



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:

We are on track to implement the modernized Defense Acquisition Workforce Improvement Act (DAWIA) talent management framework, starting on Feb. 15.

Rob Richardson Jr., Director, Acquisition Career Management (DACM)



This transition, commonly referred to “Back-to-Basics,” impacts the entire Defense Acquisition Workforce, including our Army Acquisition Workforce professionals.

The new framework reflects the need to provide flexibility so that we are best equipped to respond to diverse and changing demands. It will allow training to

be tailored to individual skillsets and organizational mission needs. It will prioritize on-the-job experience and reduce the time spent on in-person training. Bottom line: the new DAWIA framework will strengthen and empower our workforce.

My team has been working diligently behind the scenes for more than a year to prepare for this change. We’ll transition from 14 career fields to six functional areas. We’ll move from three “levels” of certification in nearly all current career fields to one or two levels of certification (depending on your functional area). In certain cases, some professionals may no longer be coded for acquisition. All of this is meant to refocus our workforce on those who develop, acquire and sustain operational capability, and to appropriately prioritize finite training and developmental resources.

Over the past several decades, since the original DAWIA was enacted in 1990, we’ve seen the acquisition workforce evolve in a way it was never intended. We’ve seen the building of monolithic training programs result in decreasing time spent on gaining real-world experience. Training was front-loaded, so professionals needed refresher training as they moved up the career ladder into more senior positions. Emphasis was put on check-the-box requirements instead of enabling supervisors and employees to manage their career path based on mission needs. The best place for our Army Acquisition Workforce professionals to be is on the job. We learn better from doing, and we need people in these jobs who are capable and have the experience.

For those workforce professionals who have achieved any level of certification, and for some of you who received multiple certifications and Army Acquisition Corps membership—well done.

REMINDER: UPDATE EMAIL ADDRESS IN CAPPMS

If you have transitioned your email to @army.mil, please ensure your email address is also updated in CAPPMS.

To do this, log-in to the Career Acquisition Management Portal (<https://apps.asc.army.mil/camp/apps/camp/modules/portal/index.cfm>). On the right-hand side under “Technical Support” there is a link to “Change Email Address”. This will ensure you receive communications from the Army DACM Office in a timely manner.

I recognize that this was not an easy feat and it is one you should be proud of. Any certifications you have rightfully earned will remain with you. Moving forward, it will be your experience, your performance record, the job that you’re doing and the jobs that you’ve held that will have more impact.

While we’ve re-set the bar, our DACM Office-sponsored training, education and leader development programs will continue. As the DACM, I am your advocate and will champion the overall process and transition for the workforce. My team and I will continue to work with our stakeholders to develop, tailor and implement opportunities to support our professionals, leaders and future leaders.



WHAT’S INSIDE:

**DEFENSE ACQUISITION
AWARD WINNERS**



Back-to-Basics

Empowering the Defense Acquisition Workforce

WHAT TO EXPECT AND WHEN

On February 15, 2022, the new fiscal year 2022 certification standards will go into effect. Under Back-to-Basics, we are moving from 14 career fields into 6 functional areas: Business Cost Estimating/Financial Management, Contracting, Engineering and Technical Management, Life Cycle Logistics, Program Management, and Test and Evaluation. Over the last few months, the Army DACM Office has worked closely with G1 points of contact, acquisition career management advocates and organizational acquisition points of contact to complete our collective position coding validation to move from the current career fields into the new functional areas and levels. More than 41,000 civilian positions across the Army Acquisition Workforce (AAW) have been reviewed and determinations have been made for future position coding in alignment with the new Back-to-Basics framework. Decisions on position coding are made at the local level by G1 in coordination with supervisors. The Army DACM Office has reviewed the position coding results to ensure compliance against the Office of the Secretary of Defense (OSD) and Army functional leader policies.

The Army DACM Office is partnering with the Army Civilian Human Resources Agency (CHRA) to automate required changes as much as possible. This includes a mass upload to the Defense Civilian Personnel Data System on or about Feb. 10, of your new functional area and level position coding.

Additionally, we will be working with CHRA to complete automated updates to civilian position descriptions and position requirements descriptions to reflect the new functional area, functional level and grace period.

