



Civilian Leader Opportunity

The Army Acquisition Product Director Board

FY26 Announcement

Opening Date: 19 February 2024

Closing Date: 19 April 2024

PD Board: 24-28 June 2024

The U.S. Army Acquisition Support Center (USAASC)/Army DACM Office is pleased to announce the FY26 Product Director Centralized Selection Board (CSB).

This is an opportunity to compete for a centrally selected Product Director position within one of the Army's Program Executive Offices (PEO). All Army Acquisition Workforce (AAW) professionals, in a permanent career/career conditional appointment, in the grade of GS14/broadband equivalent, and DAWIA Practitioner certified in Acquisition Functional Area - Program Management, at the time of application, are eligible to apply.

FY26 PILOT ONLY: Individuals in the ASAALT Direct Reporting Unit (DRU), at the GS13/Broadband Equivalent, are also eligible to apply.

General Program Information

Identifying, growing, and developing our future civilian leaders is essential to the success of our acquisition programs. As a result, civilian talent management must be a deliberate and coordinated process to optimize leader development practices and align talent with current and future Army requirements.

As part of the AAW Talent Management (TM) strategy, all Army PEO Product Director positions will be filled with centrally selected civilians only. A Product Director is defined as a leader for an Army acquisition system or program management office (PMO) designated by the Assistant Secretary of the Army, (Acquisition, Logistics and Technology) (ASA (ALT))/Army Acquisition Executive (AAE) and managed by the Army DACM.

This position is based upon the management level of intensity (Acquisition Category (ACAT), 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 either an acquisition effort that is not a program of record or is a program of record that is post milestone C and still has cost, schedule, and performance responsibilities. A Product Director is a GS14, or broadband equivalent and will be subordinate to a PEO or Direct Report Program Manager (DRPM).

Product Director positions are designated/validated by an annual ASA (ALT)/AAE Review Board (Centralized Selection List (CSL) Project or Product Manager (PM)/Military Acquisition Position List (MAPL)/Product Director Review) and will be filled through this annual CSB process. This process utilizes standard criteria to evaluate each program for cost, schedule, performance, funding profile, ACAT level and complexity, to delineate between project/product managers and project/product directors.

The FY26 Product Director selection board will be conducted in the same manner, and will utilize the same procedures and board members, as the FY26 CSL boards. The FY26 Product Director Board will immediately follow the FY26 CSL Boards. The results of the Product Director selection board will be forwarded to the Director Army Acquisition Corps (DAAC) for slating by a TM Board of Directors (TM BoD) consisting of the DAAC, DACM, and PEOs/DPEOs.

Regional preferences will be submitted by all applicants, at time of application. Applicants may select either a region(s) or a specific location(s) within a region.

It is imperative that you review the Product Director Policy dated 25 April 2022, located at <https://asc.army.mil/web/career-development/prod-dir/#policy>, to better familiarize yourself with program details including regional preference and declination requirements.

Anticipated FY26 vacancies, can be accessed on the USAASC/Army DACM web site at <https://asc.army.mil/web/career-development/prod-dir/#positions>. **Position(s) are subject to change.**

Pre-command Course (PCC) training is **not** required of Product Director positions.

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. However, Advanced PM certification is not required, to assume a Product Director position.

The designated Product Director tenure is 3 years but may be extended, not to exceed 5 years. Product Director selectees will be centrally managed by the Army DACM Office, in coordination with the PEO.

Eligibility Criteria

Eligible civilian applicants must meet all the following eligibility requirements to compete. No waivers will be granted.

- Be a permanent Army acquisition civilian in a career/career conditional appointment in the grade of GS14/broadband equivalent.
- Be DAWIA Practitioner certified in the Acquisition Functional Area Program Management, at the time of application. Certification status must be reflected in Section X of the Acquisition Career Records Brief (ACRB).
- **FY26 PILOT ONLY:** Individuals in the ASAALT Direct Reporting Unit (DRU), at the GS13/Broadband Equivalent are also eligibility to apply. [Command Code: AE, SA]

How to Apply

- Application must be submitted by 1700est on 19 April 2024. Incomplete applications will be deemed ineligible.
- Applications are accepted via the Army Acquisition Professional Development System (AAPDS) within the Career Acquisition Management Portal (CAMP)/Career Acquisition Personnel and Position Management Information System (CAPPMIS) at website: <https://apps.asc.army.mil/camp/>.
- To access AAPDS, login to the Career Acquisition Management Portal at <https://rda.altess.army.mil/camp/>. Then, click "Career Acquisition Personnel and Position Management Information System (CAPPMIS)".
- Once in CAPPMIS, click the "AAPDS" tab, and select the "Apply" link.
- Applicants will select the event entitled "FY26 Product Director Centralized Selection Board".
- AAPDS will also enable those interested and eligible to "opt-in" to the FY26 CSL opportunities, using 1 portal and 1 application packet.

