



Civilian Engineering & Technical Mgmt 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 DACM Office Acquisition Leader Program Opportunities	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)
Assignments and Milestones*	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
Leader Prof. Development Competencies	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)			
CIV Education**	AWQI: Acquisition Workforce Qualification Initiative (AWQI) Homepage, AWQI eWorkbook Download and User Guide, Project Athena: Leader Self Development Tool			
AAW Requirements	Bachelors Degree in Technical Field Preferred (Engineering, Systems Management, or Business) DAWIA Cert Level –ETM Foundational	Masters Degree in Technical Field Preferred (Engineering or STEM, Systems Management, or Business) DAWIA Cert Level – ETM Practitioner		
	<ul style="list-style-type: none"> ➤ IT Specialist ➤ Engineer ➤ Computer Engineer/Scientist ➤ Operations Research Analyst ➤ Software Engineer ➤ Industrial Engineer/Specialist ➤ Quality Assurance Specialist 			
	<ul style="list-style-type: none"> ➤ Computer Engineer/Scientist ➤ Mechanical Engineer ➤ Systems Engineer ➤ Lead IT Specialist ➤ Lead Engineer ➤ Quality Assurance Specialist ➤ Research ➤ Supervisory Roles 			
	<ul style="list-style-type: none"> ➤ Technical Director ➤ General Engineer ➤ IT Specialist ➤ Research Senior Engineer ➤ Supervisory Roles ➤ Product/Project Manager ➤ Senior Scientist/Engineer 			
	<ul style="list-style-type: none"> ➤ Director ➤ Deputy Director ➤ Division Chief ➤ Quality Assurance Director ➤ Depot Quality Assurance Director 			
	<p>CRITICAL ACQUISITION POSITION (CAP): AAW Supervisory positions in GS14/NH-04 and up</p> <p>KEY LEADERSHIP POSITIONS (KLP)</p> <ul style="list-style-type: none"> • ACAT I/IA Chief Engineer • ACAT I/IA Lead Systems Engineer • MDAP/MAIS PQM Program Lead • MDAP/MAIS IT Program Lead 			
	ETM-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
 **Degree types are not all inclusive
 *** Credentials are not required, but a highly encouraged component of continuous learning