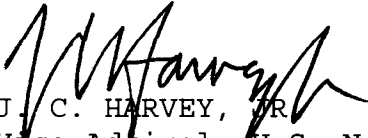OPNAVINST 1211.8C
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OPNAV INSTRUCTION 1211.8C

From: Chief of Naval Operations

Subj: IDENTIFICATION OF MAJOR PROGRAM MANAGER BILLETS

Encl: (1) Guidelines for Determination of Major Program Manager
           Billets
       (2) Flowchart for Nomination of Major Program Manager
           Billets

1. Purpose. To provide guidelines for determination and
nomination of Major Program Manager billets.

2. Cancellation. OPNAVINST 1211.8B.

3. Background. Program managers involved in weapon systems
acquisition have a large span of responsibility. They require
skills in a number of specialized fields including financial
planning, contracting and administration of contracts, engineering,
development and testing, production, and life cycle support of
weapon systems. These management functions are subject to numerous
statutes, policies, and regulations that govern the acquisition
workforce. Recognition of this responsibility and expertise is
provided by designation of a billet as a Major Program Manager
billet and by authorization to wear the Command Ashore/Major
Program Manager insignia by those individuals assigned.

4. Objectives. The guidelines provided in enclosures (1) and (2)
of this instruction provide a standardized method for commands of
the systems commands and program executive officers to identify
billets for nomination for designation as Major Program Manager
billets.

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GUIDELINES FOR DETERMINATION OF MAJOR PROGRAM MANAGER BILLETS

1. Except in unusual cases, the guidelines set forth herein will be used to determine which billets the Commanders of the Systems Commands (SYSCOMs) and Program Executive Officers (PEOs) will nominate as Major Program Manager Billets. For such designation, the principal factors listed below must all be present in varying degrees, except that, in special circumstances, the SYSCOMs or PEOs may consider it desirable to nominate a program which does not possess one or more of these factors. The guidelines for nominating a position for a Major Program Management billet are depicted in Enclosure (2).

 a. Responsibilities. The billet must be established for a Captain (O-6) and the Program Manager must be assigned to a SYSCOM or PEO. However, there may be special cases where a Commander (O-5) may be authorized to wear the Command Ashore/Major Program Manager insignia when:

 (1) He/She was selected for the billet by a screening process similar to the process used to select Captain/Major Program Mangers, and

 (2) The management complexity, technical factors, business factors, and program priority are similar to the criteria set for Major Program Manager billets as described below.

 b. Management Complexity

 (1) The program must meet at least one of the following criteria:

 (a) Control a significant number of functional managers;

 (b) Have extensive interface with other projects or commands;

 (c) Receive program direction from an unusual number of sources;

 (d) Have other management complexities that the SYSCOMs or PEOs feel warrant nomination for major program status.

 c. Technical Factors. The objectives of the program must be to produce a deliverable end item that fulfills a Department of Defense requirement or requires management and modernization of an in-service weapon systems or capability.

d. <u>Business Factors</u>. The program will be considered to have a sufficient degree of business complexity if it meets at least one of the following criteria:

(1) Program has anticipated cost of $157 million in Research, Development, Test and Evaluation or $859 million (FY06 dollars) in procurement funds from any appropriations in an approved Capability Development Document (CDD) or Future Year Defense Plan.

(2) Involves an unusually large number of contracts or contractors in meeting the objective.

(3) Has business accountability for more than three types of appropriations.

e. <u>Priority</u>. The urgency of a program shall be determined by one of the following criteria:

(1) Position on the warfare sponsor's master plan.

(2) Any other high level considerations which the SYSCOMS or PEOs determine to warrant nomination for major program status.

FLOWCHART FOR NOMINATION OF PROGRAM MANAGER BILLETS