Army Acquisition Workforce members can expect the following to display in the Career Acquisition Personnel & Position Management Information System (CAPP MIS), on or about Feb. 22:

- Position coding updated for all AAW civilian positions in alignment with the new framework.
- Previously achieved certifications will be transitioned in accordance with OSD and Army functional area leader policies.
- The certification grace period reflecting the new “3-5-4” construct.
 - Foundational Level coded positions, three-year grace period.
 - Practitioner Level coded positions, five-year grace period.
 - Advanced Level coded positions, four-year grace period.
- The Individual Development Plan (IDP) module allowing AAW members to add a Defense Acquisition Credential to their development plans. Additionally, supervisors will be able to assign a credential to a subordinate employee.
- The Acquisition Career Record Brief (ACRB) will display transitioned certifications and a new space for credential completion will be added.
- All previously achieved certifications will remain accessible through the Certification Management System module in CAPP MIS.



FOR MORE INFORMATION ON BACK-TO-BASICS

For more information regarding the Army's Back-to-Basics implementation, please visit our dedicated webpage here:

<https://asc.army.mil/web/dacm-office/back-to-basics>

You'll find an overview of Back-to-Basics, functional areas (check out our videos!), informational session dates, credentials, resources, news and FAQs.



DEFENSE ACQUISITION AWARD WINNERS



ARMY WINS SEVEN 2021 DEFENSE ACQUISITION WORKFORCE AWARDS

(Excerpted from [source article](#))

Mr. Gregory M. Kausner, performing the duties of undersecretary of defense for acquisition and sustainment, announced the winners of the 2021 Defense Acquisition Workforce Awards on Nov. 18. The Army took home seven honors. The annual awards, representing 24 separate categories, recognize individual and team accomplishments that support secretary of defense priorities through excellence in acquisition. With the Army Acquisition Workforce making up nearly a quarter of the 186,000 Defense Acquisition Workforce civilians and military professionals, the seven Army award-winning teams and individuals are a testament to the professionalism and strength of the Army acquisition enterprise. “We are extremely proud of these professionals and the work they do to develop, acquire and sustain preeminent capabilities for our warfighters,” Kausner said. “Congratulations to all of this year’s winners for their exemplary accomplishments.”

To learn more about the Undersecretary of Defense for Acquisition and Sustainment Awards, go to <https://asc.army.mil/web/acquisition-awards>.

The following winners officially received their awards in a virtual ceremony on Dec. 15:

ARMY INDIVIDUAL ACHIEVEMENT AWARD WINNERS

Production, Quality and Manufacturing

Mr. Terry Hirst, Rock Island Arsenal Joint Manufacturing and Technology Center

Program Management

Lt. Col. John T. Nuckols, Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense (JPEO CBRND)

Science and Technology Manager

Dr. Kevin Wingerd, JPEO CBRND

ARMY FLEXIBILITY IN CONTRACTING AWARD WINNER

JPEO CBRND

ARMY WORKFORCE DEVELOPMENT INNOVATION AWARD WINNER (LARGE ORGANIZATION)

U.S. Army Communications-Electronics Command, Software Engineering Center

ARMY DAVID PACKARD EXCELLENCE IN ACQUISITION AWARD WINNERS

Applied Cyber Technologies, Program Executive Office for Enterprise Information Systems

Operation Warp Speed and the **JPEO CBRND Medical Repurposing team**

SPOTLIGHT ON SUCCESS

FACES
of the
FORCE

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/>



SPOTLIGHT ON SUCCESS

Meet Jose D. Santos, a mechanical engineer for the Program Executive Office for Combat Support and Combat Service Support, Project Manager Expeditionary Energy & Sustainment Systems (PM E2S2). Santos has been a professional in the acquisition workforce for an impressive 20 years. He is Level III certified in Engineering and Life Cycle Logistics, and Level II certified in Program Management.

To read more about his career and how he skillfully and successfully supports our Soldiers, **“Hands On is Job Won”** from AL&T News.

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 support the warfighter power generation needs by developing solutions to address identified capability gaps. The power solutions range from existing programs of record equipment to working with industry to identify potential solutions for the tactical environment.

The greatest satisfaction I have from my work comes from seeing a power generation solution (e.g., Centralized Power for Brigade Combat Teams) move from concept to implementation, then used to support real-world mission equipment that was deemed necessary for survival until a permanent, prime power solution was established.

