



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:

The Army welcomes its new Director of Acquisition Career Management (DACM), Mr. Rob Richardson Jr.

He comes to us from the Program Executive Office for Soldier, where he served as the director of acquisition and operations. Richardson has over 30 years of medical, information and weapon system acquisition experience, not only as a DOD civilian, but also as a U.S. Army officer. On Aug. 31, Mr. Douglas Bush, Army Acquisition Executive, signed a memo titled "Appointment as the Director, Acquisition Career Management," appointing Richardson as the DACM and outlining the roles and responsibilities for the execution and oversight of the Army Acquisition Workforce's education, training and career development programs.

For more about Richardson's professional journey, read *"A Profession and a Practice."*

ARMY ANNOUNCES 2021 ACQUISITION LEADER ASSESSMENT PROGRAM EXPANSION

(From the [original article](#) authored by Angela Sanson)

Last fall, 17 Army acquisition officers convened in Fort Knox, Kentucky, to undergo a demanding four-day inaugural offering of the Acquisition Leader Assessment Program (ALAP), a process designed to determine each officer's talents and assess their strategic potential and readiness for centralized selection list (CSL) command and key billets. The program consists of a series of physical, psychometric, cognitive and non-cognitive assessments, culminating with a panel interview by senior Army leaders. It seeks to understand Army acquisition leaders at the granular level and adds another dimension to further identify whether officers are ready for command or key billet positions. Following a year of

feedback, study and refinement, ALAP has its eyes on expansion.

Building on the fiscal year 2020 offering that included colonels and lieutenant colonels (promotable), the fiscal year 2021 ALAP will expand to include lieutenant colonels and majors (promotable) and civilians competing for CSL positions at the GS-14 and GS-15 levels. ALAP follows the model of the [Battalion Commander Assessment Program \(BCAP\)](#) and the [Colonels Command Assessment Program](#), but it stands out as the first command assessment program to include civilians.

[Click here](#) to read more about ALAP's expansion and valuable advice from the participants of the 2020 ALAP.



WHAT'S INSIDE:

PROPENSITY CORNER
ARMY ACQUISITION
RECRUITMENT AT WEST
POINT

Page 4



FY21 DAWIA CERTIFICATION STANDARDS EXTENSION

Army Acquisition Workforce (AAW) members will be permitted to request **certification** under the fiscal year 2021 (FY21) Defense Acquisition Workforce Improvement Act certification standards until Jan. 31, 2022 at midnight Eastern Standard Time.



TRACKING TWI: MAJ. HASSAN KAMARA

The Training with Industry (TWI) program is still going strong! The year-long work-experience program gives top-performing officers extended exposure to industry management techniques, best practices and technological innovations.

After working onsite with a corporate partner, TWI participants then return to the Army and apply their new or improved skills. This direct contact with DOD industry partners strengthens and streamlines the acquisition bond, ultimately providing added value to the team and the warfighter. Throughout this year, the DACM Newsletter will be tracking some of the current TWI participants to learn about their experiences.

For information on how you can apply to TWI, please visit the program page: <https://asc.army.mil/web/career-development/programs/aac-training-with-industry/>.

In this issue, we profile **Maj. Hassan Kamara**, who is more than a quarter of the way through his assignment at CodeMettle in Atlanta.

Maj. Hassan Kamara, TWI participant, at the CodeMettle headquarters in Atlanta. (Photo courtesy of Maj. Hassan Kamara)

What is your current assignment?

I am in the Training with Industry program, assigned to a company named CodeMettle, which is headquartered in Atlanta, Georgia. I started in July 2021 and expect to complete the program in July 2022.

CodeMettle provides scalable network operations products that enable enterprises to analyze, organize and consolidate complex data, processes and operations.

What was your primary motivation for participating in TWI?

My primary motivation for entering the TWI program is to increase my management and leadership experience by observing a private company's operation across organizational functions (marketing and sales, product development, financial management, etc.) for one year.

