



DACM

Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

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Note from Naval Sea Systems Command (NAVSEA)

We at NAVSEA have long appreciated the role Ms. Thomas-Rizzo and her office perform in ensuring our acquisition professionals have the right training and the right tools to meet our mission.

As the Executive Director of the Defense Department’s largest acquisition command, I know first-hand the challenges that the acquisition corps will be facing over the coming years. We’re going to have to do more with less, and that means we’ll have to hire and retain the best and brightest.

NAVSEA has taken a hard look at talent management. We have to hire good people, and we have to sustain the 16,200 acquisition professionals we have at NAVSEA today. My goal is to ensure everyone on my team is given the training and development he or she needs to successfully build and maintain the world’s largest, most powerful Navy. NAVSEA is taking full advantage of a number of programs to meet that goal.

First, because we need to recruit the best, we’re fully engaged in the Naval Acquisition Development Program (NADP). In fact, NAVSEA has the largest number of NADP interns of any systems command, with 440 interns and 34 associates spread across our Washington, D.C., headquarters and 36 of our field sites around the world — that’s more than a quarter of all Navy-wide participants. We’re also reaching out to members of the Detroit auto industry and military veterans so that we get the widest array of talent and experience.

On the retention side, NAVSEA is using Section 852 funds to offer as many benefits as we can so that our best acquisition professionals don’t leave for the private sector. This year, NAVSEA will spend nearly \$8.5 million dollars in bonuses, student loan repayments, acquisition training and PCS move incentives to reward and retain our top performers.

Over the next five years, NAVSEA will be charged with buying 41 new ships — \$67 billion dollars worth of steel, aluminum and advanced electronics — and fully maintaining more than 285 ships. NAVSEA’s acquisition corps is going to be asked to shoulder much of that responsibility, and so it will be incumbent on me and the rest of the NAVSEA leadership team to keep them operating at their peak. It’s a challenge I look forward to, and one I’m happy to take on.

Mr. Brian Persons,
NAVSEA Executive Director

Note from the DACM

Spring has sprung! While many people associate this season with cleaning, longer days, and warmer weather, I find that spring is also a great time to change up one’s perspective. It’s the perfect opportunity to take stock of all your hard work and continue forward with a fresh outlook on what works, what doesn’t, and what new initiatives might aid in future success. Despite looming POM 14 issues and the current defense planning guidance, as an Acquisition Workforce (AWF), we are still in hiring mode with our Section 852 funding. Our ability to aggressively hire early in FY10 and FY11 has put us in a unique position where we can strategically (deliberately) recruit and hire quality interns and experts.

In addition, we’ve really worked hard to get our workforce requirements right, shifting from a budget-based demand signal to a requirements based one. We must continue to drill down on these numbers, as they are the key to us retaining the strides we’ve made and securing the future of our workforce.

I encourage you to allow the seasonal change to invigorate you. Take a fresh perspective of your work. Share your ideas, challenges, and successes with me and my staff so that we might better serve you. Here in the DACM Office we’re all about communication, data integrity, and bettering the Acquisition Workforce and we’re eager to help you meet your workforce needs. Please let us know your thoughts and thank you for all you do!

Ms. René Thomas-Rizzo,
Director, Acquisition Career Management

SYSCOM SPOTLIGHT: MARCOR



MOS 8059 Officer Career Planning & Information Meeting

Tiffany Almond, Expeditionary Acquisition & Logistics (EAL) Dept, L-3 Communications

Brigadier General Frank L. Kelley, commander of Marine Corps Systems Command, hosted the first Acquisition Professional Officer Career Planning and Information Meeting at The Clubs at Quantico March 27. Approximately 85 Marine Corps Acquisition Professional Officers attended. This meeting was the first time MOS 8059 Acquisition Professional Officers had assembled together to receive information and review the growth of the career field.

General Kelley, MOS 8059 Occupational Field Manager, gave a history of Marine acquisition and talked about the importance of officers' exposure to different jobs. He encouraged officers to manage their career and seek feedback from mentors.

Guest speakers addressed topics such as understanding the MOS 8059, and ACAT I and II Program Manager selection/slating process, the importance of keeping DAWIA records up to date, Command/Command Equivalent billets, and the impact of competency alignment on the community.



Marine Corps Acquisition Professional Officer Community

Lynda Fullem, Corporate Communications, MCSC

In 2004, the Commandant of the Marine Corps (CMC) approved the establishment of the 8059, Acquisition Management Professional, primary MOS (PMOS) to develop a cadre of professional acquisition officers who would meet statutory requirements and be competitive for selection to serve as Program Managers of major defense acquisition programs for which the Marine Corps has a unique or vested interest. Secondary MOS's of Acquisition Manager (8058) and Acquisition Professional Candidate (8057) were also established. Previously, only secondary MOS's were used but proved ineffective. The typical Marine Officer's career path did not permit sufficient time to obtain the training, experience and certifications required for ACAT I and II Program Manager positions and at the same time be competitive for promotions in their primary MOS.

