

SUMMARY OF CHANGES

PARA	SIGNIFICANT CHANGES FROM THE PREVIOUS POLICY, 29 MAY 2018
5.c(1)	Responsibilities (USAASC G-1): Added two sentences to this subparagraph “If the PD selectee is assigned to a PEO, then the PEO’s Human Resources Office (HRO) would process the personnel action. If he/she is assigned to the USAASC Unit Identification Code (W27PAA), then the USAASC G-1 would process the personnel action.”
5.d(4)	Responsibilities (PEOs): Changed the submission timeline for charter requests to 90 days.
5.b	Responsivities (PEOs): Added new sub-paragraph that reads “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.”
8.b	Eligibility Criteria: Modified the Defense Acquisition Workforce Improvement Act (DAWIA) certification requirements so that they align with the Under Secretary of Defense for Acquisition and Sustainment (USD(A&S))’s Back to Basics framework.
8.b	Eligibility Criteria: Added Table 1 to more clearly show the eligibility requirements for Army Acquisition Workforce (AAW) professionals applying for PD positions.
14	Declinations: Modified Table 2 to better show whether a CSB selectee’s declination will be considered “with” or “without” prejudice. The table now has lettered columns to enable the reader to understand how they relate to paragraphs 14.a through 14.d.
15.e	Curtailments: Changed this paragraph so that PEOs must submit curtailment requests on a DD Form 2905, instead of a memorandum.
15.f	Extensions: Changed this paragraph so that PEOs must submit extension requests on a DD Form 2905, instead of a memorandum.
PARA	SIGNIFICANT CHANGES FROM THE PREVIOUS POLICY, 25 MARCH 2024
8.c(3)	Changed two usages of “Army Acquisition Center of Excellence” (AACoE) to “The Army Acquisition School” (TAAS) in support of the new branding that came into effect on 25 March 2024. Since this was a minor administrative change, the signature and date (25 April 2022) was kept the same of this policy.



DEPARTMENT OF THE ARMY
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25 April 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Acquisition Workforce Product/Project Director Policy and Procedures

1. References: See Enclosure.
2. Applicability. This policy applies to all civilian Army Acquisition Workforce (AAW) members who apply to, or are selected to fill, a Centralized Selection Board (CSB) Project or Product Director (PD) position.
3. Purpose: To establish policy and procedures for AAW PD positions and the PD CSB process.
4. Background.
 - a. In accordance with Reference 1.b (DoDI 5000.66), it is Department of Defense policy that acquisition workforce programs support a professional, agile and high-performing military and civilian AAW. Military acquisition officer positions are identified by category to depict career progression from functional to career broadening to senior level, with some positions defined as high-visibility and filled by high performers. This approach allows Army Acquisition senior leaders to analyze their available talent pool and identify personnel with the potential for these higher level job responsibilities from the junior ranks to General Officer (GO).
 - b. The Director, Army Acquisition Corps (DAAC) established the AAW CSB Program in Fiscal Year 2014 (FY14), as part of an initiative to ensure the Program Executive Offices (PEOs) develop and maintain a pool of talented and high performing civilian acquisition professionals who can successfully lead and manage our acquisition programs across the enterprise. The Army Director, Acquisition Career Management (DACM) Office manages the PD CSB Program to identify and select those high performing civilians who have the necessary expertise, experience, and leadership potential to fill PD positions.
 - c. In the Army acquisition community, the acronym "PD" can be used interchangeably to denote a Project Director (GS15 or broadband equivalent) or Product Director (GS14 or broadband equivalent).

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5. Responsibilities.

a. DAAC.

1) Provides guidance and direction for the conduct of the PD selection process within the AAW Talent Management Strategy (Reference 1.n).

2) Chairs the AAW Talent Management Board of Directors (TM BoD) meetings.

3) Serves as the convening authority for the PD CSB.

4) Approves the PD CSB selection list.

5) Issues guidance and provides direction for the conduct of PD CSB slating.

6) Reviews and approves the proposed PD CSB slate.

7) Serves as the final approving authority for PD curtailments, extensions, activations and post-utilization.

b. Army DACM.

