



Civilian Business Cost Estimating Career Model



Civilian Career Planning : Steps to Planning your Acquisition Career

	Functional Experience	Broadening	Strategic Leadership	
	NH-02/GS7-11	NH-03/GS12-13	NH-04/GS14-15	SES
DoD Leader Development	CES Leadership (Basic)	CES Leadership (Intermediate)	CES Leadership (Advanced) DoD Public Private Talent Exchange (PPTE)	CESL for Senior Leaders
	Army Civilian Education System (CES) Foundation	Executive Leadership Development Program (ELDP) Enterprise Talent Management (ETM)	Supervisor Development Course (SDC) Senior Enterprise Talent Management (SETM)	Supervisor Development Course-Executive Level (SDC-EX)
Army DACM Office Acquisition Leader Program Opportunities	Defense Civilian Emerging Leaders Program (DCLEP) ALCP B	Acquisition Leadership Challenge Program (ALCP) I Inspiring and Developing Excellence in Acquisition Leaders (IDEAL) Leadership Excellence and Acquisition Development (LEAD)	ALCP II DAU Senior Service College Fellowship (SSCF)	ALCP III
	Acquisition Tuition Assistance Program (ATAP), Naval Postgraduate School – Masters of Science in Systems Engineering (MSSE) or Program Management (NPS-MSSPM) (GS11-15), Student Loan Repayment Program (SLRP)			
Assignments and Milestones*	➤ Operations Research Analyst	➤ Operations Research Analyst	➤ Lead Operations Research Analyst ➤ Business Manager ➤ Program Analyst ➤ Supervisory Roles CRITICAL ACQUISITION POSITION (CAP): AAW Supervisory positions in GS14/NH-04 and up	➤ DASA (CE) KEY LEADERSHIP POSITIONS (KLP) • ACAT I/IA Program Lead, Cost Estimator
Leader Prof. Development Competencies	AWQI: Acquisition Workforce Qualification Initiative (AWQI) Homepage, AWQI eWorkbook Download and User Guide, Project Athena: Leader Self Development Tool			
CIV Education**	Degree in Ops Research or 24 Semester Credit Hours** Required for BUS-CE Practitioner & Advanced Certification	Masters Degree in Acquisition-Related Field Preferred		
AAW Requirements	DAWIA Cert Level –BUS-CE Practitioner	DAWIA Cert Level – BUS-CE Advanced	Business Financial Management/Cost Estimating-Specific Credentials (see DAU iCatalog for most up-to-date credential info)*** Annual Continuous Learning Points (CLPs) –80 CLPs in a two-year period per statute. Army Acquisition Functional Leaders (AAFL) Recommended Continuous Learning Subject Areas	

*Positions listed are not all inclusive of the grade identified
**Semester hour equivalency outlined in DAU iCatalog
*** Credentials are not required, but a highly encouraged component of continuous learning