The Marine Corps Acquisition Professional Community is now solidly established with 123 PMOS 8059 Officers (ground and aviation) at the grades of BGen, Colonel, LtCol and Maj. The majority of 8059 billets are at Marine Corps Systems Command and Naval Air Systems Command, but officers also serve in joint billets at locations such as the Joint Strike Fighter Program, U.S. Special Operations Command and Joint Non-Lethal Weapons Directorate.

The PMOS 8059 Lateral Move Selection Board is conducted each February by DC M&RA (MMOA), selecting on average 12 new officers each year who meet the eligibility criteria. ASN (RDA) serves as the selection authority for ACAT I and II Acquisition Command slating. The CMC serves as the selection authority for the Marine Corps Acquisition Command Selection Board (MC/ACSB) for ACAT III and below Program Managers, Organizational Directors and Acquisition Commanding Officers. Factors considered by these boards when determining slate selections include each candidate's Official Military Personnel File (OMPF), job history, formal education acquisition professional training and DAWIA certifications, acquisition work history and formal education.

More information can be obtained at: http://www.marcorsyscom.usmc.mil/sites/acqworkforce/acq_mos_info.aspx

SYSCOM SPOTLIGHT: MARCOR

Competency Alignment at Marine Corps Systems Command

Lynda Fullem, Corporate Communications, MCSC

Marine Corps Systems Command (MCSC) successfully completed its transition to a competency aligned organization (CAO) on Oct. 1, 2011. Transition began in 2007 and continued through 2011 in response to ASN (RD&A) direction in 2008 to continuously improve the way we manage our acquisition programs and personnel. MCSC's CAO business model provides Command leadership the ability to apply critical human resources where they are needed the most in order to rapidly and efficiently procure equipment and systems to support the Marine Corps' warfighting mission.

The CAO construct reinforces supporting and supported roles between Program Executive Officers (PEOs), Program Managers (PMs) and MCSC. Work is performed through multidisciplinary Integrated Product Teams (IPTs) comprised of acquisition professionals from the program management, engineering, contracts, resource management and logistics communities of practice (CoP). Each CoP is managed by a Competency Director (CD) who is responsible for the professional development and management of personnel within the competency. Each CD works in close coordination with PEOs, PMs and IPT leaders to assign competency resources. Competency personnel may be assigned to one or more teams, depending on the level of work required. In some cases, IPT support can be obtained response to ASN (RD&A) direction in 2008 to continuously improve the way we through relationships with Naval Warfare Centers, laboratories or other government organizations that have the required competency expertise. Periodic personnel rotations are made to strengthen the capabilities of the workforce and promote best practices across the competencies.

Throughout CAO implementation, the Command provided multiple forums, such as individualized training, town halls and information bulletins to acculturate the workforce to the CAO concepts of operations.

The Command Competency Leadership Board comprised of CDs, select PMs and other Command leaders, serves as the senior leadership team that works collaboratively to implement the Command's CAO business processes and allocating the Command's human resources. Though we are late to the game, we were able to learn from other SYSCOMs, their interpretation and problems they encountered.

Shared Certificates Program Introduced

Dave Mailander, Naval Acquisition Career Center, Recruiting Division Head

The Naval Acquisition Career Center, in conjunction with Human Resources Service Center (HRSC) – Southeast, released guidance for sharing Delegated Examining Certificates for Naval Acquisition Intern Program (NAIP) interns on Feb. 14. This process was developed based on a request from the recent Career Field Manager's Conference whereby Delegated Examining (DE) Certificates could be shared and reused after the initial selections were made by a SYSCOM. The intent is to maximize the existing list of eligible candidates and cut down on the time frame we are currently experiencing in the front end of the DE hiring process.

Requesting a shared DE Certificate removes the time customers have to request, announce and wait for a certificate. Sharing certificates is particularly supportive of areas such as Washington DC and San Diego where multiple SYSCOMs hire the same pay level and series. In order to use this process, SYSCOMs should:

- Review the list of available certificates provided to the NADP Recruiting Working Group Member of your organization.
- Determine if there is a need based on available certificates and your needs by series and location
- Request the certificate from your NACC Placement Representative
- Return your selections as soon as possible to HRSC SE

Please keep in mind, Veterans Preference and Merit Principles apply. Shared DE Certificates should be received within five business days of request unless the certificate must be expanded due to an insufficient number of names remaining on the certificate to fulfill your number of positions requested. Questions may be directed to David Mailander, NADP Recruiting Division Head at (717) 605-1029, or Mike Runkel, Recruiting Team Lead at (717) 605-2258.



2012 Annual Career Field Managers (CFM) Training Symposium

Ron Fevola, Naval Acquisition Career Center (NACC), Career Management Division Head



Approximately 200 Career Field Managers (CFMs), supervisors and senior leaders participated in the 2012 CFM Training Symposium held at the Crystal Gateway Marriott in Arlington, Va., Jan. 18-19.

