

Civilian Army Acquisition Workforce Centralized Selection List Program Policy

Summary of Changes

PARA	CATEGORY	HIGHLIGHTS
5.e(7)	Minor procedural change	Responsibilities (PEO/Command): Submits charter requests at least 60 days in advance, along with associated waiver requests, through the HQDA Task Management Tool process.
7.a	New guidance	Table 1 (Eligibility Criteria): Added columns for Education and Supervisory Experience for Product and Project Managers.
7.a	New guidance	Table 1 (Eligibility Criteria): Modified the Defense Acquisition Workforce Improvement Act (DAWIA) certification requirements for Project Managers, Acquisition Directors, and Product Managers to align with the Under Secretary of Defense for Acquisition and Sustainment (USD(A&S))'s Back to Basics framework.
7.a	Clarification	Table 1 (Eligibility Criteria): Modified the grade eligibility column for Product and Project Managers to include GS-13 professionals and Senior Executive Service (SES) members.
7.b	New guidance	Eligibility Criteria: Added statement that “The DACM Office will schedule slated CSL principals, who do not have an approved exception to the MEL-1 requirement prior to activation, into the Warfighting Acquisition University - SSCF.”
7.b	Clarification	Eligibility Criteria: Revised last sentence of this sub-paragraph to read “All requests, including early activations, must be received by the Army DACM prior to assumption of command.”
7.c	Minor procedural change	Eligibility Criteria: Modified this sub-paragraph to read “Education and certification statuses must be reflected on the Acquisition Career Record Brief (ACRB) in Section VII and Section X, respectively.”
7.f	New Guidance	Eligibility Criteria: It is preferred that Civilians competing for COL/GS15 CSL consideration have successfully completed a CSL/CSB tour at the current or lower level.
8.d	Clarification	Identification and Validation of Positions: Modified this sub-paragraph to read “All approved CSL PM and AD positions will be identified on the appropriate TDA.”
9.a	Minor procedural change	Board Announcements: Modified this sub-paragraph to read “The Army DACM Office will post board announcements and application information on its website (https://asc.army.mil/web/career-development/boards/), within

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Enclosure – References

		30 days prior to the start of the board application window each year.”
11	New Guidance	Opt-Out: Add a new paragraph to highlight the timeline and procedures to opt-for CSL consideration.
12.e	New Guidance	CSL Selectees will not be selected for a CSL position they have already completed a tour.
13.d	New Guidance	Regional preferencing: Once a selectee has completed a tour within their regional preference, each subsequent CSL tour will more than likely fall outside the selectee’s preferred regional preference.
14.c(1)	Clarification	Declinations: Added two sentences to this sub-paragraph to note that “Prior military command experience, does not factor into the declination with prejudice determination. The civilian declination criteria are stand alone to civilian status only.”
19.d	New Guidance	The incumbent may reach out to the DACM Office’s Propriety Branch for assistance.
19.e	New Guidance	After an AAW professional completes the first centrally selected position, they may exercise their return rights to go back to the organization where they were previously assigned. If they opt to serve in consecutive centrally selected positions, the AAW professional forfeit their return rights; they are responsible for finding a post-utilization assignment.



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SFAE-ASC

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Civilian Army Acquisition Workforce Centralized Selection List Program Policy

1. References: See enclosure.
2. Purpose. This memorandum establishes policy and procedures for civilian Army Acquisition Workforce (AAW) Centralized Selection List (CSL) positions and the selection board process. It supersedes reference 1.a.
3. Applicability. This policy applies to all civilian General Schedule (GS)-13 through GS-15 (and broadband equivalent) AAW professionals who apply to and are selected to fill an Army acquisition CSL position.
4. Background.
 - a. In accordance with reference 1.b., it is Department of War (DoW) policy that defense acquisition workforce programs support the development and sustainment of a professional, agile and high-performing military and civilian acquisition workforce. The CSL Project/Product Manager (PM) and Acquisition Director (AD) process identifies high-performing AAW civilians who have the necessary technical expertise, acquisition experience and demonstrated leadership potential to fill PM and AD positions, commensurate with their military counterparts.
 - b. Within the Army acquisition community and this memorandum, the acronym “PM” can be used interchangeably to denote a Project Manager or Product Manager.
5. Responsibilities.
 - a. The Army Acquisition Executive (AAE), as delegated to the Director, Army Acquisition Corps (DAAC).
 - (1) Reviews and adjusts the U.S. 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.
 - (2) Issues annual slating guidance and provides direction for the conduct of CSL slating.

b. Army Director, Acquisition Career Management (DACM): Serves as the principal lead for the administrative execution of all civilian AAW CSL board processes, application and preparation.

c. Army DACM Office.

