



PRODUCT DIRECTOR (PD) PROGRAM



Identify a pool of high performing/high potential civilian acquisition professionals to lead and manage acquisition programs in order to meet the mission and vision of the Army Acquisition Workforce (AAW).

WHAT IS A PD?



- A PD is a leader for an Army acquisition system or program management office who has been designated by the Director, Army Acquisition Corps (DAAC).
- PDs are considered Critical Acquisition Positions (CAPs).

ELIGIBILITY CRITERIA



Applicant must meet ALL of the following requirements:

- Be a permanent Army acquisition civilian in a career/career conditional appointment.
- GS-14/Broadband equivalent for Product Director; DAWIA certified in PM at the "Practitioner" level at time of application.

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

FREQUENTLY ASKED QUESTIONS



When and why was a centralized Product board established?

The PD program was piloted in FY15 as part of the Principal Military Deputy (PMILDEP) Talent Management (TM) initiative to centrally select high performing/high potential Army acquisition civilian program management professionals to serve in PD positions within the Program Executive Office (PEO) structure.

Can I apply to both the PD Centralized Selection Board and PM Centralized Selection List?

Yes. We highly encourage those high performing/high potential civilian acquisition professionals to apply to both PD CSB and PM CSL boards proving you meet the eligibility requirements to compete.

What criteria will be utilized to select the best qualified applicants from the centralized PD Board?

Criteria used to select the best qualified applicant includes a complete assessment of the board file (ACRB, SRPE, Resume, and Performance Evaluations) in order to paint a word picture of the applicant. This word picture is then converted to a numeric score and vote by all board members which ultimately produces a Order of Merit List (OML).

Who will slate PD selectees?

The TM Board of Directors (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. PD selectees are slated by OML, geographic/regional preference, and by skills/experience match. The DAAC approves the final slating.

If selected, can I decline?

Yes. PD selects who decline a position outside of their geographic preference area will do so without prejudice. PD selects who decline a position within their preference area will do so with prejudice and can not compete for a PD at that level for three years. Please review the entire PD policy for all declination scenarios.

Is PD CSB the same as PM CSL?

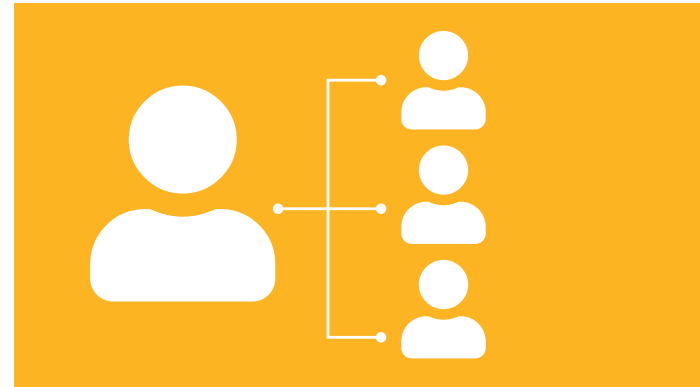
No. Although similar in concept approach, PD CSB is an ASA(ALT) selection process while PM CSL is a Department of the Army selection process conducted on behalf of the Chief of Staff of the Army.

What is the Tenure for PD?

PD tenure is three (3) years, and may be extended to five (5) years, based on Army program or individual needs.



- PD positions will be centrally managed by the DACM Office, in coordination with PEOs.
- Only positions approved by the annual Military Acquisition Position List review will be considered as PD positions and filled through the annual CSB process. All positions identified out of cycle (OOC) must follow the same procedures for approval as CSL OOC requests.
- PD positions will be reviewed and validated as part of the annual MAPL process.



The DAAC is the final approval authority for the establishment and validation of all PD positions.

ARE YOU BOARD READY?



PD CSB FILE DOCUMENTS

- 1 Acquisition Career Record Brief (ACRB)**
 Ensure your ACRB is accurate prior to submitting your application. Your ACRB must reflect any and all degrees and certifications you have obtained. Applicants may update and correct specific fields of their ACRB using the edit ACRB functions within CAPPMS. Ensure your ACRB and Resume match dates, locations, and duty descriptions.
- 2 Resume**
 The resume is crucial to portraying the applicant's image as a potential senior leader in the AAW. Applicants should expound on and highlight their accomplishments leading and managing human and fiscal resources. Your resume must be no more than three (3) pages. Ensure education, training, and experience description and dates match those in the ACRB.
- 3 Last Three (3) Performance evaluations**
 Upload your last three AcqDemo (CCAS) performance evaluations; this shall include Part I CCAS Salary Appraisal Form, Part II Supervisor Assessment, and Part III Employee Self Assessment. If you have less than 3 AcqDemo evaluations, load up to three other (i.e., DPMAPS, LabDemo, etc.) evaluations to meet the three total evaluations. Performance evaluations must be signed.
- 4 Senior Rater Potential Evaluation (SRPE)**
 A minimum of one SRPE is required with your application. The most recent SRPE must have an end date no later than one year of the closing date of the announcement. To view more information on the SRPE and how to complete, visit <https://asc.army.mil/web/senior-rater-potential-evaluation/>
- 5 Geographic Preference Form**
 Go to <https://asc.army.mil/web/careerdevelopment/prod-dir/> to download the PD Regional Preference Sheet. Fill out, sign, date, and upload form.

All documents must be completed and the entire application submitted in Army Acquisition Professional Development System by the announcement closing date or the individual will not be considered.

Army acquisition workforce 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.

PD RESOURCES



For additional information, please reference Army Acquisition Workforce Product/Project Director Policy and Procedures, dated 25 2022 April: <https://asc.army.mil/web/dacm-memorandum-pd-policy-25-april-2022-v2-1/>

- ✓ Resume Template
- ✓ TM Information Paper
- ✓ PD Locations

- ✓ Application Best Practices
- ✓ Frequently Asked Questions

<https://asc.army.mil/web/career-development/prod-dir/>
<https://asc.army.mil/web/career-development/programs/best-practices/>