

CIVILIAN CONTRACTING 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

ACMA / 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 - EXECUTIVE LEVEL (SDC-EX)

SUPERVISOR DEVELOPMENT COURSE (SDC) INTRO

EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM (ELDP)

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— MASTERS OF SCIENCE IN ACQUISITION – PROGRAM MANAGEMENT (MSA-PM) OR MASTER OF SCIENCE IN FINANCIAL MANAGEMENT (MSFM) (GS12-15), STUDENT LOAN REPAYMENT PROGRAM (SLRP)

ASSIGNMENTS AND MILESTONES

- Acquisition Analyst/Specialist
- Contract Specialist
- Contract Administrator
- Contracting Officer
- Small Business Specialist

- Industrial Property Mgmt. Specialist (1103)
- Supervisory (LEAD)
- Purchasing Agent (1105)
- Property Administrator (1103)
- Purchasing Agent (1105)

- Program Lead Contract Specialist
- Procurement Analyst
- Supervisory/Program Lead Contracting Officer

- Program Lead Contract Specialist
- Procurement Analyst
- Supervisory/Program Lead Contracting Officer

- Supervisory/Lead Roles
- Supervisory Contracting Officer
- Senior Contracting Official (SCO)
- HQ/Command-Level Procurement Analyst
- Director of Contracting
- Supervisory Property Administrator (1103)

- Deputy Director, Office of Small Business Programs
- Chief of the Contracting Office

- Executive Director
- DASA(P)
- Head of the Contracting Activity (HCA)
- Director, Office of Small Business Programs

Positions listed are not all inclusive of the grade identified.

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

PCC (FT. LEAVENWORTH)

KEY LEADERSHIP POSITIONS (KLP)
• SENIOR CONTRACTING OFFICIALS
• PROGRAM LEAD CONTRACTING OFFICER

PCC (FT. LEAVENWORTH)

PCC attendance required ONLY for all CSL select civilians per AR 350-1 prior to assumption of command.

LEADER PROF. DEVELOPMENT FUNCT. AREA COMPETENCIES

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

CIVILIAN EDUCATION

BACHELORS DEGREE IN ACQUISITION-RELEVANT FIELD PREFERRED

MASTERS DEGREE IN ACQUISITION-RELEVANT FIELD PREFERRED

NCMA CERTIFICATION (CPCM, CFCM, CCM, CCMA) Private Industry Certification, not required for employment.

AAW REQUIREMENTS

DAWIA CERT LEVEL – CON PROFESSIONAL

CON-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.