The annual meeting is a two-day event designed to inform the managers and leaders of the inner workings of the Naval Acquisition Development Program (NADP) which is operated by the Naval Acquisition Career Center (NACC). Participants have an opportunity to hear from senior leaders on the future of the acquisition workforce (AWF) and what new challenges lay ahead.

Two of the senior level speakers included Mr. James Thomsen, Principal Civilian Deputy (PCD) to ASN(RD&A) and Ms. Rene' Thomas-Rizzo, Director, Acquisition Career Management (DACM). They focused on the future and strategic initiatives for the Department of the Navy (DoN) and the skills necessary to achieve and improve the overall mission to support the war fighter. As one participant recalled, "the speakers helped us understand our roles in the positions we hold and the importance of the development of these new acquisition workforce members."

Other briefings provided by the NACC staff included Recruiting for 2012, the Interim Performance Management System (IPMS), DAU/DAWIA, Performance & Conduct Issues and a Lessons Learned from 2011. Included was a brief on the new Pathways program which is scheduled to be available for recruiting starting late spring, early summer 2012.

NAVSEA gave a best practices brief by showing off their iNAVSEA tool. This website is an employee collaborative tool which contains information about NAVSEA, its organizational structure, site locations, department functions, rotation feedback, opportunities, training and workforce planning. There are several useful links for Interns, Associates, or any new hire on Benefits and Pay, Training, Travel. Also, there are links for employees directing them to other development program home pages. The future possibilities for iNAVSEA are endless.

Most of day two was spent discussing Post Traumatic Stress Disorder (PTSD) with our featured guest speaker Dr. Frank Ochberg. Dr. Ochberg edited the first text on treatment of PTSD, and served on the committee that defined PTSD. While the initial intent of this briefing was to educate managers about this condition which is common with Wounded Warriors, it quickly became evident that one does not have to be in battle to have PTSD. The participation from the crowd proved to give an invaluable perspective that many ordinary people suffer from this condition, in addition to our soldiers. The discussion from Dr. Ochberg was well received by all.

There were many enthusiastic reviews about the Career Field Manager Conference. As one participant stated, "I was very impressed with the level of effort and professionalism the organizers put forth toward this event. The information we obtain about the NADP and the acquisition workforce is invaluable".



Career Field Corner

Logistics – (LOG)

Erin Miller, DAWIA Civilian Community Manager, DACM

The Life Cycle Logistics (LCL) career field across the Department of Defense (DoD) is led by the Deputy Assistant Secretary of Defense for Materiel Readiness (DASD (MR)), Ms. Sue Dryden. In this role, she also serves as the Office of the Secretary of Defense Logistics Functional Integrated Process Team (OSD LOG FIPT) lead with representation across the DoD components. She is assisted by Bill Kobren from the Defense Acquisition University (DAU) who is responsible for developing and updating DAU LCL curriculum. Recent DAU Certification changes include the addition of SYS 101 to LCL Level I requirement; "four-course pick" between RQM 101, ACQ 265, BCF 215, LOG 204, addition of LOG 340 and one more day added to the resident LOG 350 course for LCL Level III requirements. FY13 Certification Training schedule is expected to be released in May 2012.

The Department of Navy (DoN) representative to the OSD LOG FIPT is CAPT Jerry Reid, the Executive Director at the Office of the Deputy Assistance Secretary of the Navy, Expeditionary Logistics Management (DASN (ELM)). He also serves as the DoN National LCL lead. In March 2012, the first DoN LOG FIPT was held with LCL representation from the SYSCOMs.

Many LCL workforce initiatives at the OSD and DoN level are ongoing to provide insight and understanding into the health of the community and achieve the DACM goal of DAWIA certification compliance of 95 percent. The LCL career field is currently ranked seven out of the fourteen career fields in certification compliance. Analysis is being performed by the SYSCOMs to determine if there are systemic barriers preventing the achievement of the DAWIA certification goals. In addition the SYSCOMs are developing LCL "career ladders" to visualize various career paths and options for their LCL workforce. Another option being explored for the LCL area is a position coding checklist, which would add more consistency and rigor in future reviews of potentially coded LCL positions in support of the recent Acquisition Workforce Process Improvement memo Feb. 23, (att.1) DoN Acquisition Civilian Coding Assignment Sheet.

Further implementations within the Logistics career field include the establishment of the Product Support Manager (PSM) position, which elevates lead logisticians as Key Leadership Positions (KLPs) in Major Defense Acquisition Positions supporting the PM. This was a requirement of the 2011 National Defense Authorization Act (NDAA). DASD (MR) hosted the inaugural PSM Conference last November to motivate dialogue among government officials, industry executives, and academia on integrating government and industry for improved product support. The next PSM Conference is scheduled for June 5-7, 2012.

For more information, please click here http://www.acq.osd.mil/log/mr/PSM_conference.html.

