

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 [not all-inclusive]

- Acquisition Analyst/Specialist
- Contract Specialist
- Contract Administrator
- 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
- Contracting Officer
- Small Business Professional
- Supervisory Industrial Property Management Specialist (1103)

- 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

CRITICAL ACQUISITION POSITION (CAP)
AAW SUPERVISORY POSITIONS

KEY LEADERSHIP POSITIONS (KLP)
• SENIOR CONTRACTING OFFICIALS

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

LEADER PROF. DEVELOPMENT FUNCT. AREA COMPETENCIES

DOW CON COMPETENCY MODEL

CIVILIAN EDUCATION

BACHELORS DEGREE IN ACQUISITION-RELEVANT FIELD PREFERRED

Bachelors Degree is required for 1102 OCC Series

MASTERS DEGREE IN ACQUISITION-RELEVANT FIELD PREFERRED

AAW REQUIREMENTS

DAWIA CERT LEVEL – CON PROFESSIONAL

ANNUAL CONTINUOUS LEARNING POINTS (CLPs) 80 CLPs in a two-year period per statute.

ARMY ACQUISITION FUNCTIONAL LEADERS (AAFL)

Recommended Continuous Learning Subject Areas.