Application Details

- **Acquisition Career Record Brief (ACRB):** Ensure your ACRB is accurate prior to submitting your application. Your ACRB must reflect all degrees and certifications you

have obtained. Applicants may update and correct specific fields of their ACRB using the edit ACRB functions, within CAPPMIS.

- **Resume:** The resume is crucial to portraying the applicant's image as a potential senior leader in the Army Acquisition Workforce. Applicants should expound on and highlight their accomplishments leading and managing human and fiscal resources. The mandated template is provided at <https://asc.army.mil/web/career-development/programs/best-practices/>. Your resume must be no more than 3 pages. Ensure education, training, and experience descriptions and dates match those in the ACRB.
- **Last 3 performance evaluations:** Upload your last three AcqDemo (CCAS) performance evaluations. If you have less than three CCAS evaluations, load up to three others (i.e., DPMAP, LabDemo, etc.) evaluations to meet the 3 total evaluations. Performance evaluations must be signed.
- **Senior Rater Potential Evaluation (SRPE):** Ensure that your most recent SRPE is in CAMP/CAPPMIS. To view more information on the SRPE and how to complete, visit the 'SRPE' tab within CAMP/CAPPMIS at <https://rda.altess.army.mil/camp/>. Applicants must have a SRPE within one year of the announcement date, to be deemed eligible.
- **Regional Preference Form:** Go to <https://asc.army.mil/web/career-development/prod-dir/#positions> to download the Regional Preference Sheet. Select your desired preference by location and sign, date, and upload form.

NOTES:

- Some position(s) have the potential for early activation. If you are selected to a position within your regional preference and the position to which you are selected is activated early, declining will be with prejudice.
- All documents must be completed, and the entire application submitted in AAPDS by the announcement closing date, or the application will not be considered.
- AAW professionals who apply with sufficient lead-time, before the closing date of the announcement, will be notified if their application is incomplete. Those applicants will be given the opportunity to submit the necessary documentation prior to the closing date of the announcement.
- An accurate work phone number, official email address and contact information for your first line supervisor, must be on your resume.

Additional Details

- *Selection Board Process.*
 - (1) All applicants will receive fair and equitable evaluation under the announcement and board process in accordance with established standards outlined in a Board Memorandum of Instruction and Department of the Army selection board requirements. A panel of senior acquisition leaders (GO/SES) will select the best-qualified individuals for specifically identified acquisition command and acquisition

positions to meet the needs of the Army Acquisition Enterprise.

(2) The Army DACM Office receives, and reviews all submitted applications for completeness and eligibility. All eligible applications are forwarded to the Centralized Selection Board for review and selection recommendations. The Centralized Selection Board will compile a primary and alternate list and forward that to the DAAC for slating.

- *PD Slating.*

(1) Product Director slating will be accomplished by a TM BoD consisting of the PEOs/DPEOs, the DAAC and the DACM following the centralized selection board. Preferences submitted by the selectees will be considered by the TM BoD.

(2) Principal select Product Directors will be slated according to the Product Director Board Order of Merit List (OML) to a geographical location of their preference. If a geographic location is not available, principal selects can be slated to a location outside their preference. Principal select Product Directors slated outside their preference, may decline without prejudice, and will be placed at the top of the Alternate List. Principal select Product Directors who have previously served as a Product Director, may only decline with prejudice.

(3) If selected for a Product Director outside of an applicant's assigned geographical region, a Permanent Change of Station (PCS) will be authorized for selectees who accept the position, in line with the current CSL process.

(4) The DAAC will approve the final slating.

- *Notification & Acceptance.*

(1) Upon approval of the Product Director Slate, the results will be released, and each selectee will be personally notified of their selection and slating. Alternates and Non- Selects will also be notified.

(2) Upon notification, Product Director selectees must acknowledge receipt of acceptance via email within 14 business days to the CSB PM. The selectee must ensure that ACRB contact information is current.

(3) If selected for a CSL PM, the CSL PM position takes precedence. Product Directors selected and slated for a CSL PM position, will be considered declined without prejudice and may reapply for a Product Director position following a successful CSL PM tenure.

(4) Product Directors who decline a position within a selected regional preference, do so with prejudice and cannot compete for product director for 3 years. For additional information on declinations, see the Army Acquisition Workforce

Product/Project Director Policy and Procedures here: <https://asc.army.mil/web/career-development/prod-dir/#policy>

(5) PD placements will be executed utilizing Temporary Reassignment actions. Slated PDs will have return rights to the organization of their last permanent position. This information must be recorded in the comments section of the SF-50 personnel document and included in the DA 5414: Administrative Return Rights Agreement.

(6) The announcement, and additional program information, will be posted on the USAASC/Army DACM Office web site at <http://asc.army.mil/web/career-development/prod-dir/>

(7) Contact Ms. Kelly L. Terry, email: kelly.l.terry.civ@army.mil or 520-671-0119 for additional assistance and information.