

CIVILIAN PROGRAM MANAGEMENT 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

ACCMA / 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 (PPTE)

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 – MASTERS OF SCIENCE IN FINANCIAL MANAGEMENT OR ACQUISITION – PROGRAM MANAGEMENT (GS 12-15), STUDENT LOAN REPAYMENT PROGRAM (SLRP)

ASSIGNMENTS AND MILESTONES

- Program Analyst
- Management Analyst
- IT Specialist
- Project Coordinator/Officer/Specialist

- Asst. Product Manager (APM)
- Product Support Manager (PSM)
- Product/Project Team Lead
- System Acquisition Manager (SAM)
- IT Specialist (incl. Lead/Supervisory)
- Program Analyst/Integrator/Specialist
- System Analyst/Specialist
- Business Management Analyst/Specialist
- Department of the Army Systems Coordinator

DEVELOPMENTAL ASSIGNMENT (ASA(ALT), T&E, CON, ETM)

- Deputy Product/Project Manager
- Deputy Product/Project Director
- Deputy Product/Project Lead
- PME Lead Systems Engineer
- Business Manager
- ASA(ALT) Director
- CSL Product/Project Manager
- Product/Project Manager
- Product Director
- Product/Project Lead

- Department of Army Systems Coordinator
- PME Operations/Chief of Staff
- IT Specialist

- PAE
- Deputy PAE
- PME (KLP)
- DASAs
- Director

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

KEY LEADERSHIP POSITIONS (KLP) • CSL PROJECT MANAGER • DEPUTY PROJECT MANAGER

PMT 4010 + PCC (FT. LEAVENWORTH)

PMT 4020 + PCC (FT. LEAVENWORTH)

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

Positions listed are not all inclusive of the grade identified.

LEADER PROF. DEVELOPMENT COMPETENCIES

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

CIVILIAN EDUCATION

BACHELORS DEGREE IN ACQUISITION-RELEVANT FIELD PREFERRED

MASTERS DEGREE IN ACQUISITION-RELEVANT FIELD PREFERRED

Private Industry Certification, not required for employment.

AAW REQUIREMENTS

DAWIA CERT LEVEL – PM PRACTITIONER

DAWIA CERT LEVEL – PM ADVANCED

PM -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.