If you describe your work to others, what’s one thing they typically find interesting or surprising?

They are surprised by how important power generation and distribution is for operating every single item used by all services in the field environment, from coffee pots to “C4I” [command, control, communications, computers and intelligence] communication equipment.

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 acquisition workforce starting with my first engineering job out of college. I was assigned to support the standard family of generator sets at Project Manager Mobile Electric Power. My first task was on generator set engineering change proposals, technical manual updates and other engineering activities. It wasn’t until a few years later when I had the opportunity to work with the Soldiers in the field, that the true satisfaction of my position came shining through.

What do you see as the most important points in your career with the Army Acquisition Workforce, and why? Is there a program or opportunity you wish you had pursued but didn’t?

The highlights of my career include multiple opportunities to collaborate with (power producers) engineers, logisticians, and fielders at PM E2S2 and power consumers at the Army battle staff and system commands in the safe development and implementation of the Central Power Solution (CPS). CPS allows brigades and battalions to operate their command post mission equipment in the field in a safe, uninterrupted method providing fuel savings with an organically supportable (generator sets and power distribution equipment) solution.

What was the latest career development program you took? When did you take it, and what did you get out of it? Would you recommend it to someone else?

The Inspiring and Developing Excellence in Acquisition Leaders (IDEAL) program, which took place from November 2019 to mid-2020 as a result of COVID-19. The program provided a great opportunity to team with people at similar points in their career and learn through activities or conversation how to be effective leaders (not bosses) and avoid pitfalls. I learned that many leadership goals and objectives can be achieved by simple steps like listening, mentoring, effective communication, critical conversations and mentoring at the individual or group level.

Have you given advice to junior acquisition personnel? If so, what was it? If not, what would it be?

After listening to a younger coworker ask questions on how to address replacing a failing piece of power distribution equipment used by the Army Combat Support Hospitals, I offered advice on the process. I indicated he should identify the user’s requirements, identify the potential courses of action, and once a decision was made, ensure technical reviews were done at each phase of development. Another young acquisition employee had questions about dealing with a boss that would not listen to the team or take

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input prior to making decisions, resulting in demoralizing work environment. I listened to his situation and shared my experiences of what did and did not work for me in similar situations. Most important was listening to a coworker in a similar situation I had been in the past and providing understanding.

For those who know you outside of work, what do they know you for? (e.g., inventor, pizza chef, scout master, builder of ultralight aircraft, etc.) What does this have in common with your work?

Volunteering, helping others and spending time with my son. This reflects my attitude at work, where my passion is to collaborate with others supporting the warfighter—from helping them set up power generation and distribution equipment in a field exercise, to collaborating with a Soldier or civilian to find the most efficient way to power a system, or briefing a project manager or leader on the status of a project to power mission-critical equipment.

What's the most important lesson you've learned—on the job or off—over the course of your career? How do you apply it in your work? Listen to the mechanic, quality assurance personnel, technician or programmer working on or repairing the end item. Sit down, have coffee with them and they will provide you with valuable information on how to operate and improve it.



TRACKING TWI: MAJ. MINDY BROWN

Training With Industry (TWI) is a year-long work-experience program that gives top-performing officers an opportunity to work onsite with one of DOD's corporate participants, obtaining extended exposure to industry management techniques, best practices and technological innovations. TWI fellows then return to the Army and apply their new knowledge and insights. This direct contact with

DOD industry partners strengthens and streamlines the acquisition bond, and ultimately everyone wins, including the warfighter. Throughout 2022, the DACM Newsletter will be tracking some of the current TWI participants to learn about their experience.

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. Mindy Brown**, a 51C acquisition officer and TWI fellow. Brown is currently on assignment at the Microsoft Corporation. She holds an MBA degree in systems acquisition management from the Naval Postgraduate School and is originally from Missouri. With 16 years of military service and eight years as an acquisition officer, she shared how her TWI experience is going so far.



What is your current assignment?

I am currently a TWI fellow with Microsoft Corporation in Reston, Virginia. Microsoft Corporation is based out of Redmond, Washington, and is a global technology company that develops, manufactures

and supports a variety of products for both personal and business computing operating systems, software, server and applications services; other hardware, gaming systems and cloud-based solutions and services round out their available

products that support their company mission "to empower every person and every organization on the planet to achieve more."