1) Serves as the principal lead for the administrative execution of all civilian AAW CSB processes, applications, curtailments, extensions, activations and post-utilization.

2) Approves civilian AAW member eligibility for participation in the PD CSB Program.

3) Serves as the Executive Secretary for the TM BoD.

c. Army DACM Office.

1) Develops and executes a comprehensive Talent Management strategy, which consists of an annual PD CSB, follow-on PD slating and post-utilization of PDs. Follow-on PD slating and post-utilization shall be conducted as a joint effort between the DACM Office and the PEOs.

2) Coordinates and executes the TM BoD.

3) Publishes the PD CSB Program policy and procedures.

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4) Provides the PD CSB Program interface with the DACM and the DAAC, as needed, and provides recommendations on policy management and actions requiring DACM and/or DAAC decision and feedback.

5) Promotes the PD CSB Program to the applicable Army Acquisition community within the PEOs through promotional and outreach activities.

6) Coordinates with Organizational Acquisition Points of Contact (OAPs) and Acquisition Career Management Advocates (ACMAs) to ensure the target audience is aware and notified of the PD CSB Program.

7) Drafts, coordinates and publishes the PD CSB announcement in compliance with all civilian personnel policies and directives.

8) Announces the PD CSB annually on the US Army Acquisition Support Center (USAASC) Army DACM Office website and ensures the widest dissemination of information.

9) Provides assistance with submission of PD CSB applications in the online Army Acquisition Professional Development System (AAPDS), a module located within the Career Acquisition Personnel and Position Management Information System (CAPPMS), which can be accessed through the Career Acquisition Management Portal (CAMP) at <https://apps.asc.army.mil/camp/>.

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

11) Prepares the Memorandum of Instruction (MOI) for the PD CSB.

12) Prepares and presents the CSB in-briefs with Board president.

13) Plans and conducts the selection board to include coordination with Headquarters, Department of the Army (HQDA) Army Secretariat; US Army Human Resources Command (HRC); and board members. Provides the MOI to the board president and board members, and briefs board members.

14) Announces the list of PD CSB selectees each year. Notifies PD selectees, alternates and non-selectees, once the official board results have been approved for release.

15) At the semi-annual Talent Management Board of Directors (TM BoD), support the slating process and submit the slate for final approval. Notifies PD principals of slating results.

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16) Prepares Charters upon DAAC approval of PD slating. Updated charters will not be reissued, based on program names changes, unless directed by the DAAC.

17) Assists with post-utilization of PDs, as needed, in joint effort with the PEOs.

d. USAASC G-1.

1) Coordinates personnel actions affecting PD selectees and PD post-utilization with the servicing Civilian Personnel Advisory Center (CPAC) and provides guidance as required regarding all personnel issues.

2) Initiates the Requests for Personnel Actions (RPAs) for PDs selected via the CSB. The Army DACM Office will provide the names and contact information of the selectees upon release.

e. PEO.

1) Participates in the TM BoD.

2) Ensures PD CSB information is disseminated to AAW members and encourage high performing, high potential civilians to apply for these leadership opportunities.

3) Gaining PEO's Human Resources Office (HRO): Processes all personnel actions affecting PD CSB selectees and post-utilization with the servicing CPACs and losing HRO.

4) Gaining PEO: Provides the Army DACM Office with change of charter dates for activated CSB selectees. Submit charter requests at least 60 days in advance through the HQDA Enterprise Task Management Software Solution (ETMS2) process. In conjunction with charters, generates, prepares and ensures completion of Tenure and Program Management Agreements (T&PMAs), as delegated by the Army Acquisition Executive (AAE) in Reference 1.I.

5) Gaining PEO: Covers all associated costs including salary, administrative, travel and Permanent Change of Station (PCS) costs, if required. 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.

6) Losing PEO: Should plan for the potential of activating Return Rights for post-utilization of CSBs, in coordination with the Army DACM Office.

