Department of War (DoW)
2026 Warfighting Acquisition Awards
Individual Achievement
Nomination Instructions

Please read this carefully before completing and submitting the nomination form.

Background: The Warfighting Acquisition Awards for Individual Achievement recognize acquisition professionals who demonstrate excellence in developing, acquiring, and sustaining capabilities that directly support the warfighter and protect the American taxpayer. These "best-of-the-best" individuals advance the National Defense Strategy, the Secretary of War priorities, and embody the Acquisition Transformation Strategy. Through exceptional leadership, innovation, and mission-focused risk-taking, these individuals strengthen the Department's ability to deliver dominant capability at speed and scale. Additional information on the award and past winners is available at: https://asc.army.mil/web/acquisition-awards/warfighting-acquisition-awards/.

Eligibility: All members of the warfighting acquisition workforce (military and civilian) are eligible for the Individual Achievement Awards within categories 1 through 18. The Acquisition Security award, category 17, and the Requirements Management award, category 18, are open to both acquisition workforce and non-acquisition workforce personnel. Contractors are not eligible for this award. **Nominees for award categories numbered 1 to 9 must be in an acquisition coded position designated for the Individual Award category in which they are nominated.**

For example, nominating an individual for the Individual Achievement Award for Program Management is appropriate if their position is coded/designated Program Management. Conversely, nominating an individual in a Program Management coded/designated position for the Test and Evaluation award category would not be appropriate. Nominating components must ensure positions are appropriately coded to match position responsibilities of the nominee.

The award period is July 1, 2025, through June 30, 2026. Achievements resulting from efforts starting before July 1, 2025, may be included, but the culmination of the achievement must be within the award period.

Evaluation: Nominations will be considered based on demonstrated excellence and contribution to acquisition mission success in the following areas, with a total score of 100 points:

a. Specific achievements (50 points total): The individual demonstrates measurable, mission relevant accomplishments that result in schedule, performance, and cost improvements. Quantifiable examples may include the use of innovative acquisition practices to achieve accelerated capability delivery, the removal of enterprise barriers to achieve cost savings, and enhancing mission effectiveness by taking calculated risks that align with warfighting

acquisition priorities.

b. Value of the nominee's contributions (30 points total): The individual demonstrates the value and impact in achieving outcomes at the program, organization, component, and/or DoW level. Accomplishments should directly align with the National Defense Strategy, the Secretary of War priorities, and the Acquisition Transformation Strategy.

c. Demonstration of leadership (20 points total): The individual demonstrates leadership aligned with acquisition transformation, setting the standard through decisive action, risk-taking, and innovation that drives results. Examples may include, collaborating with stakeholders to achieve successful outcomes, removing institutionalized barriers, driving culture change to produce mission-focused execution, and building an empowered and accountable workforce through the sharing of best practices and mentoring.

Selection: The Warfighting Acquisition University (WarU)/Human Capital Initiatives (HCI) validates eligibility and forwards nominations to the respective functional leadership for consideration. The functional leadership, in coordination with their board, reviews and recommends one winner for each award category and up to three winners in the Flexibility in Acquisition category. WarU/HCI consolidates the recommended winners for each award category for the Under Secretary of War for Acquisition and Sustainment to review and approve.

Instructions:

Nomination format, content, and logo. The nomination package must include (in PDF) the completed nomination submission template (below), a three-page (maximum) narrative supporting the nomination, and a brief award citation (approximately 100 words, not to exceed 200 words). A high-resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format must be included with the emailed submission. The nomination package should not contain information classified above Controlled Unclassified Information (CUI). Note: Award citations of winning nominations will be made public and should not include CUI. Award Categories. Nominations will be accepted in the following categories. The nominees should demonstrate exceptional talent and achievement in their respective category.

Functional Area award categories:

1. Auditing – Nominee has proven to be a true asset by performing with excellence and setting high standards that elevates the performance of others and supports the mission of the Warfighter while protecting the taxpayers
2. Business Cost Estimating – Nominee plays an integral part in the cost community and shares best methodologies as a mentor and leader to complete a job within the project scope
3. Business Financial Management – Nominee excels at strategic practice of establishing, controlling, and monitoring financial resources to achieve business goals
4. Contracting – Nominee is a high performing, mission-focused contracting professional who demonstrates leadership, innovative contracting skills, integrity, and sound judgment that result in affordable outcomes for the Warfighter

5. ETM (Engineering / Technical) – Nominee demonstrates the highest levels of excellence and professionalism applying mission level thinking for current and emerging operational and system capabilities to design and develop high-quality, innovative, affordable, supportable, and effective Warfighting systems using an integrated technical approach
6. ETM (Production / Sustainment) – Nominee demonstrates the highest levels of excellence and professionalism applying manufacturing and quality methods to develop, field, and sustain products and services
7. Life-Cycle Logistics – Nominee's exceptional record of success demonstrates significant accomplishments in developing and executing affordable product support strategies that span the systems life cycle, meet warfighter readiness and supportability objectives, and deliver reliable, maintainable, and available systems
8. Program Management – Nominee is a high performing driven and effective leader, understands the wider objectives of the program such as strategic goals, has the ability to work with a wide range of individuals integrating business and technical expertise to effectively manage risk, performance, budget, and schedule for the best possible solutions to meet Warfighter needs
9. Test and Evaluation – Nominee demonstrates the highest levels of excellence and professionalism applying test and evaluation methods to develop and optimize test designs, execute testing, and perform evaluations of system performance, interoperability, reliability, maintainability, and cybersecurity posture