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What was your primary motivation for participating in TWI?

I really wanted to participate in the TWI program to gain important experience in areas such as corporate leadership, people and program management, marketing and planning, with the goal of utilizing that insight and experience to become a better leader and bringing the important lessons learned back to my organization and connecting it to my role as an acquisition professional and potential future product leader for the U.S. Army.

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

I expected to gain a tremendous amount of knowledge about corporate-level strategy development, talent management and business management processes by participating in and contributing to a broad range of projects within the company and then being able to take that newly acquired perspective of industry to foster more effective partnerships as a prospective product manager.

What have you learned so far from your TWI experience?

I have learned that people are a company's greatest asset and that when a company takes care of their people (creating a healthy work culture and environment, holding everyone accountable for their actions and awarding or compensating them for their achievements) both the employee and the company prosper. I am also learning how companies like Microsoft create and nurture partnerships with small and large companies alike and even find ways to partner with their big competitors to enable their overall mission.

Additionally, I am learning how large tech companies like Microsoft measure the success of their company and more importantly, their products; and how leadership in turn uses that data to help decide where to invest their precious resources (time, people and money). Along with their measurements of success, I am observing first-hand how a corporate-level strategy is communicated to all of its employees and how it is then translated into customized strategies for the separate business groups, motivating and driving their employees to reach their individual and company goals.

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

I will have a better understanding of the challenges that companies face when working with the Department of Defense, what drives their contract negotiating strategy and partnership efforts, and how they set their sales and marketing goals. This will help me relate to my peers within the industry sector and shape how I interact with them in my future assignments within Army acquisition.

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

Training With Industry is an experience like no other, and I am extremely lucky and blessed to have this opportunity. I recommend the TWI program to every officer in every branch who has aspirations of competing for a battalion, brigade or product management command position. It will broaden your business and personnel management perspective, help prepare you for the strategic-level thinking and skills that will be required from you and are necessary for you to succeed at that next level, and will inform your future interactions with industry partners.

Acquisition Education, Training and Career Development Opportunities

NOW OPEN FOR APPLICATIONS— ARMY ACQUISITION TUITION ASSISTANCE PROGRAM



Working toward your degree? Consider taking advantage of this wonderful education opportunity. Applications are being accepted Jan. 3 through Feb. 26. The Army Tuition Assistance Program (ATAP) provides tuition assistance to eligible AAW civilians and military occupational specialty 51 contracting (51C) noncommissioned officers (NCOs). This opportunity is perfect for taking acquisition- or business-related courses in a declared major toward either a bachelor's or master's degree at an accredited college or university of your choice during off-duty time. It is highly recommended that you print out a copy of the ATAP announcement (refer to the PDF titled "ATAP Announcement") found on the [ATAP web page](#), read it thoroughly, and have it available as you prepare your application.

For more details and how to apply, go to <https://asc.army.mil/web/career-development/programs/acquisition-tuition-assistance-program/>.



VIRTUAL ACQUISITION LEADERSHIP CHALLENGE PROGRAM (ALCP)

The DACM Office will be offering a deeply impactful leadership development seminar series called the **Acquisition Leadership Challenge Program (ALCP)** at four different levels, targeting workforce members in GS-7 through 11 positions, through those in GS-14 and 15, Senior Executive Service, and broadband equivalent. All seminars are not only held virtually, but are also a practical, teambuilding guide to assist overall leadership and diversity development in organizations. ALCP harnesses self-awareness as the tool for enhancing leadership, innovation and diversity development by demonstrating how individual preferences and behaviors affect the ways we interact with coworkers and are viewed by others. Program offerings help participants understand how accepting individual differences can produce a stronger group and a capable, collaborative and creative leadership corps. The third quarter application window opens on Feb. 1 and closes on Feb. 28. Eligible applicants are **civilian and military** Army Acquisition Workforce (AAW) professionals, including Science and Technology Reinvention Laboratories (STRs) term employees.

For more information and how to apply, go to <https://asc.army.mil/web/career-development/programs/acquisition-leadership-challenge-program/>.

The DACM Office offers four different levels of ALCP seminars, as follows:

Acquisition Leadership Challenge Program B (Beginnings)

Target Grades: Civilian AAW members GS-7 through 11 or broadband equivalent.

