

Warfighting Acquisition Workforce Position Category Description (PCD)

Functional Area: Engineering and Technical Management
Short Title: ETM
Category Code: N
Date Approved: 30 Jun 2026
Last Reviewed: 30 Jun 2026

Ref:

- (a) DoDI 5000.66, current version
- (b) Defense Acquisition Workforce Program Desk Guide, current version

Notes:

1. This PCD is intended to assist in determining which functional area to assign to a Warfighting acquisition position per Title 10 sec.1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "Functional Area Specific Duties" described below, assign the position to this position category.
2. The position title, position location, and assigned position career code are not limited to those listed in the "Typical Line and Staff Position Titles", "Typical Position Locations", and "Typical Career Codes" sections below.
3. All acquisition positions require management attention with respect to certification requirements and individual development. See the references.
4. Critical Acquisition Positions (CAP) are a subset of acquisition positions, and Key Leadership Positions (KLP) are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. See the references.

General Acquisition Related Duties: The conceptualization, initiation, design, development, integration, test, contracting, production, manufacturing, quality, deployment, integrated product support (IPS) (including logistical support), modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoW needs, intended for use in, or in support of, military missions.

Functional Area Specific Duties: Rapidly develop, field, and sustain secure, effective, and affordable warfighting systems and supporting IT and other infrastructure, ensuring timely delivery and superior performance by:

- Applying mission level thinking for current and emerging operational and system capabilities;
- Applying a systematic approach in organizing technical resources, activities, and artifacts to include hardware and software;
- Translating stakeholder needs and expectations into technical statements and assessing requirements;
- Applying unique aspects of scientific, engineering, and specialty engineering (e.g., reliability and maintainability, manufacturing and quality, human systems integration, system safety, value engineering) principles and techniques to analyze alternatives and incorporate design features that meet requirements;
- Utilizing systematic methods and technical skills to design and guide the development process;
- Developing and executing the Systems Engineering Plan to create and maintain the technical baselines;
- Applying risk management methodologies to proactively identify, assess, mitigate, and monitor technical risks throughout the acquisition lifecycle;
- Applying manufacturing and quality methods to convert the design into a desired product and provide insights for sustainment and supportability analyses (supply, maintenance, repair, and service);
- Applying digital approaches (e.g., modeling, simulations, AI, etc.) and practices that support engineering, test, and sustainment activities across the acquisition lifecycle;
- Addressing manufacturing and quality requirements to help ensure DoW products fully conform to technical requirements;
- Applying system security engineering and secure cyber-resilient engineering principles throughout the acquisition lifecycle;
- Implementing cybersecurity strategies addressing adversarial threats (i.e., zero trust, NIST Secure Software Development Framework);
- Applying iterative hardware and software development methodologies and tools to deliver, design, and utilize systems;
- Planning, developing, and maintaining business/IT weapons systems for storing, retrieving, and sending information;
- Planning, implementing, and evaluating technical contracting activities including pre-award analysis/requirements and post-award product/service realization for surveillance – oversight, quality, cost, schedule, performance, test, and acceptance;
- Applying modular open systems approaches to system design as appropriate to the acquisition strategy;
- Addressing technical data and intellectual property rights early in the life cycle to support design and sustainment requirements;
- Planning, implementing, and evaluating sustainment and obsolescence requirements early in the life cycle.

Typical Line and Staff Position Titles: Chief Engineer; Engineer (e.g., Aerospace, Systems, Mission, Mechanical, Computer/Electrical/Electronics/Software, Data); Engineering Technician; Project Engineer/Manager; Scientist; Computer Scientist; Software Developer; Specialist (e.g., Quality Assurance, Information Technology, Industrial); Analyst

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, Acquisition Program Offices, Direct Reporting Program Managers (DRPM), Program Acquisition Executives (PAE)/Program Executive Offices (PEO), organizations/field activities directly supporting such organizations, as well as external support agencies). Other DoW Components, Agencies, and OSW/Service/HQ staff elements performing/supporting acquisition-related functions such as: DCMA; DLA; DTRA; NSA; DISA; MDA; research, development, and engineering centers and laboratories (i.e., Science and Technology Reinvention Laboratories (STRL)); manufacturing and maintenance centers and facilities; plant offices; product centers; software development and support centers/factories; and Chief Information Officer (CIO) offices.

Typical Career Codes:											
Civilian Personnel				Uniformed Personnel							
Occupational Series/Group ¹				Army AOC	Navy AQD	Department of the Air Force AFSC			Marine Corps MOS		
03xx	11xx	15xx	2210	N/A	ANx	15x	61x	2Axxx	8057	8059	8061
08xx	13xx	1910				17x	62x		8058	8060	
¹ Those listed represent, at a minimum, 1% of the ETM-coded positions DoW-wide				AOC = Area of Concentration	AQD = Additional Qualification Designation	AFSC = Air Force Specialty Code			MOS = Military Occupational Specialty		