

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



28,691

**95% CIVILIAN**

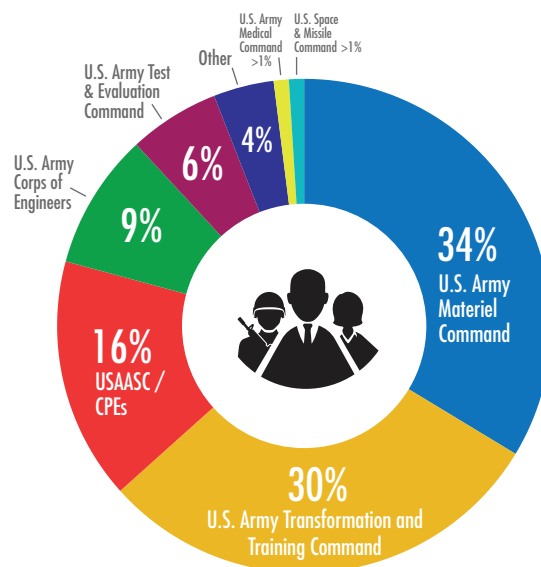


451

**5% MILITARY**



1,207



### 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

<b>Engineering &amp; Technical Management</b>	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.
<b>Contracting</b>	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.
<b>Life Cycle Logistics</b>	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.
<b>Program Management</b>	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.
<b>Test &amp; Evaluation</b>	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.
<b>Business – Financial Management /Cost Estimating</b>	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.