Acquisition Leadership Challenge Program I

Target Grades: Civilian AAW members GS-12 and 13 or broadband equivalent; military AAW captains and majors; staff sergeants and sergeants first class.

Acquisition Leadership Challenge Program II

Target Grades: Civilian AAW members GS-14 and 15 or broadband equivalent; military AAW lieutenant colonels and colonels; master sergeants and first sergeants.

Acquisition Leadership Challenge Program III

Target Grades: Civilian AAW members GS-14 and 15 or broadband equivalent and Senior Executive Service acquisition professionals; military AAW lieutenant colonels, colonels and general officers; master sergeants, first sergeants, sergeants major and command sergeants major.

CONGRATULATIONS TO THE SENIOR ENTERPRISE TALENT MANAGEMENT / ENTERPRISE TALENT MANAGEMENT SELECTEES



The Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) programs are Army initiatives created to produce senior civilian leaders with an enterprise perspective. Selectees for these prestigious programs are high-performing senior civilian leaders with outstanding potential for assignment to positions of greater responsibility and impact across the Army. Congratulations to the 24 Army acquisition professionals who have been selected for the 2022 SETM and ETM programs!

2022 Defense Senior Leadership Development Program Cohort

- Susan Cranfill, Logistics Data Analysis Center
- Chad McLeod, U.S. Army Corps of Engineers (USACE)
- Jeffrey O'Sadnick, Army Sustainment Command (ASC)
- *Timothy Tharp, Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense (JPEO-CBRND)

Academic Year (AY) 2022-2023 Dwight D. Eisenhower School for National Security and Resource Strategy, Acquisition Course

- Tyler Bennett, Army Futures Command (AFC)
- *Jennifer Dabisch, JPEO-CBRND
- *Michelle Hodges, Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology
- *Robert Schadey, Program Executive Office for Enterprise Information Systems (PEO EIS)

- *Robert Zoppa, PEO EIS
- *Martin Zybura, PEO EIS

AY 2022-2023 Army War College, Resident

- James Miller, Installation Management Command
- Kevona Rodriguez, Army Contracting Command
- Cheri Roseberry, AFC
- *Reginald Shuford, PEO EIS

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AY 2022-2024 Army War College, Distance Education

- Jody Fasko, ASC
- *Christopher Green, PEO for Command, Control and Communications-Tactical
- *Leslie Polsen, PEO for Ground Combat Systems
- Allen Wampler, Aviation and Missile Command

Fiscal Year (FY) 2022 SETM – Temporary Duty Assignments

- *Lareina Adams, PEO for Intelligence, Electronic Warfare and Sensors
- Edward Engbert, AFC

AY 2022-2023 Command and General Staff Officer Course, Satellite

- Jonathan Byrd, USACE

AY 2022-2023 Command and General Staff Officer Course, Resident

- Michael Hamfeldt, AFC
- Monika Wright, U.S. Army Cyber Command

FY 2022 Shadowing Leadership Experience

- Lakeisha Bogan, Army Materiel Command Headquarters

The SETM and ETM programs prepare Army civilians to assume positions of greater responsibility and are designed to afford selected GS-12s through GS-15s (or equivalent) an exceptional professional development, senior-level educational or experiential learning opportunity. Administered by the Civilian Senior Leader Management Office, deputy undersecretary of the Army, SETM and ETM were developed to provide a variety of training and development opportunities to high-performing senior civilian leaders who are ready to accept those challenges. To learn more, go to <https://asc.army.mil/web/career-development/programs/setm-etm/>.

* The Acquisition Support Center is the SETM/ETM Command representative for the Direct Reporting Units (DRU) and DRU selectees are denoted accordingly.

SETM GRADUATE PLACEMENT PROGRAM ANNOUNCEMENT

Intentional post utilization of our high-potential acquisition civilian professionals is imperative to ensure growth and development toward senior leadership. Post utilization assignments are currently being sought for academic year 2022 Senior Enterprise Talent Management (SETM) graduates (GS-14 and 15 or equivalent) who have elected to participate in the graduate placement program (GPP). GPP is a bid placement program, administered by the Civilian Senior Leader Management Office, Deputy Undersecretary of the Army, to assign selected SETM graduates into

strategic positions of greater responsibility. The GPP bid process is open now and closes February 11, 2022. If you have a potential Army civilian post utilization opportunity at the GS-14 and 15 or equivalent level, please contact your command's SETM human resource representative to discuss the GPP bid process.

