

**ARMY ACQUISITION WORKFORCE (AAW) CIVILIAN CENTRALIZED SELECTION LIST (CSL) PROGRAM POLICY AND PROCEDURES**  
**DATE: 25 MAY 2021**

The following table lists several significant sections from the AAW Civilian CSL Program Policy and Procedures that, in the view of the Army, Director Acquisition Career Management (DACM) Office, warrants special attention. These sections fall into one of three general categories: they provide clarification to existing Civilian CSL Program procedures (no change), make a relatively minor change to these procedures, or represent new guidance.

<b>PARA</b>	<b>CATEGORY</b>	<b>HIGHLIGHTS</b>
2	Clarification	<p>Applicability: This policy applies to all civilian acquisition workforce members who either apply to or are selected to fill an Army Centralized Selection List (CSL) position. The four CSL positions addressed in this policy are: Project Manager, Product Manager, Acquisition Director (Contracting), and Acquisition Director (Testing).</p> <p>Note: The Army DACM Office has a separate policy for Project Director and Product Director positions, which are filled through a Centralized Selection Board (CSB) process.</p>
4.b	Clarification	<p>Background: The abbreviation “PM” in the Army acquisition community can be used interchangeably to denote a Project Manager or Product Manager. The DACM Office recognizes that having multiple meanings associated with one acronym can cause confusion, but will abide by senior level direction to maintain this naming convention.</p>
5.e(4)(b)	New	<p>Responsibilities (PEO/Command): Relocation expenses may be reimbursed through the Defense Acquisition Workforce Development Account, if requested at least six months in advance of activation and subject to availability of funds.</p>
5.e(8)	New	<p>Responsibilities (PEO/Command): In order to protect the Return Rights entitlements for civilians, gaining Human Resources Offices (HROs) must ensure the following language is included in all CSL activation RPAs in accordance with Reference 1.e (Request for Administrative Return Rights): “This individual has return rights to his/her parent organization upon completion of this tour.”</p>
5.e	Clarification	<p>Responsibilities (PEO/Command): Provided clarification about the responsibilities of the gaining and losing Human Resources Offices within the PEO/Commands.</p>

<b>PARA</b>	<b>CATEGORY</b>	<b>HIGHLIGHTS (CONTINUED)</b>
6.b	New	Positions: The slating hierarchy, ranked highest to lowest, for centrally selected positions is CSL Project Manager, CSB Project Director, CSL Product Manager, and CSB Product Director.
6.c.	New	Positions: Only civilian acquisition professionals serving in an Army Acquisition Executive (AAE) or Director, Army Acquisition Corps (DAAC) approved program position will utilize the approved standardized Position Requirements Document.
7.a	Change	Eligibility Criteria: Table 1 (Certification required) shows the certification level and acquisition career field (ACF) requirements for each CSL position, at the time of application and/or the time of activation.
7.b	New	Eligibility Criteria: Effective immediately and applicable commencing with the Fiscal Year 2023 COL/GS-15 announcement, a Military Education Level - 1 (MEL-1) training requirement is imposed prior to activation at the CSL COL/GS-15 level.
7.d	Clarification	Eligibility Criteria: Applicants must ensure that they have received, at a minimum, one Senior Rater Potential Evaluation (SRPE) within the last 12 months.
7.e	Clarification	Eligibility Criteria: If currently encumbering a CSL position, ensure they do not apply to a CSL announcement that, if selected, would cause them to curtail their current CSL tenure. The only exception to this requirement is an early activation that is caused by an unplanned, early departure of their predecessor.
7.f	New	Eligibility Criteria: There may be modifications to CSL position requirements prior to activation due to the upcoming implementation of the Under Secretary of Defense for Acquisition and Sustainment (USD(A&S))'s "Back to Basics" framework.
12.b	Clarification	Regional Preference: Selectees will not be given "without prejudice" regional preference consideration if they have already served once in the same category.
13.c	New	Notification and Acceptance: Selected applicants may be invited to attend the U.S. Army's Acquisition Leader Assessment Program at Fort Knox, Kentucky.
14.c	Clarification	Declination: CSLs who decline a position within their selected regional preference will do so with prejudice and cannot compete at that CSL level, in perpetuity



