U.S. ARMY



SC TACM Civilian Engineering & Tech 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 CES Leadership (Advanced) CESL - Strategic Leadership **CES Leadership** CES Leadership (Basic) (Intermediate) **DoD Public Private Talent Exchange (PPTE) CESL – Business Transformation** DoD Leader Supervisor Development Course (SDC) -Development Executive Leadership Development Program (ELDP) Intro **Supervisor Development Enterprise Civilian Talent Development** Programs (ECTDP) - Senior Level Course-Executive Level **Army Civilian Education Enterprise Civilian Talent Development Programs** (SDC-EX) System (CES) Foundation (ECTDP) - Entry/Mid-Level Senior Service College (Resident) Defense Civilian Emerging Leaders Program Acquisition Leadership Challenge (DCLEP) Program (ALCP) I Army DACM Office **ALCP II ALCP III** Acquisition Leader Inspiring and Developing Excellence in Acquisition Leaders Program (IDEAL) **DAU Senior Service College Fellowship** Opportunities **Leadership Excellence and Acquisition ALCP B** (SSCF) **Development (LEAD)** 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) Computer Engineer/Scientist > Technical Director Director ➤ Director > IT Specialist Mechanical Engineer ➤ General Engineer Deputy Director > Supervisory Engineer > Engineer > Division Chief > Systems Engineer > IT Specialist Chief Systems ➤ Computer Engineer/Scientist > Quality Assurance Director > Lead IT Specialist > Research Senior Engineer Engineer > Operations Research Analyst > Depot Quality Assurance Director ➤ Lead Engineer > Supervisory Roles Assignments and > Software Engineer Quality Assurance Specialist > Product/Project Manager **CRITICAL** Milestones' > Industrial Engineer/Specialist KEY LEADERSHIP POSITIONS (KLP) ➤ Senior Scientist/Engineer > Research **ACQUISITION** ➤ Quality Assurance Specialist ACAT I/IA Chief Engineer ➤ Supervisory Roles **POSITION** ACAT I/IA Lead Systems Engineer (CAP): AAW MDAP/MAIS PQM Program Lead Supervisory positions MDAP/MAIS IT Program Lead in GS14/NH-04 and up Leader Prof. Development AWQI: Acquisition Workforce Qualification Initiative (AWQI) Homepage, AWQI eWorkbook Download and User Guide, CLA Athena: Leader Self Development Resources Competencies **Bachelors Degree in Technical Field** CIV Preferred (Engineering, Masters Degree in Technical Field Preferred (Engineering or STEM, Systems Management, or Business) Education** Systems Management, or Business DAWIA Cert Level -**DAWIA Cert Level - ETM Practitioner** ETM Foundational AAW Requirements 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 co