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7) Gaining PEO: Initiates and generates PCS orders for their incoming PDs. The gaining organization must complete the RPA as a temporary reassignment (Nature of Action Code (NOAC) 921) with an identified not to exceed (NTE) date, so that the option to exercise return rights and send the PD back to his/her home organization is available post-utilization.

9) In order to protect the Return Rights entitlement for civilians, gaining HROs must ensure the following language is included in all CSB activation RPAs, in accordance with Reference 1.e (Request for Administrative Return Rights): "This individual has return rights to his/her parent organization upon completion of this tour."

e. Applicant.

1) Ensures they have received a Senior Rater Potential Evaluation (SRPE) within the previous 12 months. See Reference 1.k for more information on SRPEs.

2) Ensures they meet announcement requirements and submits their application prior to the announcement closing date.

6. PD Positions.

a. The Army DACM Office centrally manages PD positions in coordination with the PEOs.

b. A PD is a leader for an Army acquisition system or program management office that has been designated by the DAAC. This position is based upon the management level of intensity (acquisition category, funding profile, complexity, responsibility, span of control and life cycle phase of the program) 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 appropriate cost, schedule, and performance responsibilities. PDs are classified into two categories: (1) Project Director and (2) Product Director. A Project Director is a GS15 (or broadband equivalent) and will be subordinate to a PEO or Direct Report Program Manager (DRPM). A Product Director is a GS14 (or broadband equivalent) and will be subordinate to a PEO, Project Manager, or Project Director. A PD position is considered a Critical Acquisition Position.

c. All PD positions will meet the definitions above. A standardized PD Position Requirements Document (PRD) is classified in the Fully Automated System for Classification (FASCLASS). Only civilian acquisition professionals serving in DAAC approved PD positions will utilize the Civilian Human Resources Agency (CHRA) approved standard PD PRD AE101011 (Project Director) or AE101012 (Product

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Director). PDs not approved by the DAAC will not be designated as PDs and must be identified by another position title and reassigned to another PRD.

7. Identification and Validation of Positions.

a. The annual Military Acquisition Position List (MAPL) review includes a review and validation of all civilian PD positions. The MAPL review process includes criteria to evaluate each program for cost, schedule, performance, funding profile, Acquisition Category (ACAT) level, and complexity, to delineate between Project/Product Managers, Project/Product Directors and Project/Product Leads.

b. Only positions approved by the annual MAPL Review board at the Project (GS15/broadband equivalent) or Product (GS14/15 or broadband equivalent) level will be considered as Project/Product Director positions. They will be filled through the annual CSB process. PD positions identified out-of-cycle must follow the same procedure for approval as Centralized Selection List (CSL) out-of-cycle requests.

c. All coded PD positions will be identified on the appropriate PEO's Table of Distribution and Allowances.

d. The number and location of civilian opportunities for the PD CSB will be announced annually through the DACM Office's PD announcement.

e. The final approval authority for establishment and validation of a PD position is the DAAC.

8. Eligibility. Applicants must meet the grade and certification requirements described in paragraphs 8.a and 8.b below at the time of application (see Table 1 for other criteria).

a. Be a permanent Army acquisition civilian in a career or career conditional appointment in the minimum grade of GS14 (or broadband equivalent).

b. Be Defense Acquisition Workforce Improvement Act (DAWIA) certified at the level required for their current position, as well as be certified at the Practitioner level in Program Management (PM) for Product Director (GS14, or broadband equivalent); or Advanced level in PM for Project Director (GS15 or broadband equivalent). Certification status must be reflected in Section X of the Acquisition Career Record Brief (ACRB).

c. Training.

1) Project Director and Product Director selectees are encouraged to attend the Defense Acquisition University (DAU)'s PMT 4010 course, if they meet the prerequisites

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and quota availability allows. Project Director selectees should also attend the DAU PMT 4020 course, including any prerequisites. Every effort should be made to complete these courses prior to assumption of charter. The Army DACM Office will schedule and prioritize all PD selectees for the appropriate PMT 4010 and/or PMT 4020 level attendance on a space-available basis. See Reference 1.j for more information on training requirements for PDs.

