



OFFICE OF THE UNDER SECRETARY OF DEFENSE

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ACQUISITION
TECHNOLOGY
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MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Restructuring of the Systems Planning, Research, Development and Engineering Career Field

At the August 24, 2006 the Department of Defense Acquisition, Technology and Logistics (AT&L) Workforce Senior Steering Board Meeting, the Under Secretary of Defense (AT&L) approved restructuring of the Systems Planning, Research, Development and Engineering -- Systems Engineering (SPRDE-SE) -- career path as part of human capital strategy to revitalize systems engineering.

The approved restructuring establishes a new SPRDE career path -- Program Systems Engineer (SPRDE-PSE) -- that targets systems engineers fulfilling leadership roles within acquisition programs. The new career path includes increased training and experience certification standards.

Implementation for the new career path is effective October 1, 2007 for position coding and career path certification purposes. Implementation guidance is attached. Please direct questions to Mark Camporini at mark.camporini@dau.mil or 703-805-4090.


Frank J. Anderson, Jr.
Director, Human Capital Initiatives

Attachments
As stated



Distribution:

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**System Planning, Research, Development and Engineering (SPRDE) Career Field Program
Systems Engineer (PSE) Career Path
Implementing Instructions/Guidance**

Effective date of implementation: October 1, 2007

Short Title of this Career Field/Path: SPRDE-PSE

Defense Civilian Personnel Data System code to be utilized for coding Acquisition, Technologies and Logistics (AT&L) positions as SPRDE-PSE: W

Use Position Category Description, attachment 2 along with the DoD Desk Guide for Acquisition, Technology, and Logistics Workforce Career Management to determine which AT&L positions should be designated as SPRDE-PSE. Attachment 3 provides the career path certification standards. These standards will be published in the 2008 Defense Acquisition University catalog and are provided to assist workforce members in preparing for certification whether or not their position is re-designated.

Department of Defense AT&L workforce members encumbering positions coded as SPRDE-PSE will have 24 months from the time the position is coded to meet the certification standards of the position at the level required of the position. For DoD AT&L workforce members not meeting certification standards within the prescribed timeframe, components must either approve a position waiver or remove the workforce member from the position.

In meeting the certification standards for the position, DoD AT&L workforce members need not meet lower level certification level requirements, i.e., DoD AT&L workforce members need only meet the standards at the level for which the position is assigned. That notwithstanding, when completing DAU course requirements at upper levels, the course prerequisites must be completed by either taking the appropriate DAU course, attending an equivalent course, or by completing the requirement through the fulfillment program in accordance with current policy.

Between the date of this memorandum and October 1, 2007, components are encouraged to:

- Disseminate this memorandum.
- Review positions and determine which positions should be re-designated as SPRDE-PSE.
- Advise affected DoD AT&L workforce members at the earliest opportunity so they may begin addressing those certification standards that they may be lacking.
- Coordinate with your respective human resource departments in order to mass code positions for October 1, 2007, as may be appropriate.

Position Category Description

AT&L Workforce Position Category Description (PCD)

Career Field: Systems Planning, Research, Development & Engineering
 Career Path: Program Systems Engineer
 Short Title: SPRDE – PSE
 Category Code: W Ref: (a) DoDD 5000.52 dtd 12 Jan 2005
 Date Approved: 15 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
 Last Reviewed: 15 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L 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 “AT&L Career Field/Path Specific Duties” described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (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. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

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

AT&L Career Field/Path Specific Duties: Plan, manage, or perform analysis, research, design, development, fabrication, installation, modification, or sustainment of systems or systems components across the entire life cycle;

Apply most or all of the DoD Systems Engineering Technical Processes or Technical Management Processes (See Defense Acquisition Guide, Chapter 4, Section. 4.2) integrating multiple domains (analytic or engineering specialties) at a system or systems-of-systems level.