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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Acquisition Workforce Civilian Centralized Selection List Program Policy and Procedures

1. References. See Enclosure.
2. Applicability. This policy applies to all civilian acquisition workforce members who either apply to or are selected to fill an Army Centralized Selection List (CSL) position.
3. Purpose. To establish policy and procedures for Army Acquisition Workforce (AAW) CSL positions and the selection board process.
4. Background.

a. In accordance with Reference 1.b. (DoDI 5000.66), it is Department of Defense (DoD) policy that acquisition workforce programs support a professional, agile, and high-performing military and civilian AAW. Military acquisition officer positions are identified by category to depict career progression from functional to career broadening to senior level, with some positions defined as high-visibility and filled by high performers. This approach allows Army Acquisition senior leaders to analyze their available talent pool and identify personnel with the potential for these higher level job responsibilities from the junior ranks to General Officer level. The CSL Project/Product Manager (PM) and Acquisition Director (AD) process identifies high performing civilians, with leadership potential to fill civilian PM and AD positions commensurate with their military counterparts, thus ensuring the Army can meet the future needs for technically competent and experienced acquisition leaders.

b. In the Army acquisition community, the acronym "PM" can be used interchangeably to denote a Project Manager or Product Manager. The Army Director, Acquisition Career Management (DACM) Office recognizes that having multiple meanings associated with one acronym can cause confusion, but will abide by senior level direction to maintain this naming convention.

5. Responsibilities.

a. The Army Acquisition Executive (AAE), in consultation with the Principal Military Deputy to the Assistant Secretary of the Army for Acquisition, Logistics, and Technology (ASA(ALT)).

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1) Issues annual slating guidance and provides direction for the conduct of CSL slating.

2) Reviews and adjusts the US Army Human Resources Command (HRC) proposed CSL slate, as required, prior to the Headquarters, Department of the Army (HQDA) G-1 and Chief of Staff of the Army (CSA) review and AAE approval.

b. Army DACM.

1) Serves as the principal lead for the administrative execution of all civilian AAW CSL board processes, application and preparation.

2) Verifies and approves civilian AAW member eligibility.

c. Army DACM Office.

1) Develops and executes a comprehensive Talent Management (TM) strategy consisting of the annual CSL process.

2) Assists with the follow-on requirements (i.e. charters, training, relocation and activation) as a result of CSL slating.

3) Assists with post-utilization of CSLs, as needed.

4) Publishes the CSL program policy and procedures.

5) Provides the CSL program interface with the AAE and recommendations on policy management and actions requiring AAE or DACM decision and feedback.

6) Coordinates with HQDA G-1, HRC, Acquisition Management Branch (AMB), and the Department of the Army (DA) Secretariat, in preparation for the execution of CSL selection boards.

7) Announces CSL selection boards on the Army DACM Office website and ensures the widest dissemination of information.

8) Authors and ensures publication, via coordination by the Civilian Human Resources Agency (CHRA), the civilian announcement in compliance with all civilian personnel policies and directives.

9) Nominates civilian CSL board members, for the LTC/GS-14 and COL/GS-15 CSL Boards.

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10) Prepares and presents the CSL Board in-briefs.

11) Provides assistance with submission of CSL applications in the online Army Acquisition Professional Development System (AAPDS), located at <https://apps.altess.army.mil/aapds>.

12) Reviews and determines eligibility of all applications, for board consideration prior to close of current announcement.

13) Generates digital board files and submits CSL applicant data files to the DA Secretariat.

14) Coordinates with the HQDA G-1 and DA Secretariat for CSL Board briefs, delivers board brief to CSL board members, and provides civilian career guidance and expertise in the conduct of boards.

15) Supports the HRC, AMB announcement of CSL selectees each year by engaging CSL selectees for personal and professional requirements before they assume command.

