEES ANNOUNCED – FISCAL YEAR 2021 PRODUCT DIRECTOR CENTRALIZED SELECTION BOARD

### (Extracted from Army AL&T News)

The fiscal year 2021 Product Director (PD) Centralized Selection Board (CSB) convened September 14-16, 2020, at Fort Knox, Kentucky. The civilian-centric board is a high-priority talent management initiative championed by the Director, Army Acquisition Corps. The board's purpose is to identify high performing civilians possessing leadership potential to fill civilian PD positions commensurate with their military counterparts, ensuring the Army meets the future needs of our Soldiers. Congratulations to the following fiscal year 2021 Product Director Civilian Centralized Selection Board Army Acquisition Workforce professionals:

### PRINCIPAL LIST

- Elizabeth Bledsoe, Program Executive Office (PEO) for Simulation, Training and Instrumentation
- Benton Gady, PEO for Ground Combat Systems (GCS)
- Patrick Miller, PEO for Missiles & Space (MS)
- Michael Payne, PEO for Enterprise Information Systems (EIS)
- Heather Putman, Senior Service College (SSC)–National Defense University (NDU)

- Michael Sawyers, PEO GCS
- Ronald Stephens, PEO MS
- Christopher Upton, PEO for Combat Support & Combat Service Support

### ALTERNATE LIST

- Garnard Burnside, PEO EIS
- Richard Licata, PEO EIS
- Everett Roper, PEO MS
- Sherman Spencer, SSC-NDU
- Daniel Turnas, PEO GCS
- Jack Wilson, Joint PEO for Chemical, Biological, Radiological and Nuclear Defense

The DACM's objective is to direct personnel assignments within the program executive offices to facilitate the placement of high performing civilian personnel for these PD positions. Detailed information about the CSB and positions can be found at: <https://asc.army.mil/web/career-development/prod-dir/>.

## DACM POLICY

### Requirements For Individuals Selected For Centralized Selection List

On November 26, 2020, Lt. Gen. Robert L. Marion, director, Army Acquisition Corps, signed a memorandum titled "Requirements for Individuals Selected for Centralized Selection List Acquisition Key Billet Project and Product Managers, Acquisition Directors, Contracting Commanders, and Centralized Selection Board Project and Product Directors." The memo outlines the post-selection, pre-command training requirements, tenure and program management agreements and the issuance of charters

for centralized selection list acquisition key billet project and product managers, acquisition directors, contracting commanders and centralized selection board project and product directors. Individuals selected for the above positions have specific requirements and pre-requisites they must complete before assuming command or a key billet. This policy applies to positions slated in fiscal year 2020 and beyond. For more details, go to <https://asc.army.mil/web/req-csl-selectees/>.

### Army DACM Office Highlights

- ▶ January DACM Hot Topics
- ▶ Army Selects Product Directors for Fiscal Year 2021
- ▶ December DACM Hot Topics
- ▶ The 2020-2021 DAU-SSCF Cohort Participates in its Annual Senior Leader Forum
- ▶ Army Achieves Four DOD Awards



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Please email us any questions or suggestions.

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