2) Product Directors are encouraged, but not required, to complete the DAU training courses needed for DAWIA certification at the Advanced Level in PM prior to assumption. Advanced PM certification is not required to assume a Product Director position.

3) PD selectees will attend the Army Acquisition Pre-Command Course (APCC) at The Army Acquisition School (TAAS), as space allows. The CSB PM will work with selectees and TAAS for funding and training quota availability.

Position Title	Position Level	Education	Supervisory Experience	DAWIA Certification and Training	Grade Eligibility
Project Director	GS15 (or broad band equivalent)	Bachelor's degree required at time of application	Codified supervisory experience required at time of application.	Required: At the time of application, be DAWIA certified in PM at the Advanced level. Desired but not required: PMT4020 and other applicable Army Pre-Command Courses (PCCs) may be completed on a space available basis prior to accession.	GS14 GS15 (or broadband equivalents)
Product Director	GS14 (or broad band equivalent)	Bachelor's degree required at time of application	Codified supervisory experience preferred at time of application.	Required: At the time of application, be DAWIA certified in PM at the Practitioner level. Desired but not required: PMT4010, the two prerequisite EXE courses, and other applicable Army PCCs may be completed on a space available basis prior to accession. Desired but not required: Completion of DAU training at the Advanced PM certification level prior to position accession is encouraged. Advanced PM certification is not required to assume a Product Director position.	GS14 (or broadband equivalent)

Table 1: PD Criteria

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9. Board Announcements.

a. Board announcements and application information will be posted on the USAASC Army DACM website at <https://asc.army.mil/web/career-development/prod-dir/> no later than 60 days prior to the start of the CSB each fiscal year.

b. The announcement will identify the qualifications, selection and slating process timelines, and other necessary application requirements. Interested civilians will apply online, via AAPDS which is located in CAMP/CAPPMIS (<https://apps.asc.army.mil/camp/>).

c. The announcement will include a Regionalization Preference Form which will only be utilized in the slating process.

d. Leaders and supervisors should encourage high potential/high performing GS14/15 (or broadband equivalent) civilian AAW professionals to apply to PD positions. The DACM Office will review all submitted application packets and contact applicants to correct any submission errors. Applicants must meet the application requirements and deadline in order to be considered. Specific application details will be highlighted during the board announcement process.

10. Board and Selection Process.

a. All applicants will receive fair and equitable evaluation under the board process in accordance with the standards outlined in the Board MOI and in accordance with Department of the Army selection board procedures.

b. The Army DACM Office will review and verify all applications for completeness and eligibility for the PD CSB. Incomplete applications and applications from ineligible candidates will not be forwarded to the PD CSB.

c. Based on the CSB and CSL results and current requirements, the CSB PM will compile a recommended primary and alternate OML that will be presented at the semi-annual TM BoD for final slating approval. This OML is valid until the next year's OML is published.

d. It is common for AAW professionals to apply, and be selected, for both the CSL and CSB opportunities in a given fiscal year. If a PD selectee is also selected for a CSL PM position at either the Product or Project Manager level, the CSL PM position takes precedence. PD CSB selectees who are also principal selectees on a CSL list are no longer eligible to be slated as a PD that year. PDs slated for a CSL PM position may reapply for a PD position following completion of a successful CSL tenure.

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e. Deferments may be granted on a case-by-case basis, in coordination with the DAAC and DACM Office.

11. Slating Process.

a. The TM BoD, consisting of the DAAC, DACM, and PEOs/Deputy PEOs, meets semi-annually to discuss acquisition civilian talent management. CSB PDs are slated at a semi-annual TM BoD meeting.

b. PD selectees are slated by OML, geographic/regional preference, and by skills/experience match.

c. The DAAC approves the final slating.

12. Regional Preference.

a. Regional preference submitted during the application process will be considered in 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.

b. PD selects will no longer have a regional preference if they have already served once as a Product or Project Director at the same level. 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 still try to accommodate the PD selectee regionally.

13. Notification and Acceptance.

a. The slating results will be released after DAAC approval. The DACM Office CSB Program Manager (PM) will notify each applicant of their disposition.

b. Upon notification, PD selectees must acknowledge receipt of acceptance via email within 14 business days to the CSB PM. The selectee must ensure their ACRB contact information is current.