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

(2) Drafts, updates, publishes and distributes the Civilian AAW CSL Program policy.

(3) Provides the CSL program interface with the AAE and DAAC and provides recommendations on policy management and actions requiring AAE, DAAC or DACM decision and feedback.

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

(5) Drafts and publishes, in coordination with the appropriate Civilian Human Resources Support Center (CHRSC), the civilian CSL announcement that complies with all civilian personnel policies and directives.

(6) Provides assistance to applicants, as needed, with submission of CSL applications in the online Army Acquisition Professional Development System (AAPDS) which is located in the Career Acquisition Personnel and Position Management Information System (CAPP MIS) within the Career Acquisition Management Portal (CAMP). The CAMP website can be found at <https://apps.asc.army.mil/camp/>.

(7) Verifies and approves the eligibility of civilian AAW applicants.

(8) 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.

(9) Nominates senior civilian AAW professionals to serve as board members for the Lieutenant Colonel (LTC)/GS-14 and Colonel (COL)/GS-15 CSL selection boards. Prepares and presents the CSL board in-briefs.

(10) Reviews and determines eligibility of all applications for board consideration.

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

(12) 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.

(13) Upon AAE approval of CSL slating, staffs charter requests from gaining Capability Portfolio Executives (CPEs)/commands/organizations and prepares charters for AAE signature. Note: Per reference 1.j, updated charters will not be reissued, based on program names changes, unless directed by the AAE.

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

(15) Assists with post-utilization of CSL incumbents, as needed.

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

(1) Provides guidance, as required, regarding all personnel issues.

(2) Coordinates personnel actions affecting CSL selectees and post-utilization for civilians assigned to Missile Defense Agency and Defense Contract Management Agency (DCMA) CSL positions.

(3)..Assists Human Resources Offices (HROs) with Requests for Personnel Action (RPAs) for CSL positions that are on the USAASC Table of Distribution and Allowances (TDA).

e. CPEs, Commands, and Organizations.

(1) Ensures CSL information is disseminated to AAW professionals and encourages their high performing, high potential civilians to apply for these leadership opportunities.

(2) Gaining HRO: Coordinates all personnel actions affecting CSL selectees and post-utilization with the servicing CHRSC and losing HRO.

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

(a) The gaining CPE/command/organization 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.

(4) Gaining HRO: 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.d (Request for Administrative Return Rights): "This individual has return rights to his/her parent organization upon completion of this tour."

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

(6) Coordinates with HRC AMB for early-activated CSLs and ensures that any training requirements, which will not be completed prior to command assumption, are scheduled. As part of the early assumption packet, the AAE will approve a 12-month waiver for any training requirements outlined in reference 1.f. that have not been completed. If there are any uncompleted training requirements after the AAE's waiver has expired, the CPE/command/organization must document them on a DD Form 2905 (Acquisition, Logistics, and Technology Workforce Position Requirements or Tenure Waivers). A blank DD Form 2905 can be found on the DACM Policy Library at <https://asc.army.mil/web/dd2905>. The CPE/command/organization will sign the DD Form 2905 and submit it as part of a position requirements waiver to the DACM Office, which will, in turn, staff it for DACM concurrence and AAE decision.

(7) Provides the DACM Office with change of charter dates for activated CSL selectees. Submits charter requests at least 60 days in advance, along with associated waiver requests, through the HQDA ETMS2 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.j.

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

(9) While post-utilization responsibilities rest with the individual incumbent's CPE/command/organization, losing HROs should plan for the potential of activating return rights for post-utilization of CSL, in coordination with the DACM Office.

f. Applicant: Ensures announcement requirements are met and submits application prior to the announcement closing date.

6. Positions.

a. Definitions. See reference 1.e for more detailed information about these positions. All the below positions are considered Critical Acquisition Positions (CAPs). Certain Acquisition Category (ACAT) positions may also be designated as Key Leadership Positions, which is a smaller subset of CAPs.