Logistics Resources and Tools

A completely revamped [Resources & Tools](#) site now is available on the Life Cycle Logistics Community of Practice ([LOG CoP](#)). In addition to newly added references, existing content has been restructured and reorganized under 13 focused topic areas.

To enhance navigation, the updated LOG CoP "Resources & Tools" site homepage has a new shortcut link (<https://acc.dau.mil/logtools>) and offers users an easy-to-use hyperlinked graphical interface. [Learn more.](#)

DAU News



Expanded Expedited Hiring Authority **Introduced for Entry Level (GS-7)**

Mike Runkel, Naval Acquisition Career Center, Recruiting Team Lead

The Office of Civilian Human Resources (OCHR) released implementation guidance for expansion of the Expedited Hiring Authority for Select Acquisition Positions on Dec. 14. NACC released process guidance to all SYSCOMS on Jan. 6 and provided step by step instructions for using this tool to fill current Fiscal Year NAIP and NAAP allocations. This new authority supersedes the former Expedited Hiring Authority of Feb. 12, 2009 for these same positions and was the former legal hiring authority used to hire all NAAP Associates under our program.



The Expanded Expedited Hiring Authority gives our SYSCOM's the ability to announce positions at the NAIP entry level (GS-7) in addition to requesting announcements for NAAP full performance level candidates (GS-11, 12, 13). Furthermore, the announcement period for both NAIP and NAAP will be two days. The two day period intends to reduce turnaround time for the generation of either the NAIP or NAAP selection certificate. Other highlights of this change include:

Entry Level (GS-7) NAIP:

- For NAIP series (i.e. 1102) that require a Bachelors Degree. Applicants must have achieved a 3.5 Grade Point Average for all course work within the degree. This Selective Placement Factor is a requirement to qualify.
- For those series without a positive education requirement (i.e. 346), the 3.5 GPA will be used as a Quality Ranking Factor to be used in determining which applicant is better qualified for the position.
- Disabled Veterans with a 10 point preference who meet Selective Placement Factors for series with a positive education requirement or minimum qualifications for those without will be placed ahead of all other candidates in the best qualified category regardless of assessment score results.

Full Performance Level (GS 11, 12, 13) NAAP:

- NAAP candidates will be assessed against basic qualifications of the position as determined by the Office of Personnel Management (OPM).
- Meet Quality Ranking Factors or Selective Placement Factors deemed critical for the position. This is based on input by the SYSCOM.
- Demonstrate successful job performance and provide evidence of specific technical experience and its applicability to the position requirements.
- Prior work must demonstrate that candidates possess knowledge, skills, and abilities at the "highly qualified" level.

All NAIP and NAAP positions hired under this authority will require public notice via USA Jobs. For more information, contact Dave Mailander, NACC Recruiting Division Head, (717-605-1029) or Recruiting Team Lead, Mike Runkel, (717) 605-2258.

Pathways Update

Dave Mailander, Naval Acquisition Career Center, Recruiting Division Head

Based on feedback from OPM, DoD can expect the Pathways Program to be implemented in May of this year. For our program, Pathways Recent Graduates Program replaces the former Federal Career Internship Program (FCIP) which was formerly the key tool used to hire NAIP interns. The new Pathways Recent Graduates program will provide another hiring option in addition to our current Delegated Examining Process to announce, select and hire Acquisition Workforce personnel. Recent Graduates covers:

- Individuals with qualifying degrees including technical education received within the last two years.
- Veterans eligible within six years of obtaining a degree
- Appointments not to exceed two years

We expect all qualifying NADP Recent Graduates to be converted to competitive service at the 24 month point. Program lengths of two to three years will not be changed and hence a three year program member will remain within his or her training program until scheduled graduation at the end of 36 months. Look for future updates to this subject over the next few months. For questions, please call Dave Mailander, NACC, Recruiting Division Head at (717) 605-1029.

Another Successful PMT 401 Navy Service Day!

Sylvia Bentley, Acquisition Workforce Manager, DACM



Our fourth Navy Service Day was conducted Feb. 14 in conjunction with the January PMT 401 Class held at Ft. Belvoir. The event is conducted with a two-fold purpose – to provide future Program Managers and Deputy Program Managers with DoN’s acquisition leadership priorities and guidance to ensure successful execution of our Navy Acquisition Programs; as well as, provide information on the Navy’s technical resources and capabilities available to support PMs in the execution of their programs. This latest Service Day also included a briefing from CAPT James Downey, DDG 1000 Major Program Manager, that provided the students with a first-hand account as to how “it all comes together” in the execution of one of our ACAT I Programs. This Service Day also provided our future PMs/DPMs with a Cautionary Tale of what NOT to do with government contracts.

Providing the group with a current PM’s perspective was CAPT James Downey; sharing how the information gleaned from PMT 401 Navy Day is used on a day-today basis.

Mr. Elliot Branch, DASN AP and seasoned expert on all things CON, talked to the group about Acquisition Contracting.



PMD VADM Skinner and PCD Mr. James Thomsen held an informative and insightful Q&A session.