16) Prepares CSL charters upon AAE approval of the CSL slating. Note: Updated charters will not be reissued, based on program names changes, unless directed by the AAE.

17) Coordinates with Organizational Acquisition Points of Contact (OAPs) (Reference 1.h) and Acquisition Career Management Advocates (ACMAs) (Reference 1.j) to ensure the target audience is aware and notified of the CSL annual announcements.

d. U.S. Army Acquisition Support Center (USAASC) G-1.

1) Coordinates personnel actions affecting CSL selectees and post-utilization for civilian Missile Defense Agency and Defense Contract Management Agency CSLs.

2) Provides guidance as required regarding all personnel issues.

3) Assists Human Resources Offices (HROs) with the Requests for Personnel Actions (RPAs) for activated CSLs on the USAASC Table of Distribution and Allowances (TDA).

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e. PEO/Command.

1) Gaining HRO: Coordinate all personnel actions affecting CSL selectees and post-utilization with the servicing Civilian Personnel Advisory Centers and losing HRO.

2) Ensures CSL information is disseminated to AAW members and encourages high performing, high potential civilians to apply for these leadership opportunities.

3) Gaining HRO: Provide the Army DACM Office with change of charter dates for activated CSL selectees. Submit charter requests at least 30 days in advance, along with associated waiver requests through the HQDA Task Management Tool process. In conjunction with charters, generates, prepares and ensures completion of Tenure and Program Management Agreements (TPMAs), as delegated by the AAE in Reference 1.k.

4) Gaining HRO: Provides for salary, administrative, travel and Permanent Change of Station (PCS) costs, if required.

a) The gaining PEO/Command will cover all associated costs.

b) Relocation expenses may be reimbursed through the Defense Acquisition Workforce Development Account, if requested at least six months in advance of activation, and subject to availability of funds.

5) Gaining HRO: Initiates and generates PCS orders for their incoming CSLs.

6) Gaining HRO: Ensures completion of tenure agreements and waivers, if required.

7) While post-utilization responsibilities lie with the incumbent, losing HROs should plan for the potential of activating return rights for post-utilization of CSL, in coordination with the Army DACM Office.

8) In order to protect the Return Rights entitlement for civilians, gaining HROs must ensure the following language is included in all CSL activation RPAs in accordance with Reference 1.e (Request for Administrative Return Rights): "This individual has return rights to his/her parent organization upon completion of this tour."

f. Applicants: Ensure they meet announcement requirements and submit their application prior to the announcement closing date.

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## 6. Positions.

a. Definitions. See Reference 1.g for more detailed information about these positions. All the below positions are considered Critical Acquisition Positions. Certain Acquisition Category (ACAT) positions may also be designated Key Leadership Positions.

1) A PM is responsible for all matters relating to cost, schedule and performance for assigned program/system. Duties include but are not limited to: Exercises technical and administrative program control and authority through various phases of systems development; manages long range planning activities that include multi-year work plans; Exercises discretionary authority to approve the allocation and distribution of funds within the organization's budget to best meet the program's objectives; manages programs with risks and complexities characterized by compelling and conflicting requirements; and manages long range activities that include multi-year work plans that are products of subordinate organizational managers.

a) A Project Manager (PM) is an O-6 or GS-15 (or band equivalent) and is subordinate to a Program Executive Officer (PEO) or Direct Reporting Program Manager (DRPM) to the AAE.

b) A Product Manager (PM) is an O-5 or GS-14 (or band equivalent) and is subordinate to a Project Manager, Project Director, or a Project Lead.

2) An AD (Contracting) provides acquisition life cycle and readiness/ sustainment support to PEOs, PMs and Army Contracting Commands/Defense Contract Management Agency. Duties include but are not limited to: Manages contractor cost, schedule and performance as the single face to industry for recapitalization, modernization, technology insertion and Warfighter operational readiness support; provides source selection support, past performance, industrial base assessments, financial analysis, engineering, earned value and software validation, production and acceptance/delivery of spares, components assemblies and major weapon systems; provides full range of acquisition management and command support; and manages industrial surge contract accelerations, alternate sourcing and mission critical direct deliveries to warfighters during national emergencies or critical military shortages.