(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 is an O-6 or GS-15 (or broadband equivalent) and is subordinate to a CPE or Direct Reporting Program Manager (DRPM) to the AAE.

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

(2) An AD (Contracting) provides acquisition life cycle and readiness/sustainment support to CPEs, PMs and Army Contracting Commands/DCMA. 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 assembly 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 DoW 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, Air Force Airmen, Navy Sailors and Marines.

(4) Product Director (PD): A civilian senior leader for an Army acquisition system or Program Management Office (PMO) who has been designated by the DAAC. The PD 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 PD is a GS-14 (or broadband equivalent). PD positions are centrally managed by the DACM Office, in coordination with the CPEs. See reference 1.e for more information about position nomenclatures.

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

c. All CSL and CSB positions will meet the definitions above. A standardized 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 CSL/CSB position will use the approved standardized PRDs, in compliance with reference 1.e.

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. Senior leaders should encourage their high potential, high performing, eligible civilian AAW professionals to apply for CSL opportunities. The DACM Office will work with AAW civilians to ensure all application eligibility requirements are addressed prior to application submission. Specific details will be highlighted during the board announcement process.

7. Eligibility Criteria.

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

POSITION TITLE	POSITION LEVEL	EDUCATION	SUPERVISORY EXPERIENCE	MEL-1 TRAINING (i.e. SSC/SSCF)	DAWIA CERTIFICATION AND OTHER TRAINING	GRADE
Project Manager or Acquisition Director	COL GS-15 (or broadband equivalent)	Bachelor's degree is required at the time of application.	Preferred: Successful completion of at least one CSL tour at the LTC/GS-14 or COL/GS-15 level. Supervisory experience is preferred at the time of application.	Required prior to assignment (see paragraph 7.b below)	Required at the time of application: (1) Advanced level certification in Program Management or (2) Professional level certification in Contracting, with four years of experience in a contract coded acquisition position. Required to encumber the position: Completion of 4020 and the Fort Leavenworth Leaders' Command Course.	SES GS-15 GS-14 (or broadband equivalent)
Product Manager or Acquisition Director	LTC GS-14 (or broadband equivalent)	Bachelor's degree is required at the time of application.	Supervisory experience is preferred at the time of application.	Optional	Required at the time of application: (1) Practitioner level certification in Program Management or (2) Professional level certification in Contracting, with four years of experience in a contract coded acquisition position. Required to encumber the position: Completion of all Warfighting Acquisition University training for Advanced level PM certification. Attainment of Advanced level PM certification is not required to encumber the position. Required to encumber the position: Completion of PMT 4010 and the other applicable Fort Leavenworth Battalion Pre-Command Courses.	SES GS-15 GS-14 GS-13 (or broadband equivalent)

Table 1 (Position Requirements)

b. The Military Education Level - 1 (MEL-1) training requirement is imposed prior to assignment to a CSL COL/GS-15 position. This requirement is commensurate with the military mandate. This requirement may be met in several ways: the Warfighting Acquisition University - 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 – Eisenhower School. The DACM Office will schedule slated CSL principals, who do not have an approved exception to the MEL-1 requirement prior to activation, into the SSCF. Requests for exceptions to the MEL-1 requirement must be submitted in writing, by the first GO/SES in the CSL selectee's chain of command, through the Army DACM, to the DAAC for approval. All requests, including early activations, must be received by the Army DACM prior to assumption of command.

- c. Education and certification statuses must be reflected on the AAW professional's Acquisition Career Record Brief (ACRB) in Sections VII and X, respectively.
- d. Applicants must have a minimum of one Senior Rater Potential Evaluation report, dated within 12 months of the board announcement.
- e. If currently encumbering a CSL position, it is not permitted to apply to a CSL announcement that, if selected, would cause a curtailment of the current CSL tenure. The only exception to this requirement is an early activation that is caused by an unplanned, early departure of the predecessor.
- f. Commensurate with the military, it is strongly preferred for civilian COL/GS-15 CSL applicants to have successfully completed at least 18 months at the LTC/GS-14 CSL or CSB level prior to application.