Dr. Jim Colvard, RDT&E, spoke to the group about the philosophy behind our Naval Technical infrastructure and how PMs can use our Labs & Warfare Centers

Acting ASN(A) Katrina McFarland gave PMs sound advice and addressed the criticality of having well-developed AWF members within our Program Offices



Darden Completes 35th Navy Business Resources Management Program (BRMP)

Training Opportunity

Tom Cross, Senior Director, University of Virginia, Darden School of Business

The University of Virginia's Darden School of Business recently completed the 35th running of the annual four week Business Resources Management Program for Navy Officers (02-03) and Civilians (GS 09-11) in the Acquisition Workforce (Contracting/Bus-FM/Logistics). A total of 52 students completed the course in January 2012. The course is sponsored by Navy ASN(RD&A).

The Business Resources Management Program (BRMP) is an early career development activity. It provides a graduate level opportunity to further the professional competence development needed in current and future assignments. Those selected to attend the course return to their duties with the analytical techniques, concepts, and workable theories to help them function as a valuable member of their team by providing a broader practical understanding of the motivations, pressures and environments of the business executive.

The course focuses on case discussions of actual business management situations for study and decision-making combined with realistic simulations and negotiations. The course objectives are to provide students:

- a fundamental understanding and knowledge of American management practices, strategy formulation, operational and financial decision making, management control activities,
- the practical skills of business analysis and quantitative methods which are useful in the operations, marketing, and controllership activities of business, and
- an appreciation of the economic environment in which private business operates.

With such a solid foundation and valuable insight into the private enterprise system, students will be able to respond more rapidly and effectively to the complex analyses and decisions in daily activities. The course's design allows for increased understanding of the business manager's perspective on the strategic and operating challenges of the 21st century, enabling students to create value for all stakeholders in difficult situations.

Program Executive Office (PEO) Briefs

Josh Gruder, MIS Analyst, DACM



Over the past two years the DACM and the Principal Civilian Deputy (PCD) have met quarterly with SYSCOM Commanders and Executive Directors to discuss Acquisition workforce execution and POM planning. In an effort to widen the scope of communication, the DACM has reached out to the Program Executive Offices (PEOs) at each SYSCOM to share new DAWIA Initiatives in FY12 and changes to Acquisition policy from the recently published DAWIA Operating Guide. Additionally, the meetings provide an opportunity for the PEOs to discuss any workforce issues or concerns, and to share best practices with Acquisition leadership. The innovative work performed at each Program Office is integral to the success of the Navy and Marine Corps war fighters, therefore information sharing and collaboration between all levels of the AWF is paramount.

The DACM has met with each PEO at SPAWAR, NAVAIR, and NAVSEA, and will visit MARCOR in April. Key topics in the brief include the composition and structure of each PEO as well as the staffing and workforce qualifications of their ACAT I/II programs. Putting "more teeth" into qualification requirements, particularly for Key Leadership Positions (KLPs), was emphasized. The PEOs identified specific training and career development challenges, while coordinating with the DACM to take advantage of existing opportunities. Requirements and tips for meeting the FY12 DoN DAWIA Goals were discussed as well as reporting capabilities of AWF systems. These discussions have been extremely rewarding for both the PEOs and DACM and have resulted in not only identifying specific areas needing improvement and further professionalization of the AWF, but also highlighting successful initiatives and leveraging the processes behind them for wider use in the Acquisition Workforce.

Major Policy Changes for the Acquisition Workforce: DoN DAWIA Operating Guide, December 21, 2011

Jean Szutenbach, DAWIA Policy Consultant, DACM



During the past year, the DACM has been collaborating with DoN major acquisition commands to build on past improvements to better align DAWIA program policies with the Department’s strategic plan and goals.

One of the major products that has resulted from that collaboration is a revised DoN DAWIA Operating Guide published Dec.21, 2011. The policy changes in this Guide are the most significant ones made to the DoN’s Acquisition Career Management and Development Program since the DAWIA statute was amended in FY04. They cover almost all major aspects of the program and include, but are not limited to, such items as follows:

<p>CRITICAL ACQ POSITIONS (CAPs) Establishes new criteria for designating CAPs.</p>	<p>ACQ CORPS Changes DoN civilian grade eligibility to GS-13 or higher (or equivalent). Changes timeframe that Navy Officers selected as “Acq Corps Eligible” have to meet Acq Corps membership requirements—timeframe is within 1 yr of selection as an “Acq Corps Eligible.”</p>	<p>DAU TRAINING Changes DAU training priorities to ensure highest priority needs are met first. Establishes a “bumping” policy.</p>
<p>PERFORMANCE PLANS/APPRAISALS Adds that performance plans/appraisals for both Acq Workforce and their supervisors should include DAWIA program goals and requirements (such as Certification and Continuous Learning).</p>	<p>CIVILIAN CERTIFICATION LEVELS Changes civilian criteria for determining position certification levels—the level (I, II, or III) is based on duties and responsibilities.</p>	<p>CIVILIAN ACQ ASSIGNMENT CODING SHEET Requires DoN standardized coding sheet be attached to all Civilian Acq Position Descriptions and associated requests for personnel action.</p>
<p>EXPERIENCE Provides criteria for assessing acquisition experience gained in DoD positions that are not coded as Acq Positions, and acquisition experience gained in private industry/federal agencies (non-DoD).</p>	<p>SUBSTITUTING EDUCATION FOR EXPERIENCE -Requires that education be a graduate degree in a technical, hard science, business field, or acq-related education, e.g., ICAF(Acq), Test Pilot, Nuclear Power School, NPS. -Can be credited only if position experience requirement is equal to or greater than four year, or is required for current position or Mil MOS 8059.</p>	<p>CIVILIAN POSITION WAIVERS Delegates Waiver authority for most civilian CAPs to commands. Adds a limitation on waiver duration—waivers cannot exceed 24 months. Emphasizes a quarterly KLP/CAP Waiver Reporting requirement.</p>

For additional information, please contact your DAWIA Program Field Representative or Command Career Field Manager. The DAWIA Operating Guide can be found at:

https://acquisition.navy.mil/rda/home/acquisition_workforce/strategy_policy/dawia_op_guide

AJLD Course Availability!

Debbie Norcross, CL/AWTAP Program Manager, NACC

Continuous Learning Training Opportunity

Sign Up Today!
Spring/Summer 2012 schedule:

May 1-3	Pensacola
May 1-3	San Diego
May 15-17	Newport, RI
June 12-14	Port Hueneme
June 19-21	Philadelphia
June 26-28	Norfolk
July 17-19	Washington, DC
August 14-16	Patuxent River

The Acquisition Journeyman Leadership Development (AJLD) course:

- is a three-day course open to acquisition workforce members at the GS-12 through GS-14 level.
- is also open to GS-11 individuals who are Level II certified may be considered for our low fill classes on a case by case basis.
- has 30 seats available per class offering, and gives priority registration to acquisition intern supervisors, career field managers and acquisition associates.
- is a great way to not only gain valuable leadership skills and knowledge, but will also earn AWF members 20 Continuous Learning (CL) points.

For more information on this course, and to apply for the date and location of your choice, go to: <https://www.atrrs.army.mil/channels/navyedacm> then click Manage Career > DoN Continuous Learning > Log on to Register-Now then choose Class Schedule-View / Apply.

PCU Mississippi Successfully Completes Christening Milestone

Lt. Cmdr. Jennifer Cragg, Commander, Submarine Group 2 Public Affairs

GROTON, Conn. (NNS) - Pre-Commissioning Unit (PCU) Mississippi (SSN 782) sponsor Ms. Allison Stiller christened the ninth Virginia-class submarine during a ceremony at General Dynamics Electric Boat, Dec. 3. During her remarks, Stiller mentioned that this was the 38th christening that she has attended, but emphasized how special the day was for her. Ms. Stiller also serves the Navy as the Deputy Assistant Secretary for Ship Programs.

"All of the christenings have been special, but this will be the most special one that I will be a part of," said Stiller. "The ship may be made of steel and fiber and the finest technology, but the crew is what is most important."

Stiller christened the Virginia-class submarine with sparkling wine. Similar practices became a popular tradition as the 19th century ended, according to the Navy's History and Heritage Command. The first such occasion was when a granddaughter of Secretary of the Navy Benjamin P. Tracy used a bottle of champagne to christen Maine, the Navy's first steel battleship, at the New York Navy Yard, Nov. 18, 1890.

Keeping with tradition, 121 years later, the Secretary of the Navy Ray Mabus, a native of Mississippi, attended and spoke at the christening. He discussed the day's significance for the Nation, the great state of Mississippi, the Navy, and the Virginia-class submarine program. "For the men and women who built Mississippi and those who crew her, it is your work that proves an effective partnership between Navy and Industry can keep costs under control," said Mabus. Mabus reflected on the hard work and teamwork of the shipbuilders and crew to create a world-class submarine.

"It is the work of shipbuilders and the crew that guarantees our submarine force remains the best in the world. It is your work that assures that the Navy and Marine Corps stay the most formidable expeditionary fighting force the world has ever known," said Mabus. "And it is your work that guarantees freedom around the globe. When you look at this ship, you know American exceptionalism will not only survive, it will prevail."

In addition to the Secretary of the Navy and Ms. Stiller, other U.S. Navy officials attending the ceremony included Sean Stackley, assistant secretary of the Navy - research, development and acquisition; Adm. Kirkland Donald, director, Naval Nuclear Propulsion; Vice Adm. John Richardson, commander, Submarine Forces; Vice Adm. Kevin McCoy, commander, Naval Sea Systems Command; Rear Adm. Barry Bruner, director, Undersea Warfare Division; Rear Adm. David Johnson, program executive officer for Submarines; and Rear Adm. Rick Breckenridge, commander, Submarine Group 2.