3) An AD (Testing) leads a Major Range and Test Facility Base. Duties include but are not limited to: Plans, conducts, and reports the results of technical, developmental and operational testing of the full spectrum of DoD materiel, foreign materiel and commercial items; and manages an annual multi-million dollar operating budget. An AD is responsible for integrating the workforce of civilian employees, military personnel, and contractors, augmented during testing with civilian employees, contractors and active duty Army Soldiers, Navy Sailors and Marines.

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4) Project or Product Director (PD): A civilian senior leader for an Army acquisition system or PMO who has been designated by the Director, Army Acquisition Corps (DAAC). The Project or Product Director position is based upon the management level of intensity (ACAT, funding profile, complexity, responsibility, span of control, and life cycle phase of the program) that the Army assigns to a particular weapon system or information system, but generally will be an acquisition Program of Record that has yet to transition to sustainment and still has cost, schedule, and performance responsibilities.

a) A Project Director is a GS-15 (or band equivalent) and is subordinate to a PEO or DRPM to the AAE.

b) A Product Director is a GS-14 (or band equivalent) and is subordinate to a PEO, Project Manager, or Project Director.

c) PD positions are centrally managed by the DACM Office, in coordination with the PEOs.

b. The slating hierarchy, ranked highest to lowest, for the aforementioned centrally selected positions follows: CSL Project Manager, Centralized Selection Board (CSB) Project Director, CSL Product Manager, and CSB Product Director.

c. All centrally selected positions will meet the definitions above. A standardized PD Position Requirements Document (PRD) is classified in the Fully Automated System for Classification (FASCLASS). Only civilian acquisition professionals serving in an AAE or DAAC approved program position will utilize the approved standardized PRDs, in accordance with Reference 1.g.

d. The Army DACM Office centrally manages CSL positions, at the delegation of the AAE. The AAE approves these positions through the annual CSL review process.

e. Positions not approved by the AAE, through the CSL process, will not be designated as CSL and must be identified by another position title and reassigned to another PRD.

f. AAW leaders should encourage their high potential, high performing GS-13, GS-14 and GS-15 (or pay band equivalents) civilian acquisition professionals to apply for CSL opportunities. The Army DACM Office will work with civilians to ensure all application eligibility requirements are addressed prior to application submission. Specific details will be highlighted during the board announcement process.



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7. Eligibility Criteria.

a. Applicants must meet all of the following requirements for the specified position:

<b>Position Title</b>	<b>Position Level*</b>	<b>Selection Process</b>	<b>AAC Membership</b>	<b>MEL-1 Training (i.e. SSC/SSCF)</b>	<b>Certification Required**</b>	<b>Grade Eligibility*</b>
Project Manager or Acquisition Director	COL/GS-15	CSL	Required at time of application	Required prior to activation	Level III in A or C at time of application	GS-14 – GS-15
Product Manager or Acquisition Director	LTC/GS-14	CSL	Required at time of application	Optional	Level II in A or C at time of application and Level III in A or C at time of activation	GS-13 – GS-14

TABLE 1

\*To include pay band equivalents

\*\*A – Acquisition Career Field Program Management

\*\*C – Acquisition Career Field Contracting

b. Effective immediately and applicable commencing with the FY23 COL/GS-15 announcement, a Military Education Level - 1 (MEL-1) training requirement is imposed prior to activation of the CSL COL/GS-15 position. This requirement is commensurate with the Military mandate. This requirement may be met in several ways: the Senior Service College Fellowship (SSCF) Program, Senior Service College (SSC) via Army War College, Air War College, Naval War College and/or the National Defense University – Industrial College of the Armed Forces. Requests for exceptions to the MEL-1 requirement must be submitted in writing, by the first General Officer/Senior Executive Service member in the CSL selectee's chain of command, through the Army DACM to the AAE for approval. All requests must be received by the Army DACM at least 12 months prior to assumption of command.

c. Army Acquisition Corps Membership and Certification status must be reflected on the Acquisition Career Record Brief (ACRB), in Section III and Section X, respectively.

d. Applicants must have a minimum of one SRPE, dated within 12 months of board announcement.