14. Declination. Table 2 below identifies whether a PD CSB selectee's declination will be considered "with" or "without" prejudice, based on three important factors: (a) how many times (first or subsequent) the individual has been selected for a CSB position at the same level; (b) if the slated assignment is within or outside of his/her regional preference; and (c) if the individual submitted a declination after he/she accepted the slate.

Important note: Table 2 applies strictly to the PD CSB selection process. It does not apply to PD CSB selectees who are activated for a CSL PM position in the same fiscal year, since these individuals will not be slated as a PD for that year.

Position	Selection	Decline within Regional Preference	Decline outside Regional Preference	Decline after Slate Acceptance
COLUMN	A	B	C	D
Project Director or Product Director	1st	With prejudice Individual cannot compete again for a CSB PD position at the same level for three years.	Without prejudice Individual may compete for a CSB PD position at the same level in future years.	With prejudice Individual cannot compete again for a CSB PD position at the same level for three years.

Position	Selection	Decline within Regional Preference	Decline outside Regional Preference	Decline after Slate Acceptance
COLUMN	E	F	G	H
Project Director or Product Director	Subsequent (Consecutive or Non-Consecutive)	With prejudice Individual can never compete again for a CSB PD position at the same level.	With prejudice Individual cannot compete again for a CSB PD position at the same level for three years.	With prejudice Individual can never compete again for a CSB PD position at the same level.

Table 2: PD CSB Selection Process

a. PD selectees who decline a CSB PD position for the first time within their regional preference (Column B) will do so with prejudice. They cannot compete for a CSB PD position at the same level for three years.

b. PD selectees who decline a CSB PD position for the first time outside their regional preference (Column C) will do so without prejudice. They will automatically

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move to the top of the Alternate OML as an un-slated alternate. They will then be eligible to be re-slated for the next available PD position within their regional preference area for the same fiscal year. Additionally, they may compete for PD positions in future years, if eligible or desired.

c. PD selectees who are slated to a CSB PD position within or outside their regional preference for the first time and accept, but later decline (Column D), will do so with prejudice. They cannot compete for a PD position at the same level for three years.

d. PD selectees who decline a position within their regional preference two times (consecutive or non-consecutive) (Column F), will do so with prejudice. They will be prohibited from competing again for a CSB PD position at the same level.

e. Any declination by a PD selectee outside of their regional preference, who has previously served as a PD (Column G), is with prejudice. The individual is ineligible to compete again for a CSB PD position at the same level for three years.

f. If a PD selectee who has previously served as a PD, is slated to a second or subsequent CSB PD position at the same level (regardless if the position is within or outside their regional preference), accepts the position, but later declines (Column H), he/she does so with prejudice. The individual will be prohibited from competing again for a PD position at the same level.

g. PD selectees will be required to sign a declination statement, acknowledging and verifying their understanding of the effect that their declination will have on their ability to compete for future PD positions.

h. PD selectees may decline a position without prejudice as an exception, based on a compassionate reason such as, but not limited to, a medical/health condition, personal/family issue, or financial condition. Compassionate exceptions must be supported by a statement from a medical doctor or legal professional and endorsed by the selectee's PEO. Exceptions will be approved by the DACM.

15. Tenure.

a. PDs must sign a T&PMA upon selection. The prescribed PD tenure length is three years, but may be extended up to a maximum of five years. Any curtailment of this requirement will require a tenure waiver with a justification, submitted on a Department of Defense (DD) Form 2905 ((AT&L) Workforce Position Requirements or Tenure Waiver) and signed by the first GO or Senior Executive Service (SES) member in the PD's chain of command. The form will be routed to the DACM for concurrence and then to the DAAC for approval. A blank DD Form 2905 can be access through the USAASC Army DACM Office website at <https://asc.army.mil/web/dd2905/>.