The United States Army Acquisition Support Center point of contact is Maggie Sizer at maggie.c.sizer.civ@army.mil

UPDATE ON THE FISCAL YEAR 2022 IDEAL PROGRAM

Congratulations to all who were selected for the **Inspiring and Developing Excellence in Acquisition Leaders (IDEAL)** program. IDEAL is a leader development program for new and emerging Army Acquisition Workforce (AAW) supervisors who are seeking to refine their leadership skills or develop them in preparation for a supervisory or leadership position.



For fiscal year 2022, there will be two IDEAL cohorts, both in Huntsville, Alabama. Cohort A will begin on Jan. 10 and Cohort B will begin on June 6. To learn more about IDEAL, please go to <https://asc.army.mil/web/career-development/programs/inspiring-and-developing-excellence-in-acquisition-leaders-ideal/>.

The IDEAL selectees for fiscal year 2022 are:

Dawn Albertini, Army Futures Command (AFC)
Levi Alexis, U.S. Africa Command
Kevin Amaya, Army Test and Evaluation Command (ATEC)

Antoinette Barnett, Joint Program Executive Office (JPEO) for Chemical, Biological, Radiological and Nuclear Defense

Amanda Bortak, JPEO for Armaments & Ammunition
Erin Bradley, U.S. Army Corps of Engineers (USACE)

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Kyle Brennan, AFC
Nina Bushnell, Army Contracting Command (ACC)
Forrest Bussler, AFC
Dennis Chapman, AFC
Rashawnda Coleman, Program Executive Office for Combat Support and Combat Service Support (PEO CS&CSS)
Joseph Cooper, ACC
Renada Cooper, U.S. Army Special Operations Command
Erika Curry, Army Aviation and Missile Command
Frances De Gori, ACC
Carson Dereski, Communications-Electronics Command (CECOM)
Timothy Faust, Program Executive Office for Enterprise Information Systems (PEO EIS)
Alejandro Fernandez, ATEC
David Gannon, ACC
Stephen Haff, PEO Aviation
Troy Heitzer, CECOM
Jennider Hirn, CECOM
Belen Hyman, USACE

Napoleon Jones, Tank-Automotive and Armaments Command (TACOM)
Steven Kashubara, Program Executive Office Ground Combat Systems (PEO GCS)
Joseph Kornhoff, Program Executive Office for Intelligence, Electronic Warfare and Sensors (PEO IEW&S)
Bryce Kuykendall, U.S. Army Aviation and Missile Command (AMCOM)
Kristen Lawrence, PEO EIS
Liane Leong, ACC
Jamaal Little, PEO IEW&S
Cheryl Marhevko-Kozera, U.S. Army Materiel Command (AMC) TACOM
Jennifer McClure, AMC ACC
Tirso Mccoy, AMC ACC
Christopher Mohr, Army Sustainment Command (ASC)
Danny Nease, AFC
Michael Nguyen, AFC
Tiffani Osborne, AMCOM
Brian Palmer, PEO EIS
Shauna Parente, AFC
James Pauley, TACOM

Rocio Rangel, ATEC
Kimberly Ross, ACC
Jeananne Russell, ACC
Susan Ruzicka, ACC
Michael Scholl, AFC
Anthony Schrantz, PEO EIS
William Schwartz, ACC
Nicole Seaman, PEO CS&CSS
Jacob Sisko, AFC
John Smith, Joint Munitions Command (JMC)
April Stevenson, AMCOM
Marc Tardiff, AFC
Armando Torres, Program Executive Office Simulation, Training and Instrumentation (PEO STRI)
Lee Troope, ACC
Amber Vanhoozer, ACC
Raymond Vazquez, AFC
Masao Williams, AMCOM
Jesse Wolfgang, AFC
Carla Wren, PEO EIS
Audrey York-Nicola, ACC
Stasya Zarlring Bejma, AFC

PROPONENCY CORNER FISCAL YEAR 2023 DEVELOPMENTAL OPPORTUNITY FOR 51C NON-COMMISSIONED SOLDIERS

Heads-up! Eligible non-commissioned officers (NCOs), staff sergeant through sergeant first class, will have an opportunity to apply and interview for a 36-month temporary duty assignment as a primary contract administrator at Defense Contract Management Agency (DCMA) in Sterling Heights, Michigan. This DCMA assignment is targeted to begin in the summer cycle of 2023. The 51C NCO will gain a multifunctional contract administration experience in contracting, property management and quality assurance on major weapon systems programs and force sustainment equipment contracts.