During Richardson's remarks he reflected on the motto for the state and the warship, "By Valor and Arms - Virtute et Armis."



Ship sponsor Allison Stiller, left, prepares to christen the Virginia-class attack submarine Pre-Commissioning Unit (PCU) Mississippi (SSN 782) as John Casey, president of General Dynamics Electric Boat, looks on during a christening ceremony in Groton, Conn.

"What a terrific motto for a state and for a warship. It's terrific to be here in Groton to celebrate the christening of PCU Mississippi," said Richardson. "We just commissioned USS California in late October and she's already at sea. We're christening Mississippi today, and we have PCUs Minnesota, North Dakota and John Warner in construction right behind her."

State and local officials from Connecticut and Mississippi attending the christening included U.S. Reps. Steven Palazzo (Mississippi) and Joe Courtney (Connecticut); Mississippi Gov. Haley Barbour; U.S. Sen. Richard Blumenthal of (Connecticut); Matthew J. Mulherin: President, Newport News Shipbuilding; John P. Casey - President, General Dynamics Electric Boat. Breckenridge assumed command in August 2011 and reflected on major milestones achieved this year to include the commissioning of USS California (SSN 781), and now the christening of PCU Mississippi.

In October 2011, Stiller was invited by Electric Boat to turn the controls to let the water flow to float the submarine for the first time. Since the keel laying in 2010 when her initials were welded to inside the hull, Stiller has routinely visited the submarine and her crew. Her support exemplifies the submarine's motto.

"Every opportunity I have to spend time with the fine crew of the Mississippi on the deckplates of our boat is a true honor," said Stiller. "It is such a privilege to interact with the dedicated and highly motivated Sailors, officers, and shipbuilders bringing Mississippi to life."

For the full article, visit

http://www.navy.mil/search/display.asp?story_id=64139

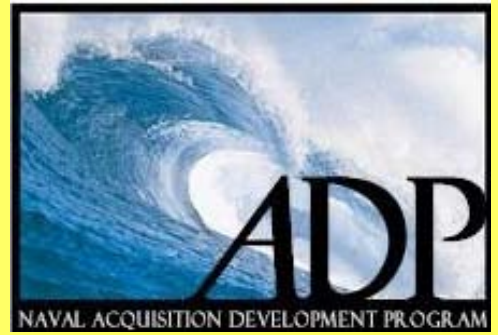
Share Your Experience: NADP Corner

Intern: Lauren Saft

Homeport: NSWC Port Hueneme, Virginia Beach Detachment

Rotation: US Army, Aviation and Missile Command (AMCOM) – Redstone Arsenal, Alabama

Background: I began my Naval Acquisition Internship in 2010 and quickly became familiar with the Navy's supply support and provisioning processes. I was appointed the lead for the "Navy Provisioning Training Working Group" an effort supported by the Provisioning Center of Excellence (PCOE). I researched and gathered historical data concerning the Navy's provisioning training role, and discovered that, in short, training for this important logistics task does not exist within the Navy. Along with my working group, and support from the PCOE, I'm in the process of creating criteria and establishing a training roadmap for Navy provisioners to follow and gain certification.



Provisioning is a logistical process that includes determination and acquisition of both spare and repair parts needed to operate and successfully maintain a system. Therefore, effective execution of the provisioning process is needed to ensure systems operate successfully and can be repaired quickly. The need for training and certification applicable to individuals who perform this duty is evident.

During the research phase, I worked jointly with the US Army and US Air Force exchanging provisioning training information. An opportunity was then recognized for me to fulfill my external rotation requirement, while also benefiting the US Navy and the Provisioning Training Working Group. The US Army, Aviation and Missile Command (AMCOM), offers to their supply support personnel a set of training courses carried out over seven weeks. AMCOM accepted my rotational request and enrollment into courses. Here, I will get the opportunity to not only receive formalized provisioning training, but also interact with supply support personnel, instructors, and receive hands-on provisioning experience. This will be extremely beneficial to the Navy's Provisioning Training Working Group in the areas of course content, development, funding, learning objective criteria, effectiveness, and lessons learned.

Properly trained personnel are key to functional implementation of any process. It is my goal to apply knowledge gained from my external rotation towards the Navy's future provisioning training and certification effort. Stakeholders include many Naval Systems Commands such as: NAVSEA, NAVAIR, SPAWAR, and NAVSUP. I look forward to contributing towards the education of Navy provisioners as well as providing the fleet with quality provisioning services.

Intern: Gabrielle "Gabe" Heinzmann

Homeport: Office of the Chief of Naval Operations (OPNAV N414) Life Cycle Logistician, Pentagon, Washington, D.C.