What were your expectations of TWI before you started, and have they been met so far?

I expected to gain valuable private-sector

experience within the areas of business leadership, sales, product development and program management to help me make sound decisions as a future Army Centralized Selection List product manager and project manager. So far, my expectation is being met.

What have you learned so far from your TWI experience?

I am learning how (through the use of tools and processes) smaller companies like CodeMettle identify and prioritize business opportunities to attain their mission



Continued on page 3

**Continued from page 2**

objectives with available products, funding and personnel.

I am also appreciating the importance of the Army facilitating the requirements discovery process to help our industry partners understand and fulfill the service's needs.

Furthermore, I am appreciating how the sustained use of the modular open systems approach in designing Army capabilities facilitates the incorporation of adaptive software and hardware solutions to optimize the performance of the service's

capabilities in the future. For example, thanks to the modular open systems approach in capability design, the Army can integrate the platform-adaptable solutions offered by CodeMettle to optimize network monitoring and user interfaces in some of its systems.

How will you use these skills when you return to the Army?

I am gaining experiences and insights in contract evaluation, sales and marketing that I'll apply in future assignments.

What would you say to someone who is considering applying to the TWI program?

I recommend the TWI program to every officer who intends to compete for a product manager position, and comparable positions in other acquisition job specialties, because it will broaden their management perspective and inform future interaction with industry partners. Also, I think the Army Acquisition Corps should offer this opportunity to high-performing non-commissioned officers in the contracting field to have them experience contracting from private industry's standpoint.

SPOTLIGHT ON SUCCESS



Maj. Michael Sidman, assistant product manager for the Joint Program Executive Office for Armaments and Ammunition (JPEO A&A).

"I focus on communication, empathy, humility, trust, and integrity more than anything else. If the relationships are good, and teams are functioning well, I believe that acquisition professionals and industry leaders can do amazing things for America's military."

Meet Maj. Michael Sidman, an assistant product manager for JPEO A&A at Picatinny Arsenal, New Jersey. Originally a hard-driving Army Green Beret, Sidman shared his views on the importance of people and professional relationships, the nature of leadership, and the essence of being a team in his acquisition career.

Read more about Maj. Sidman in Ellen Summey's **"Nothing to Prove"** article from Army AL&T.

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

PROPONENCY CORNER ARMY ACQUISITION RECRUITMENT AT WEST POINT



Photo by the author

by **Lt. Col. Shadrika Witherspoon**

The DACM Office's Proponency and Analysis Division, along with the Joint Program Executive Office for Armaments & Ammunition (JPEO A&A) and PEO Soldier, supported the 2021 United States Military Academy (USMA) at West Point's Branch Week, Sept. 7–11. This annual event provided an opportunity for representatives from the basic branches, specialty branches, and functional areas to inform and educate cadets and cadre on opportunities in the Army Acquisition Workforce (AAW) through symposiums, static displays, and engagements. For plebes (freshmen or 4th class) and yearlings (sophomores or 3rd class), the week is geared toward educating them on what their options

are in the future. Cows (juniors or 2nd class), on the other hand, are expected to spend the week talking to branches that interest them and start narrowing down their preferences. Branch Week marks the final opportunity for firsties (seniors or 1st class) to finalize the rankings that will be used to place them into branches.

The 2021 USMA Branch Week provided access to the 17 basic branches and three functional areas (FAs), including FA 51 Acquisition Corps. At the FA 51 Acquisition Corps booth, approximately 850 cadets were able to engage with Army acquisition professionals and view examples of how the Army Acquisition Corps supports modernization priorities at the Soldier level.

The FA 51 presentations emphasized the vast amount of opportunities in the AAW, as well as the opportunities for continued service after the initial active-duty service obligation and post-captain key development assignment. The static displays, specifically the Next Generation Squad Weapon's introductory chart, generated dialogue with the cadets as most are keenly interested in the M4A1's replacement and are closely following the timeline for this critical Army modernization effort supporting the Soldier Lethality Cross-Functional Team and the Army's Close Combat Forces. These examples and engagements provided great context to the cadets as a **future career choice** in the Army.

