

Warfighting Acquisition Workforce Position Category Description (PCD)

Functional Area: Test & Evaluation
Short Title: T&E
Category Code: T
Date Approved: 30 June 2026
Last Reviewed: 30 June 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 Code" sections below.
3. All acquisition positions require management attention with respect to certification requirements and individual development. See the references.
4. Critical Acquisition Positions (CAPs) are a subset of acquisition positions and Key Leadership Positions (KLPs) 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, evaluation, contracting, oversight, 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:

- Serve as Chief Developmental Tester.
- Serve in a T&E position for an acquisition program that falls under any of the acquisition pathways.
- Serve as the Chair, T&E Working-level Integrated Product Team (T&E WIPT), or member representing the materiel developer, tester, and/or system evaluator.
- Analyze requirements/capabilities documents to determine operational relevance, achievability, testability, and measurability.
- Plan, organize, manage, oversee, or conduct test and/or evaluation associated with concepts, emerging technologies, and experiments as well as prototypes, new, fielded, or modified systems through all acquisition pathways.
- Determine scope, infrastructure, resources, and data sample size to ensure system requirements are adequately demonstrated; analyze, assess, and evaluate test data/results; prepare reports of system performance and T&E findings.
- Develop T&E processes and policies; modify, adapt, tailor, or extend T&E guides, precedents, criteria, methods, and techniques, to include scientific test and analysis techniques, modeling and simulation, cyber T&E, interoperability, and certification.
- Design and/or use existing or new test and/or evaluation equipment/tools, procedures, and approaches.
- Write, edit, review, and staff a Test and Evaluation Master Plan (TEMP), test strategy, or other pathway-appropriate test strategy documentation, as well as system-level and/or individual element test plans.
- Participate in developmental, operational, or live-fire test evaluations; reviews of test analysis and results/test data to prepare and present evaluation/assessment results.
- Categorize test data, equipment, materiel, or system deficiencies and provide data in support of a recommendation to proceed to OT&E.
- Facilitate generation and management of a test schedule or test asset.

Typical Line and Staff Position Titles: Chief Developmental Tester; Chair, T&E Working-level IPT; Capability Test Team Chair; Assistant PEO/PAE for T&E; Assistant PM for T&E; Lead Test Engineer; Lead Experimentation Engineer; Chief Test Engineer; Test Engineer; Lead Simulator Engineer; Chief Test Pilot; Test and Experimentation Design Branch Head; T&E Department Head; T&E Analyst; Operations Research Analyst; Evaluator; Senior Evaluator; Portfolio Manager; Test Director/Manager; T&E Technical Director; Associate T&E Director; Operational Test Director; Operational Test Project Officer; Test Control Officer; Chief Test Officer; Test Officer; Physical Scientist; Technicians; Test Platform Coordinator; IT Specialist; T&E HQ-level Staff.

Typical Position Locations: Lead Developmental Test and Evaluation Organization; Service and Defense Agency test centers; Major Range and Test Facility Base (MRTFB) test facilities; warfare centers; laboratories; Operational Test Agencies and MAJCOM/FLDCOM test organizations; as well as OSW/Service/HQ staff elements, field activities, and acquisition organizations within the Service components (e.g., Systems Commands, Materiel Commands, DRPMs, PEOs, PAEs, and PM Offices).

Typical Career Codes:									
Civilian Personnel				Uniformed Personnel					
Occupational Series/Group		Army AOC	Navy AQD	Department of the Air Force AFSC				Marine Corps MOS	
03xx	13xx	N/A	ATx	11xx	15xx	2xxxx	63Ax	8057	8060
08xx	15xx			12xx	17Dx	5xxxx		8058	8061
11xx	22xx			13xx	18xx	62Ex		8059	
		AOC = Area of Concentration	AQD = Additional Qualification Designation	AFSC = Air Force Specialty Code				MOS = Military Occupational Specialty	

Recommended Changes/Updates: Forward to: Site Director, Human Capital Initiatives 9820 Belvoir Road, Building Fort Belvoir, VA 22060 or call 703-805-4969.