The selectee will regularly engage with multiple contractors and stakeholders in a joint environment, including all military services and Defense Logistics Agency.

Duties and responsibilities will encompass contract administration, contractor surveillance functions (including quality

assurance, product and service delivery requirements, and program support) and property management. The selectee will be expected to demonstrate capability and competency to a warrant board in order to serve as a warranted administrative contracting officer (ACO). The selectee should be comfortable with making recommendations to commanders and other stakeholder leaders. A strong history of leading teams and serving as the “face” to the customer is highly desired.

At the time of application, individuals must be certified in contracting, as outlined below.

Eligible candidates must have a minimum of six years of acquisition experience (51C coded) and no more than 18 years of total active service at report date in the summer cycle of 2023. Please send any questions regarding this opportunity to Sgt. 1st Class William A. Phipps at: william.a.phipps.mil@army.mil.



CERTIFICATION REQUIREMENTS:

Current DAWIA framework

- Level II certification in Contracting

Please note that as of *Feb. 15, 2022, the new DAWIA certification requirements will be:

- DOD Contracting Professional

*The DOD **Back-to-Basics initiative** will be fully implemented on Feb. 15, 2022. For more information about upcoming changes to DAWIA certification as a result of this initiative, please go to <https://asc.army.mil/web/dacm-office/back-to-basics/>.



UPDATE: OFFICER PROFESSIONAL DEVELOPMENT AND CAREER MANAGEMENT

The DACM Office has recently made changes to the Army Acquisition Corps Officer Professional Development and Career Management Smartbook, DA PAM 600-3, as a result of the Army Contracting Command (ACC) Force Design Update Junior (FDU Jr.). The structural changes of the FDU Jr. resulted in the identification of a new type of position: foundational positions. Foundational positions are unique to the contracting area of concentration (AOC), build a solid foundation of contracting knowledge, and only exist in ACC. An officer's first assignment to ACC will be to a foundational position. AOC contracting key developmental positions

now require requisite contracting knowledge and experience, and the assignment duration has been reduced from 24 months to 12 months. Additional updates to the Army Acquisition Corps Smartbook will follow after the implementation of the Back-to-Basics 21st Century Acquisition Workforce talent management framework for the Defense Acquisition Workforce on Feb. 15.

Please access the revised Army Acquisition Corps Smartbook on MILSuite to read more about the updates at: <https://www.milsuite.mil/book/docs/DOC-378892>.



ARMY ACQUISITION OFFICERS—FISCAL YEAR 2023 ADVANCED CIVIL SCHOOLING APPLICATION TIMELINE

Attention active-duty Army acquisition officers: Did you know that the Advanced Civil Schooling (ACS) program allows Army officers a chance to pursue advanced degrees in science, technology, engineering and math (STEM), acquisition or business-related disciplines at civilian universities on a full-time, fully funded basis?

The winter moving cycle is now open through Feb. 25, with a program start window of October 2022 through March 2023. Reach out to your career manager at Human Resources Command (HRC) for the best timing to apply. This is a great chance to enhance your acquisition experience and skills through top-tier university programs. Visit the **ACS webpage** to learn more about the application process and eligibility at: <https://asc.army.mil/web/career-development/programs/advanced-civil-schooling/>.



DID YOU KNOW

THAT ARMY AL&T WANTS TO HEAR YOUR IDEAS ABOUT ACQUISITION? IT'S TRUE. ALL YOU NEED IS A GOOD IDEA.

Army AL&T is always looking for new voices, and we're especially interested in the operational point of view. We also accept ads from DOD organizations (and they're free!). To submit, or to get more information on our writers guidelines, go to: <https://asc.army.mil/web/publications/army-alt-magazine/>.



Army DACM Office Highlights

- ▶ January 2022 - Army DACM Hot Topics
- ▶ Future of Work — Present Tense
- ▶ Power to the People
- ▶ December 2021 — Army DACM Hot Topics
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