



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY**  
**ACQUISITION LOGISTICS AND TECHNOLOGY**  
**103 ARMY PENTAGON**  
**WASHINGTON, DC 20310-0103**

SAAL-ZP

6 February 2025

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Mandatory Use of the Army Talent Management and Career Mapping Tool

1. Reference Army Acquisition Functional Leader for Contracting Functional Area memorandum, (Mandatory Use of the Army Talent Management and Career Mapping Tool), 1 March 2024.
2. In June 2024, Army Contracting deployed the Army Talent Management and Career Mapping (TMCM) Tool to our 1102 (Contracting) employees and their supervisors (reference 1). Since that time, we expanded our talent management capability and developed additional competency models in the TMCM Tool for the following occupational series: 1101 (Business Management), 1103 (Industrial Contract Property Management), and 1105 (Purchasing).
3. In October 2024, we officially established the Army Contracting Enterprise Talent Management Board of Directors (ACE TM BoD). The ACE TM BoD, in facilitating the readiness of the acquisition workforce, is chartered to monitor and take actions to promote a high-performing contracting workforce, identify and close skill gaps, and implement talent management activities to develop and sustain a highly capable, professional, Army contracting workforce. At the core of this responsibility is deliberate talent management.
4. In May 2025, and annually thereafter, all Army Acquisition Workforce Contracting Professionals, in the career series 1101, 1102, 1103, and 1105, and their supervisors shall complete the TMCM assessments (i.e., knowledge, skills, behavioral, and preferences). Further, employees shall discuss their TMCM Talent Profile with their supervisor and/or mentor. This report analyzes the TMCM assessment results and provides the employee and their supervisor (and/or mentor) a means to discuss strengths and opportunities for development in the employee's current role, as well as how to prepare for future roles through training and experience.
5. It is critical we embrace the talent lifecycle, from the individual employee to the strategic enterprise level. Each of us plays a significant role in ensuring the Army acquires, develops, employs, and retains the necessary talent to meet the ever-evolving demands of the mission. The TMCM tool provides our contracting enterprise a great capability to grow a talented workforce that maintains pace in a very complex and changing environment. We appreciate your commitment to excellence, readiness, and a sustaining a world-class workforce!

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6. The points of contact for this policy are Ms. Colleen P. Sweeney,  
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