

CIVILIAN ENGINEERING & TECH MGMT CAREER MODEL

Civilian Career Planning: Steps to Planning your Acquisition Career

FUNCTIONAL EXPERIENCE

NH-02 / GS 7-11

BROADENING

NH-03 / GS 12-13

STRATEGIC LEADERSHIP

NH-04 / GS 14-15

SES

DoW LEADER DEVELOPMENT

ARMY CIVILIAN EDUCATION SYSTEM (CES) FOUNDATION

CES LEADERSHIP (BASIC)

CES ORGANIZATIONAL LEADERSHIP COURSE (OLC)

CES ENTERPRISE LEADERSHIP (ELC)

CESL – STRATEGIC LEADERSHIP

DoW PUBLIC PRIVATE TALENT EXCHANGE (PPTX)

CESL – BUSINESS TRANSFORMATION

SUPERVISOR DEVELOPMENT COURSE (SDC) INTRO

EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM (ELDP)

SUPERVISOR DEVELOPMENT COURSE - EXECUTIVE LEVEL (SDC-EX)

ENTERPRISE CIVILIAN TALENT DEVELOPMENT PROGRAMS (ECTDP) - ENTRY/MID-LEVEL

ENTERPRISE CIVILIAN TALENT DEVELOPMENT PROGRAMS (ECTDP) - SENIOR LEVEL

SENIOR SERVICE COLLEGE (RESIDENT)

ARMY DACM OFFICE ACQUISITION LEADER PROGRAM OPPORTUNITIES

ACQUISITION LEADERSHIP CHALLENGE PROGRAM – ALCP I

ALCP II

ALCP III

INSPIRING AND DEVELOPING EXCELLENCE IN ACQUISITION LEADERS (IDEAL)

ALCP B

LEADERSHIP EXCELLENCE AND ACQUISITION DEVELOPMENT (LEAD)

SENIOR SERVICE COLLEGE FELLOWSHIP (SSCF)

ACQUISITION TUITION ASSISTANCE PROGRAM (ATAP), NAVAL POSTGRADUATE SCHOOL, STUDENT LOAN REPAYMENT PROGRAM (SLRP)

ASSIGNMENTS AND MILESTONES

- IT Specialist
- Engineer
- Computer Engineer/Scientist
- Operations Research Analyst
- Software Engineer
- Industrial Engineer/Specialist
- Quality Assurance Specialist

- Computer Engineer/Scientist
- Mechanical Engineer
- Systems Engineer
- Lead IT Specialist
- Lead Engineer
- Quality Assurance Specialist

- Research
- Supervisory Roles

- Technical Director
- General Engineer
- IT Specialist
- Research Senior Engineer
- Supervisory Roles
- Product/Project Manager
- Senior Scientist/Engineer
- Director
- Deputy Director
- Division Chief

- Quality Assurance Director
- Depot Quality Assurance Director

- Director
- Supervisory Engineer
- Chief Systems Engineer

CRITICAL ACQUISITION POSITION (CAP)
AAW SUPERVISORY POSITIONS
IN NH-04 / GS-14 AND UP

KEY LEADERSHIP POSITIONS (KLP)
• ACAT/IA CHIEF ENGINEER
• ACAT/IA LEAD SYSTEMS ENGINEER
• MDAP/MAIS POM PROGRAM LEAD
• MDAP/MAIS IT PROGRAM LEAD

Positions listed are not all inclusive of the grade identified.

LEADER PROF. DEVELOPMENT FUNCT. AREA COMPETENCIES

CAREER LONG ASSESSMENT: ATHENA - LEADER SELF DEVELOPMENT RESOURCES, FUNCTIONAL AREA COMPETENCY MODEL (ETM)

CIVILIAN EDUCATION

BACHELORS DEGREE IN TECHNICAL FIELD PREFERRED (ENGINEERING, SYSTEMS MANAGEMENT, OR BUSINESS)

MASTERS DEGREE IN TECHNICAL-RELEVANT FIELD PREFERRED (ENGINEERING OR STEM, SYSTEMS MANAGEMENT, OR BUSINESS)

Degree types are not all inclusive.

AAW REQUIREMENTS

DAWIA CERT LEVEL – ETM FOUNDATIONAL

DAWIA CERT LEVEL – ETM PRACTITIONER

ETM-SPECIFIC CREDENTIALS

See WarU iCatalog for most up-to-date credential information.
Credentials are not required, but a highly encouraged component of continuous learning.

ANNUAL CONTINUOUS LEARNING POINTS (CLPs)

80 CLPs in a two-year period per statute.

ARMY ACQUISITION FUNCTIONAL LEADERS (AAFL)

Recommended Continuous Learning Subject Areas.