FY22 STUDENT LOAN REPAYMENT PROGRAM

The Army Director of Acquisition Career Management (DACM) Office is accepting new applications for the fiscal year 2022 Student Loan Repayment Program (SLRP) program, now until November 18. SLRP

is designed to repay federally insured student loans as a retention incentive for civilian Army Acquisition Workforce members with critical acquisition skills.

Please go to the SLRP website, <https://asc.army.mil/web/career-development/programs/student-loan-repayment-program/>, for additional program details and the application process.



DACM POLICY

MANDATORY ANNUAL ETHICS TRAINING FOR THE ARMY ACQUISITION WORKFORCE

On February 8, the Army DACM signed a [memorandum](#) titled “Mandatory Annual Ethics Training for the Army Acquisition Workforce.” This memo supports the direction from Undersecretary of Defense for Acquisition, Technology and Logistics that all acquisition workforce members within DOD must complete ethics training annually.

Leaders and supervisors, with the support of training coordinators within their commands and organizations, are responsible for ensuring all Army Acquisition Workforce (AAW) professionals in their area of responsibility complete annual ethics training. Contact your ethics counselor to obtain information about additional online ethics training options that will meet this annual requirement or contact your local supporting

training coordinator. [Click here](#) for a list of ethics counselors at specific military installations and commands.

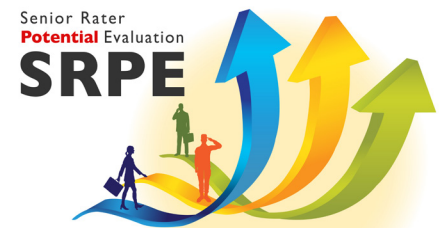
Please note that the [2020 ethics training video](#) on the JAGNET website still counts towards the annual ethics training requirement for 2021. The Headquarters, Department of the Army (HQDA) Office of General Counsel (OGC) has confirmed that AAW members can count viewing of this 2020 video toward meeting the 2021 ethics training requirement. HQDA OGC acknowledges that the JAGNET website has not been updated with a new 2021 ethics training video or a change to the video title to reflect the current calendar year.

SENIOR RATER POTENTIAL EVALUATION (SRPE)

As a civilian AAW member, rater, or senior rater of an AAW member, you must ensure a Senior Rater Potential Evaluation (SRPE) is completed. The Army **DACM** Office reminds civilian AAW professionals that the SRPE is a talent management tool used to evaluate the potential of every civilian acquisition professional (at the GS-12 through GS-15 or broadband equivalent level). The intent is to evaluate their potential for positions of greater responsibility and centrally selected professional development opportunities. Army DACM policy requires an annual SRPE. Access

to all related tools, policies and guidance for the SRPE is at the following link: <https://asc.army.mil/web/senior-rater-potential-evaluation/>.

The DACM Office provided specific instructions regarding your role in the SPRE process via a separate email in September. The annual window for SRPE completion opened on Oct. 1 and senior raters must complete the SRPE for fiscal year 2021 in **CAPPMIS** no later than Dec. 31. For guidance on completing the SRPE, including helpful hints and system guides, visit the dedicated **SRPE website**. If you have any



questions related to the SRPE process, please contact your organization’s acquisition point of contact or acquisition career management advocate.

Army DACM Office Highlights

- ▶ October DACM Hot Topics
- ▶ Lose The Paper
- ▶ Lean, Mean, Transition Machine
- ▶ A Profession and a Practice
- ▶ September DACM Hot Topics



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

Please **email** us any questions or suggestions.

Stay in Touch with us!

- Like: www.facebook.com/usaasc
- Follow: www.twitter.com/usaasc
- Connect: www.linkedin.com/company/usaasc
- Flickr: www.flickr.com/photos/usaasc
- YouTube: www.youtube.com/usaasc