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e. If currently encumbering a CSL position, ensure they do not apply to a CSL announcement that, if selected, would cause them to curtail their current CSL tenure. The only exception to this requirement is an early activation that is caused by an unplanned, early departure of their predecessor.

f. In Reference 1.d, the Under Secretary of Defense for Acquisition and Sustainment (USD(A&S)) directed the phased implementation of the Back-to-Basics (BtB) 21st Century Acquisition Workforce talent management framework. The BtB framework will streamline certification requirements, expand job relevant training and credential opportunities, and design-in continuous learning for the workforce. During the time when this document (Army Acquisition Workforce (AAW) CSL Policy and Procedures) was being staffed and signed, the USD(A&S) Human Capital Initiatives Office and Service DACM Offices were still working out many BtB implementation details. The USD(A&S) plan was not yet finalized. As a result, CSL position requirements may be modified prior to activation.

#### 8. Identification and Validation of Positions.

a. The Army DACM Office's annual Military Acquisition Position List (MAPL)/CSL review process includes a thorough review and validation of all PM, AD and PD positions. It also includes criteria to evaluate each program for scope of responsibility and complexity, to delineate between Project/Product Managers, Acquisition Directors, Project/Product Directors and Project/Product Leads.

b. Only positions approved by the annual MAPL/CSL review board at the Project/AD (GS-15/broadband equivalent) or Product/AD (GS-14/broadband equivalent) level will be considered as Project/Product Manager or AD position and filled through the annual CSL board process.

c. CSL positions, identified out of cycle, must follow the same procedure for approval of annual CSL requests.

d. All approved CSL PM and AD positions will be identified on the appropriate USAASC TDA.

e. CSL positions are announced annually.

1) CSL opportunities, designated best-qualified, enable military and civilian applicants to compete.

2) Certain CSL positions will be designated military only. The AAE is the final approval authority for establishment and validation of a CSL position.

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#### 9. Board Announcements.

a. The Army DACM Office will post board announcements and application information on its website (<https://asc.army.mil/web/career-development/boards/>), no later than 45 days prior to the start of the board application window each year.

b. The announcement will identify the qualifications, selection, slating process timeline and all necessary application requirements. Interested civilians will have approximately 40 calendar days to apply online, via AAPDS (<https://apps.altess.army.mil/aapds>), which is located on the Career Acquisition Management Portal (CAMP) (<https://apps.asc.army.mil/camp/>).

c. The announcement will include a Regionalization/Position Preference Statement which will only be utilized in the slating process.

#### 10. Centralized Selection Process.

a. All applicants will receive fair and equitable evaluation under the centralized selection process, in accordance with the standards outlined in the Board Memorandum of Instruction and in accordance with DA selection board procedures.

b. The Army DACM Office will review all applications for completeness and eligibility. All eligible applications will be forwarded to the CSL Board for selection consideration.

c. The CSL Boards (LTC/GS-14 and COL/GS-15) will be conducted annually for eligible applicants by the DA Secretariat.

d. Each board will compile an Order of Merit List (OML).

e. The CSL Board results will be forwarded to the Command Management Division, Officer Personnel Management Directorate. AMB develops the CSL slating and briefings as part of the review process for AAE approval.

#### 11. Slating Process.

a. HRC, AMB is responsible for all CSL slating.

b. Following the completion of each CSL Board, the Army DACM Office will collect and provide AMB with the ACRB, resume, and position listing preferences for all civilians competing for that board.