Cross-Functional award area categories*

10. Services Acquisition – Nominee multi-tasks and executes one or multiple contracts or other instruments for committing or obligating funds (e.g., funds transfer, placing orders under existing contracts, etc.) to acquire services that meet a specified requirement
11. Small Business – Nominee works with Small Businesses to help them acclimate in the DoW contracting system and collaborate with other small businesses to expand their portfolio
12. Flexibility in Acquisition – Nominee is an outstanding acquisition professional known for their innovative and adaptive use of the flexibilities and authorities granted by the FAR and DoW Instruction 5000.02 to increase the efficiency of programs
13. Software Development – Nominee demonstrates the highest levels of excellence and professionalism applying iterative software development methodologies and tools to design, test, deliver, and utilize software intensive systems
14. Software Management – Nominee manages the development and/or sustainment of software intensive weapon or business systems and use project management techniques to manage the art and science of planning and leading software projects
15. International Security Cooperation – This award includes various DoW interactions with foreign defense establishments to promote U.S. security interests, develop allied and friendly military capabilities, and provide U.S. forces with access to host nations
16. Value Engineering – Recognizes the demonstrable application of a structured Value Engineering methodology, specifically function analysis that leads to solution generation and evaluation of alternatives, to achieve essential functions at the lowest life-cycle cost while at least maintaining required levels of performance, reliability,

quality, and safety.

17. Acquisition Security** - Nominee excels at integrating security measures within the acquisition process and safeguarding sensitive technologies and information against threats. With a deep understanding of security challenges, the nominee ensures the resilience of defense capabilities while enhancing national security through proactive risk management and protective strategies.
18. Requirements Management*** -This award recognizes an individual who improves requirement processes such as obtaining the right capabilities in reduced time with cost-wise solutions that meets the needs of the Warfighter

*Cross-Functional awards 10. through 16. are for acquisition workforce members in any Functional Area.
**Cross-Functional award 17. Acquisition Security is for both acquisition workforce and non-acquisition workforce.
***The senior component official responsible for requirements endorses the nomination for the Requirements Management award category. Both members of the AWF and non-AWF are eligible.

Nomination approval. The nomination package must be submitted with a signed endorsement letter from the organization commander. Each organization may nominate one individual. Contractors may not be listed as members of the team. The Army Director, Acquisition Career Management (DACM) Office is the official collection point for U.S. Army nominations. The Army DACM Office will coordinate nomination packages for Army Acquisition Executive approval and endorsement to the USW(A&S).

Submission deadline. Your nomination must be submitted electronically no later than September 8, 2026. For more details on award categories and criteria, and to submit your nominations, visit the U.S. Army Acquisition Support Center website at https://asc.army.mil/web/acquisition-awards/warfighting-acquisition-awards/.

Recognition Ceremony. WarU/HCI will hold an in-person event at Howell Auditorium, WarU Campus, Fort Belvoir, Virginia, in early 2027. Winners and team accomplishments will be featured on the Pentagon's warfighting acquisition workforce recognition display, in the Defense Acquisition Magazine, on the WarU/HCI Awards website, and on other media venues.

Monetary award. Individual Achievement Award winners may be eligible for a $5,000 monetary award, at the discretion of the component and subject to DoW guidance. DoW components typically use mission or Defense Acquisition Workforce Development Account funding for these awards. DoW components must coordinate with their respective budget and Human Resource offices to ensure compliance with the latest funding and award guidelines.

Questions. For questions regarding this award or the nomination process, contact Rachel Longarzo rachel.m.longarzo.civ@army.mil.

Department of War (DoW)
2026 Warfighting Acquisition Awards
Individual Achievement
Nomination Submission Form

Part I – Nominee Information *(Name will be printed on all materials and trophies as it appears below)*		
Award Category -		Functional Area -
Name	Official Title and Rank (if applicable)	Email
Mailing Address	Telephone	DoW Component -
	Military/Civilian -	Organization

Part II – Service / Component Acquisition Executive / Senior Leader Information		
Name	Title	Email

Acknowledgement of Monetary Award

By submitting this nomination, you acknowledge that should the nominee be the selected winner and a monetary award be provided by the Service/Component, it will comply with DoW awards guidance.

Signature	Date

Part III - Submission Point of Contact *(Individual to be contacted if there are questions regarding nomination package)*	
Name	Title
Telephone	Email

Part IV – Nominee's Supervisor *(Supervisor will be notified if nominee is a winner)*	
Name	Title
Telephone	E-mail

Part V – Director, Acquisition Career Management	
Name	Title
Telephone	E-mail

Section VI – Nominee Narrative

Narrative should not exceed the three pages provided in the nomination form template. Nominees will be evaluated in the following areas: 1) Specific Achievements (50 points); 2) Value of the Nominee's Contribution (30 points); and Demonstration of Leadership (20 points).

Section VI – Nominee Narrative *(Continued)*

Section VI – Nominee Narrative *(Continued)*

Section VII – Award Citation

The Award Citation may be used for various recognition purposes, such as notification of award winners in the Defense Acquisition Magazine or other acquisition periodicals and must not include CUI.
The Award Citation should be approximately 100 words and may not exceed 200 words.

Section VIII – Logo

A high-resolution organizational logo (at least 2 inches by 2 inches at 300 dots per inch) in either JPG or TIFF format. To add your logo, "click" the "Tools Bar" to edit the PDF, "click" on the "Add Image" icon in the tool bar that appears above and insert the logo in the area below.

Organizational Logo - *If you are unable to insert your Logo - you may include the Logo via a separate attachment.*

Nomination Package Checklist

Nomination Packages must be complete to be considered, please do one final check before submitting all packages for consideration.

- ☐ Nomination Form
- ☐ Nominee Narrative
- ☐ Award Citation
- ☐ Logo (JPG or TIFF)