Technical Processes:

- requirements development
- logical analysis
- design solution
- implementation

Technical Management Processes:

- integration
- verification
- validation
- transition
- decision analyses
- technical planning
- technical assessment
- requirements management
- risk management
- configuration mgt
- technical data mgt
- interface management

Typical Line and Staff Position Titles: Systems Engineer, Lead/Chief Systems Engineering, System Engineer IPT Lead, Technical Director, Asst PEO/PM for SE.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Material Commands, DRPMs. PEOs as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions, such as: DCMA; research, development, and engineering centers and laboratories; and manufacturing and maintenance centers and facilities.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel						
OCC Series			Army AOC	Navy AQD	Air Force AFSC		Marine Corps MOS		
0180	08xx	15xx	51S	AWx	61SX		72xx	8059	8832
04xx	13xx				62EX		75xx	8820	8836
							8057	8824	
							8058	8826	

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

Career Field/Path Certification Standards, SPRDE-PSE

Level I

EDUCATION

Bachelors or graduate degree in a technical or scientific field such as engineering, physics, chemistry, biology, mathematics, operations research, engineering management, computer science.

EXPERIENCE

Two years of technical experience (from the following career fields/paths: SPRDE-SE; SPRDE-S&T; Information Technology; Test & Evaluation; Production, Quality and Manufacturing; Facilities Engineering; Program Management; Life Cycle Logistics) in an acquisition position or performing similar functions in government/.

TRAINING

ACQ 101 – Fundamentals of Systems Acquisition Management

SYS 101 – Fundamentals of Systems Planning, Research, Development & Engineering

Two (2) additional 100 level courses from among the following career fields/paths: Test & Evaluation; Production Quality and Manufacturing; Life Cycle Logistics; Business Cost Estimating, and Financial Management; Information Technology; Contracting

Level II

EDUCATION

Bachelors or graduate degree in a technical or scientific field such as engineering, physics, chemistry, biology, mathematics, operations research, engineering management, computer science.

(Desired) 12 semester hours from among the following areas: accounting, law, business finance, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organizational and management (DANTES or CLEP exams may be substituted) Bachelors or graduate degree in a technical or scientific field such as engineering, physics, chemistry, biology, mathematics, operations research, engineering management, computer science

(Desired) Advanced degree or graduate studies in engineering, physics, chemistry, biology, mathematics, operations research, engineering management, computer science or a related field

EXPERIENCE

Four (4) years of technical experience (from the following career fields/paths: SPRDE-SE; SPRDE-S&T; Information Technology; Test & Evaluation; Production, Quality and Manufacturing; Facilities Engineering; Program Management; Life Cycle Logistics) in an acquisition position or performing similar functions in government/industry.

TRAINING

ACQ 201 (Parts A & B) – Intermediate Systems Acquisition

SYS 202 – Intermediate Systems Planning, Research, Development & Engineering, Part I

SYS 203 – Intermediate Systems Planning, Research, Development & Engineering, Part II

LOG 204 – Configuration Management

CLE 003 – Technical Reviews

One additional 100 or 200 level courses from among the following career fields/paths: Test & Evaluation; Production Quality and Manufacturing; Life Cycle Logistics; Business Cost Estimating, and Financial Management; Information Technology; Contracting

Level III

EDUCATION

Bachelors or graduate degree in a technical or scientific field such as engineering, physics, chemistry, biology, mathematics, operations research, engineering management, computer science.

(Desired) 12 semester hours from among the following areas: accounting, law, business finance, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organizational and management (DANTES or CLEP exams may be substituted) Bachelors or graduate degree in a technical or scientific field such as engineering, physics, chemistry, biology, mathematics, operations research, engineering management, computer science

(Desired) Advanced degree or graduate studies in engineering, physics, chemistry, biology, mathematics, operations research, engineering management, computer science or a related field

EXPERIENCE

Eight (8) years of technical experience (from the following career fields/paths: SPRDE-SE; SPRDE-S&T; Information Technology; Test & Evaluation; Production, Quality and Manufacturing; Facilities Engineering; Program Management; Life Cycle Logistics) in an acquisition position or performing similar functions in government/industry.

TRAINING

SYS 302 – Technical Leadership in Systems Engineering

CLL 008 – Designing for Supportability in DoD Systems

Two additional 200 or 300 level courses from among the following career fields/paths: Test & Evaluation; Production Quality and Manufacturing; Life Cycle Logistics; Business Cost Estimating, and Financial Management; Information Technology; Contracting