8. Identification and Validation of Positions.

- a. The 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, ADs, Product Directors and Project/Product Leads.
- b. Only positions approved by the annual MAPL/CSL review board at the Project/AD (GS-15 or broadband equivalent) or Product/AD (GS-14 or broadband equivalent) level will be considered as Project/Product Manager or AD positions and filled through the annual CSL board process.
- c. CSL positions, identified out-of-cycle, must follow the approved out-of-cycle CSL approval procedure.
- d. All approved CSL PM and AD positions will be identified on the appropriate TDA.
- e. The DACM Office will announce the CSL positions annually that are available to be filled.
 - (1)..Both military and civilian applicants are eligible to compete for CSL opportunities designated as best-qualified.
 - (2) Certain CSL positions are designated as military only. The AAE is the final approval authority for establishment and validation of a CSL position.

9. Board Announcements.

- a. The DACM Office will post board announcements and application information on its website (<https://asc.army.mil/web/career-development/boards/>) within 30 days prior to the start of the board application window each year.
- b. The announcement will identify the qualifications and all necessary application requirements. Interested civilian AAW professionals will have approximately 60 days to apply online through CAPPMIS AAPDS (<https://apps.asc.army.mil/camp/>).
- c. The announcement will include a Regionalization/Position Preference Statement which will only be used in the slating process.

10. Centralized Selection Process.

- a. All applicants will receive a 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 DACM Office will review all applications for completeness and eligibility. Incomplete packets will not be submitted to the DA Secretariat Board.
- c. The DA Secretariat will conduct LTC/GS-14 and COL/GS-15 CSL boards annually for eligible applicants.
- d. Each board will compile an Order of Merit List (OML).

11. Opting-Out.

- a. Prior to the finalization of the CSL Board results, applicants have the option to opt-out without penalty for future CSL consideration.
- b. After the results of the CSL Board have been released and the applicant has been identified as either a Primary or Alternate selectee, the opt-out option is no longer valid and shifts to a declination with or without prejudice.
- c. Please see paragraph 15 for declination parameters.

12. Slating Process.

- a. HRC AMB is responsible for all CSL slating.
- b. The Army DACM Office collects and provides HRC AMB with the ACRB, resume and position listing preferences for each eligible civilian applicant.
- 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 preference.
- e. Civilian CSL incumbents who have served more than once in the same CSL assignment (consecutively or non-consecutively) will not be slated again at this same CSL assignment. Additionally, those civilians who were previously selected for CSL will more than likely be slated to a different region, if they are selected for CSL again at the same grade.
- f. The AAE approves the final slating.

13. Regional Preference.

- a. Regional preference, submitted during the application process, will be considered during the slating process. Applicants may 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 also be required. The DACM Office will ensure each civilian CSL selectee completes a 1-N position listing that is consistent with current policy and will provide that information to HRC AMB, prior to the slating process.
- b. Applicants are required to submit a regional preference form during the application process. If selected, the slating process will try to accommodate the CSL selectee regionally; however, any declination to a position within the regional preference is “with prejudice.”
- c. Selectees who were slated via regional preference the first time will more than likely be slated for a different region upon each subsequent CSL board at the same respective level.
- d. CSL selectees will no longer have a regional preference if they have already served once at the same CSL level as a civilian. However, those individuals will still be required to submit a regional preference form during the application process. If selected, regional preference is not guaranteed but if the opportunity is available, the slating process will try to accommodate the selectee regionally.

14. Notification and Acceptance.

- a. HRC AMB will release the CSL results 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 DACM Office and HRC AMB. Note: The selectee must ensure their ACRB contact information is current.

15. 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 their regional preference; and (c) if the individual submitted the declination after they accepted the slate. A declination with prejudice renders an applicant ineligible to compete for CSL again at that same level.

