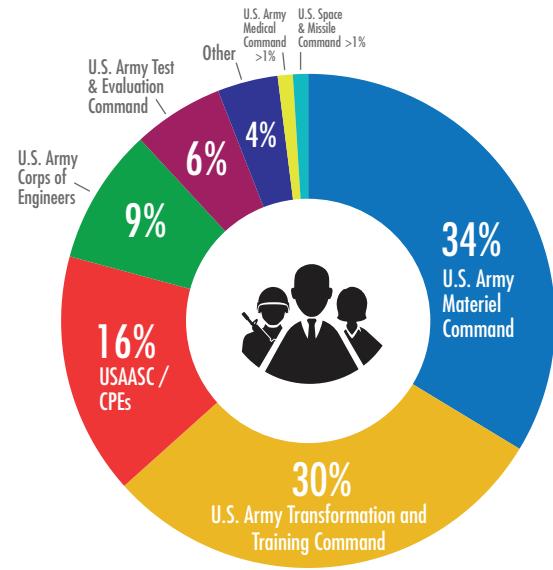
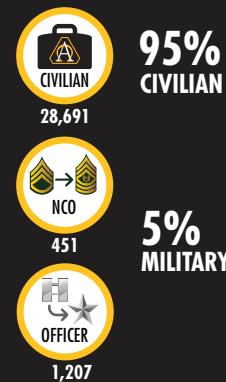


The Army Acquisition Workforce (AAW) fuels innovation and delivers essential capabilities to support Soldier success. With more than 30,000 professionals—including scientists, engineers, and program managers—the AAW translates Army needs into products and services throughout the entire acquisition life cycle. Civilians, officers and NCOs serve across six functional areas in more than 20 commands worldwide.

Civilians play a vital role across all functional areas, guiding every phase of the acquisition process—from requirements and testing to deployment and sustainment. Through continuous learning, they remain highly skilled, adaptable and committed to delivering quality solutions that ensure Army readiness.

TOTAL AAW PROFESSIONALS: 30,349



Acquisition Functional Area	Total	%
Engineering & Technical Management	11,528	38%
Contracting	8,422	27.8%
Life Cycle Logistics	4,068	13.4%
Program Management	3,448	11.4%
Test & Evaluation	1,917	6.3%
Business – Financial Management/Cost Estimating	961	3.2%

AAW Demographics (Civilian):

Average Acquisition Experience: 14 years

Highly Educated: 90% Bachelors or above, 45% with Masters or above

Average Age: 46 years

Retirement Eligible: 15% or 4,403

Gender: 69% Male; 31% Female

ACQUISITION FUNCTIONAL AREAS

Engineering & Technical Management	The ETM workforce has a vital role in developing, fielding and sustaining defense systems and ensuring products are delivered on time, perform as expected and are cost-effective.
Contracting	The Contracting workforce is vital to accomplishing the Department of War's mission by negotiating the best deal for the warfighter while demonstrating prudent stewardship of taxpayer dollars. Contracting professionals instill fairness and integrity in the acquisition process and serve as an overall business advisor to acquisition teams.
Life Cycle Logistics	The Life Cycle Logistics functional area spans the system life cycle, encompassing acquisition and sustainment activities, and includes professionals responsible for planning, developing, implementing and overseeing effective and affordable product-support strategies for weapons, materiel or information systems.
Program Management	Program Managers are concerned with all functions of a program management office to accomplish program objectives for the development, production, deployment and sustainment of systems to meet the user's operational needs.
Test & Evaluation	T&E professionals develop, optimize, execute and evaluate the testing of system performance, interoperability, reliability, maintainability and cybersecurity. They offer unbiased information to support and inform design improvements, production and fielding decisions.
Business – Financial Management /Cost Estimating	BUS-FM is the art of forecasting, analyzing, interpreting, monitoring, advising and reporting financial data in a meaningful way to support informed financial decisions. BUS-CE is the process of forecasting the financial and other resources needed in the acquisition of an end item within defined parameters. It accounts for each element required in the acquisition life cycle of the end item.

ACQUISITION CIVILIAN CAREER OPPORTUNITIES

TUITION ASSISTANCE/EDUCATION



ACQUISITION TUITION ASSISTANCE PROGRAM



STUDENT LOAN REPAYMENT PLAN



NAVAL POSTGRADUATE SCHOOL

LEADER DEVELOPMENT



ACQUISITION
LEADERSHIP
CHALLENGE
PROGRAM



DAU – SENIOR
SERVICE COLLEGE
FELLOWSHIP



PUBLIC-PRIVATE
TALENT EXCHANGE
PROGRAM



DATA DRIVEN
LEADERSHIP
COURSE



LEADERSHIP
EXCELLENCE AND
ACQUISITION
DEVELOPMENT
PROGRAM



INSPIRING AND
DEVELOPING
EXCELLENCE IN
ACQUISITION
LEADERS



ENTERPRISE
CIVILIAN TALENT
DEVELOPMENT
PROGRAM

ACQUISITION CIVILIAN AUTHORIZATIONS

Acquisition civilians play a critical role in the acquisition process. The Army acquisition population crosses six Acquisition Functional Areas (AFAs) to include Engineering & Technical Management, Contracting, Life Cycle Logistics, Program Management, Test & Evaluation and Business.

The following highlights assignment opportunities available to qualified civilians across the six AFAs.