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b. The Army DACM Office, in coordination with the PEOs, will centrally manage and track the tenure of PD selectees.

c. An AAW professional can serve no more than two assignments (consecutive or non-consecutive) as a Product Director, after which time they may only compete for CSB Project Director or CSL Product/Project Manager positions. After serving two assignments (consecutive or non-consecutive) as a Project Director, the AAW professional will no longer be permitted to compete and participate in the PD CSB Program.

d. Curtailments may arise when a PD incumbent is released early from assignment for a valid reason (such as promotion opportunities, school, medical, funding shortages, etc.). PDs will not be penalized for requesting a curtailment if they have a valid reason. To request a curtailment, the PEO must submit a DD Form 2905 to the DACM Office and explain the reasons for the PD's early departure from the position. A command memorandum is not required. The DD Form 2905 should be signed by the first GO or SES in the chain of command. The DACM Office will route the form through the DACM for approval by the DAAC.

16. Post Utilization.

a. Post utilization is an integral piece of an effective talent management strategy. PDs should endeavor to pursue broadening or developmental experiences and training opportunities following their PD assignments.

b. Post utilization of PDs may include a variety of senior leader training opportunities, i.e., AAE directed assignment to an Army or Joint Staff high priority mission area; Senior Service College/Senior Service College Fellowship; PEO leadership broadening assignment; Training with Industry assignment; or other developmental opportunities.

c. Management Directed Reassignments (MDRs) are the common method of assigning PD selectees to their positions. MDRs are also a helpful tool for implementing strategic talent management and PEOs have the authority and flexibility to implement MDRs in order to broaden expertise, create opportunities and increase talent within their organizations which may be used to facilitate post-utilization for PDs.

d. It is recommended that the PD, along with his/her current and former PEOs and CSB PM, start to explore and discuss future assignments no later than one year prior to the completion of PD tenure.

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

18. Effective date and implementation. The policy and procedures are effective immediately and will remain in effect until superseded.

20. For questions regarding the requirements outlined in this policy and procedures memorandum, please contact the Army DACM Office's CSB PM via the DACM Policy Mailbox at usarmy.belvoir.usaasc.mbx.dacm-policies@army.mil

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RONALD R. RICHARDSON
Director
Acquisition Career Management

Encl

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Army Acquisition Workforce Product/Project Director Policy and Procedures

Enclosure - References

- a. Title 10, United States Code, Chapter 87, Defense Acquisition Workforce, Section 1701-1764, Defense Acquisition Workforce Improvement Act of 1990, as amended (DAWIA II)
- b. Department of Defense Instruction (DoDI) 5000.66 (Defense Acquisition Workforce, Education, Training, Experience, and Career Development Program).
- c. Army Regulation 70-1 (Army Acquisition Policy).
- d. Department of the Army, Office of the Deputy Chief of Staff, G-1 memorandum (Review of Occupational Series 301, Miscellaneous Program and Administration Series Position Descriptions (PD), Moratorium, and Command Instructions for Position Tracking), 25 March 2021.
- e. Department of the Army, Office of the Deputy Chief of Staff, G-1, CHRA-CHP memorandum (Request for Administrative Return Rights), 16 April 2003.
- f. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Army Acquisition Career Management Advocate (ACMA) Policy), 03 February 2022.
- g. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE-ASC memorandum (Organization Acquisition Points of Contact (OAP) Policy), 02 February 2022.
- h. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Appointment as Director, Acquisition Career Management), 31 August 2021.
- i. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Army Acquisition Workforce Standard Program Management Position Nomenclature), 25 May 2021.
- j. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Mandatory 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), 26 November 2020.
- k. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Senior Rater Potential Evaluation Policy), 01 July 2020.

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Enclosure - References

- l. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Delegation of Authority to Sign Key Leadership Position Tenure Agreements), 04 October 2018.
- m. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Army Acquisition Workforce Project/Product Director (PD) Policy and Procedures), 29 May 2018 – hereby superseded.
- n. Office of the Assistant Secretary of the Army (Acquisition, Logistics, and Technology), SFAE memorandum (Army Acquisition Workforce Talent Management Strategy), 20 April 2018.
- o. Office of the 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.