Position	Selection	Within Regional Preference	Outside Regional Preference	Following Slate Acceptance	Selection	Within Regional Preference	Outside Regional Preference	Following Slate Acceptance
Product Manager or Acquisition Director LTC/GS14	1st	With Prejudice	Without Prejudice	With Prejudice	2nd (and beyond)	With Prejudice	With Prejudice	With Prejudice
Project Manager or Acquisition Director COL/GS15	1st	With Prejudice	Without Prejudice	With Prejudice	2nd (and beyond)	With Prejudice	With Prejudice	With Prejudice

Table 2 (Declinations)

- a. CSL selectees who decline without prejudice do not move to the CSL Alternate List and must re-compete the next year if otherwise eligible.
- 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. The individual is not eligible to compete again at the declined CSL level.
- c. CSL selectees 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 professional is selected and gets slated to a CSL position at the GS-14 level within their regional preference, but then declines, they do so with prejudice. The individual is no longer eligible to compete for another CSL position at the GS-14 level. However, they still may compete for a CSL position at the GS-15 level, if desired. Note: Prior military command experience does not factor in the declination with prejudice determination. The civilian declination criteria are stand alone to civilian status only.
 - (2) Continuing with the above example, this same AAW professional later applies, is selected, and gets slated for a CSL position at the GS-15 level within their regional preference. If they decline, then it is again with prejudice. They are no longer eligible to compete for CSL at any level or location.
- 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 declination statement must be routed through the first GO or SES in their chain of command to the DACM Office, which will staff it to the AAE for final approval.

e. CSL selectees may decline a position without prejudice, on a case-by-case exception, based on a compassionate reason, such as but not limited to a serious medical/health issue, personal or family emergency, or dire financial situation. 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 the selectee's chain of command for AAE approval.

f. All deferments will be addressed on a case-by-case basis, in coordination with HRC 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. They may no longer compete in the same category and level.

16. Tenure.

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

b. All CSL PM designees must sign a TPMA and upload a copy in CAMP. Please see reference 1.j 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 DACM Policy Library at <https://asc.army.mil/web/dd2888/>.

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

17. Curtailments and Extensions.

a. CPEs/Commanders can approve curtailments or extensions up to 60 days. They should discuss any curtailment or extension requests beyond 60 days with HRC AMB.

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

18. Training Requirements. All training requirements, prior to assuming a CSL position, are outlined in Reference 1.f and Table 1 above. All waivers for training shall be by exception only and submitted in accordance with Reference 1.f.

19. Post Utilization.

a. Post utilization is an integral piece of an effective talent management strategy. The Army DACM Office will assist CPEs/Commands in identifying broadening or developmental experience and training opportunities following CSL assignments as requested, but the post-utilization responsibilities ultimately lie with the individual and their current organization. The CPE/command/organization HROs should engage the Army DACM Office no later than nine months from the 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, CPE/command/organization broadening assignment, or Defense Public Private Talent Exchange Program) or exercising of return rights.

c. Lateral reassessments, enabled via Management Directed Reassignments (MDRs), are a helpful tool for implementing strategic talent management. CPEs/Commands have the authority and flexibility to implement MDRs 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. The incumbent may reach out to the DACM Office's Proprietary Branch for assistance.

e. After an AAW professional completes the first centrally selected position, they may exercise their return rights to go back to the organization where they were previously assigned. If they opt to serve in consecutive centrally selected positions, the AAW professional forfeits their return rights; they have responsibility for finding a post-utilization assignment.

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

21. Effective Date and Implementation. This policy is effective immediately and will remain in effect until superseded.

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SUBJECT: Civilian Army Acquisition Workforce Centralized Selection List Program Policy

22. For general questions about this policy, please contact the Army DACM Office's Policy Mailbox at usarmy.belvoir.usaasc.mbx.dacm-policies@army.mil.

Encl

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C2/CC2

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Fires

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Ground

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Enclosure - References

- a. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Army Acquisition Workforce Centralized Selection List Program Policy and Procedures), 25 May 2021 - hereby superseded.
- b. Department of War Instruction (DoWI) 5000.66 (Defense Acquisition Workforce, Education, Training, Experience, and Career Development Program).
- d. Office of the Deputy Chief of Staff, G-1 memorandum (Request for Administrative Return Rights), 16 April 2003.
- e. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Army Acquisition Workforce Standard Program Management Position Nomenclature), 18 November 2024.
- f. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (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), 7 August 2024.
- g. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Senior Rater Potential Evaluation Policy), 1 July 2020.
- h. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Army Acquisition Workforce Project/Product Director (PD) Policy and Procedures), 25 April 2022.
- i. Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Request to Modify Priority Placement Program (PPP) Pilot Policy and Procedures), 04 February 2015.