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- c. CSL selectees will be slated in accordance with the annual slating guidance.
- d. Every consideration will be given to slate first time civilian CSL selectees to the regional location of their choice.
- e. Declination outside of regional preference will be without prejudice. See paragraph 14 of this memorandum for more information on declinations.
- f. The AAE will approve the final slating.

## 12. Regional Preference.

a. Regional preference, submitted during the application process, will be considered during the slating process. Applicants will choose any or all regions in which they wish to serve; however, preference for a certain region does not guarantee slating to that region. Applicants may be slated to a position at any location. A by-position preference listing will be required at time of application. The Army DACM Office will ensure each civilian CSL selectee completes a 1-N position listing that is consistent with current policy and provide that information to AMB, prior to the slating process.

b. Selectees will not be given “without prejudice” regional preference consideration if they have already served once in the same category – Project Manager, Product Manager, or Acquisition Director. However, applicants will still be required to submit a regional preference form during the application process. If selected, the slating process will still try to accommodate the CSL selectee regionally.

## 13. Notification and Acceptance.

a. HRC, AMB will release the results for CSL Boards after AAE approval. Results will be published via MILPER Message. Additionally, the Army DACM Office will notify each civilian applicant of their disposition.

b. Upon slating notification, CSL selectees must provide written acknowledgement of their acceptance or declination, via email, **within 20 business days**, to the Army DACM Office and AMB. Note: The selectee must ensure their ACRB contact information is current.

c. Selected applicants may be invited to attend the U.S. Army’s Acquisition Leader Assessment Program at Fort Knox, Kentucky.

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14. Declination. Table 2 below identifies whether a CSL selectee’s declination will be considered to be “with” or “without” prejudice, based on three important factors: (a) how many times (first or subsequent) the individual has been selected for a CSL position at the same level, (b) if the slated assignment is within or outside of his/her regional preference; and (c) if the individual submitted the declination after he/she accepted the slate.

Position	Selection	Within Regional Preference	Outside Regional Preference	Following Slate Acceptance	Selection	Within Regional Preference	Outside Regional Preference	Following Slate Acceptance
Project Manager or Acquisition Director COL/GS15	1 <sup>st</sup>	With Prejudice	Without Prejudice	With Prejudice	2 <sup>nd</sup>	With Prejudice	With Prejudice	With Prejudice
Product Manager or Acquisition Director LTC/GS14	1 <sup>st</sup>	With Prejudice	Without Prejudice	With Prejudice	2 <sup>nd</sup>	With Prejudice	With Prejudice	With Prejudice

TABLE 2

a. CSLs who decline without prejudice do not move to the CSL Alternate List and must re-compete the next year.

b. Civilians selected for a second CSL assignment (regardless of regional preference), in the same grade, will be slated in accordance with the needs of the Army. As a result, any declination will be with prejudice. That individual is not eligible to compete again at the declined CSL level.

c. CSLs who decline a position within their selected regional preference will do so with prejudice and cannot compete at that CSL level, in perpetuity.

1) For example: If a civilian AAW member is selected and gets slated to a CSL position at the GS-14 level within his/her regional preference, but then declines, he/she does so with prejudice. This individual is no longer eligible to compete for another CSL position at the GS-14 level. However, he/she still may compete for a CSL position at the GS-15 level, if desired.

2) Continuing with the above example, this same AAW member later applies, is selected, and gets slated for a CSL position at the GS-15 level within his/her regional preference. If he/she declines, then it is again with prejudice. He/she is no longer eligible to compete for CSL at any level or location.

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d. CSL selectees will be required to sign a declination statement, acknowledging and verifying their understanding of the impact that their declination will have on their inability to compete for future CSL positions, at that level. This statement must be routed through the first GO or SES in their chain of command for AAE approval.

e. CSL selectees may decline a position without prejudice, as a case-by-case exception, based on a compassionate reason, such as, but not limited to an extenuating medical/health condition, personal/family issue, or financial condition. Compassionate exceptions must be supported by a written statement from a medical doctor or legal professional. The request must be routed through the first GO or SES in their chain of command for AAE approval.

f. All deferments will be addressed on a case-by-case basis, in coordination with AMB.

g. CSL selectees who accept their position but later decline after the 20 business day decision window, and do not qualify for a compassionate exception or deferment as outlined above, will do so with prejudice and may no longer compete in the same category and level again.

#### 15. Tenure.

a. The prescribed CSL tenure length is three or four years, depending on the type of position, grade, and ACAT level of the position.

b. All CSL PM designees must sign a TPMA. Please see Reference 1.k. for more information about TPMAs.

c. AD positions (Contracting or Testing) require that a signed DD Form 2888 (Critical Acquisition Position Service Agreement) be uploaded by the organization or individual into CAMP prior to assumption of the position. A blank copy of a DD Form 2888 can be found on the USAASC Policy Library at <https://asc.army.mil/web/dd2888/>.

d. AMB, in coordination with the Army DACM Office, will centrally manage CSL selectees. Civilians selected for CSL will receive activation support through their gaining PEO/Command with assistance provided by the Army DACM Office.

#### 16. Curtailments and Extensions.

a. PEOs can approve curtailments or extensions up to 60 days. PEOs should discuss any curtailment or extension requests beyond 60 days with HRC, AMB.

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b. The DAAC can approve curtailments or extensions of 61 to 120 days. Any curtailment or extension greater than 120 days requires AAE approval. Curtailments or extensions requiring DAAC or AAE approval must be submitted to HRC, AMB for staffing.

c. AMB is responsible for recommending to the DAAC and/or AAE as to the requirement to backfill the position, if the incumbent receives an approved curtailment.

#### 17. Training Requirements.

a. All training requirements, prior to assuming a CSL position, are outlined in Reference 1.f.

b. All waivers for training shall be by exception only and submitted in accordance with Reference 1.f.

#### 18. Post Utilization.

a. Post utilization is an integral piece of an effective talent management strategy. The Army DACM Office will assist PEOs/Commands, in identifying broadening or developmental experience and training opportunities following CSL assignments. The PEO/Command HROs should engage the Army DACM Office no later than nine months from anticipated end of assignment, if assistance in post-utilization is required.

b. Post-utilization of CSLs may include a variety of senior leader training opportunities (for example, ASA(ALT) directed assignment to an Army or Joint Staff high priority mission area, Senior Service College/Senior Service College Fellowship, PEO/Command broadening assignment, or Defense Public Private Talent Exchange Program) or exercising of Return Rights.

c. Lateral reassignments, enabled via Management Directed Reassignments (MDRs), are a helpful tool for implementing strategic talent management. PEO/Commands have the authority and flexibility to implement MDRs in order to broaden expertise, create opportunities, and increase talent within their organizations.

d. It is recommended that the post-utilization assignment process begin no later than one year prior to the completion of CSL tenure. If a new post-utilization assignment is not identified, CSLs will return to their position of record prior to their CSL assignment.

19. Labor Relations. Activities are required to meet all statutory labor relations obligations in the implementation of this policy.

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20. Effective Date and Implementation. The policy and procedures are effective immediately and will remain in effect until superseded.

21. For questions regarding requirements outlined within this policy and procedures memorandum, please contact the Army DACM Office's Civilian CSL Program Manager, via the DACM Policy Mailbox at [usarmy.belvoir.usaasc.mbx.dacm-policies@mail.mil](mailto:usarmy.belvoir.usaasc.mbx.dacm-policies@mail.mil).

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- Assembled Chemical Weapons Alternatives
- Aviation
- Combat Support and Combat Service Support
- Command, Control, and Communications (Tactical)
- Enterprise Information Systems
- Ground Combat Systems
- Intelligence, Electronic Warfare, and Sensors
- Missiles and Space
- Simulation, Training and Instrumentation
- Soldier

Joint Program Executive Officer:

- Armaments & Ammunition
- Chemical, Biological, Radiological and Nuclear Defense

Director, Army National Guard

Director, Rapid Capabilities and Critical Technologies Office

Enclosure

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