Rotation: Stakeholder Integration Team Member (N3/N4), Naval Supply Systems Command, Mechanicsburg, PA

Background: In August 2010, I joined the Naval Acquisition Intern Program as an Office of the Chief of Naval Operations (OPNAV N414) Life Cycle Logistician working at the Pentagon. This assignment provided exposure to all aspects of Acquisition-related Logistics and Total Ownership Cost work that OPNAV N414 leads for Navy. During this time I gained an understanding of weapon system requirements determination and governance by assisting to manage several key focus areas, including: OPNAV N4 representation in the Gate Review process; DoN Logistics Senior Leadership Forum/Human Capital Strategy; and Navy Affordability Initiative Process.

A workload shift in June 2011 facilitated my transfer to the Naval Supply Systems Command (NAVSUP) Headquarters in Mechanicsburg, Pennsylvania. My role as an analyst on the Supply Operations and Logistics Policy, Stakeholder Integration Team (NAVSUP N3/N4) includes providing Fleet stakeholders with information about the business process changes occurring as a result of the implementation of Navy Enterprise Resource Planning (ERP) Release 1.1 (Material Management). This assignment has allowed me to support the transition to Navy ERP by engaging in the following projects: N3/N4 Navy ERP metrics analysis; User Support Manual publication; and Fleet communications (Fleet ERP Update, Fleet Naval Messages).

I will begin an external rotation to the Supply and Tech Data branch of PMS 500L (DDG 1000 Program Management Office) in January 2012. This rotation will broaden my knowledge of the DDG 1000 program and provide exposure to field activities engaged in various aspects of program management, test and evaluation, and operations and support planning.

Two recommendations I offer to succeed as a NAIP Intern: 1) ask thoughtful questions in pursuit of enlightenment and 2) actively explore opportunities to excel. Do not be bashful; ask for policy explanations or acronym clarifications. The work in many assignments is not intuitive, and it is essential to be curious and gain as much knowledge as possible in every experience. Seek out opportunities to excel—no matter how large or small—as this will prove you can affect desirable outcomes. Success is a function of your ability, so do not leave it to luck, chance or others to uncover.

I want to thank the many wonderful mentors, supervisors, co-workers and NACC employees who continue to foster my professional growth. I am confident the NAIP will pay dividends for both the Navy and my career when I graduate in August 2013.

High Density Reactive Material

Dr. Jason Jouet, Research Chemist (Naval Surface Warfare Center Indian Head Division)

Mr. Kirk Jenne, Chief Technology Officer (Naval Surface Warfare Center)

Science and technology efforts at the Naval Surface Warfare Center – Indian Head (NSWCIH) funded by the Office of Naval Research (ONR) have resulted in the innovation of a highly energetic, structurally sound, insensitive reactive material. This novel material, termed High-Density Reactive Material or HDRM, is an optimized structural composite that has energy content much greater than that of common explosives.

Great benefit to weapons performance can be realized by using this material for weapons cases and components that are typically made from inert steel. Reactive materials used in place of the inert steel will considerably increase the lethality of a similarly sized weapon. Likewise, weapon weight and size could be reduced to achieve the same performance.

Formed using common conventional manufacturing techniques, HDRM can be formed or machined into small or large complex structures cost effectively. Because HDRM has the density of steel and structural properties of aircraft quality aluminum, it can be a direct replacement for steel with little or no design implications. HDRM can dramatically increase the area of lethality for fragmenting ordnance because the fragments deposit an added chemical energy that is many times that of steel fragments. These fragments penetrate targets and release substantial heat and pressure in a way that ensures greater likelihood of catastrophic kill.

HDRM is a technology advancement that allows weapons designers to exploit the form and function of multiple components in weapons, turning the dead weight of needed parts, such as cases and control surfaces, into an energetic enhancement. Incorporation of reactive materials technology into various ordnance systems throughout Department of Defense offers great potential to reduce size, weight, and acquisition costs, while increasing weapon lethality. HDRM represents an increase in available energy in a given package for a modest increase in production costs. The improvement in performance allows for less ordnance and fewer sorties to accomplish the mission, reducing overall costs. From large missiles and rockets to bullets fired from a small weapon, this Navy technology refined and advanced by the research team at NSWC Indian Head is a genuine game-changing innovation with cost savings for our future military forces.



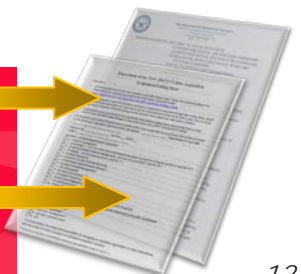
High speed video images capture the formation and launch of HDRM fragments from the detonation of a cylinder of HDRM filled with C4 explosive. The explosively formed HDRM fragments penetrate the steel witness panels and release chemical energy.



NEW ASN(RD&A) GUIDANCE POSTED ON THE DACM WEBSITE:

- New Department of the Navy (DoN) Civilian Acquisition Assignment Coding Sheet
- New Memo from ASN(RD&A), "Use of In-House Engineering and Technical Resources"
- New Slating Panel Guidance and Attachments

Find them over @ https://acquisition.navy.mil/rda/home/acquisition_workforce/strategy_policy





Military Edition

DACM Myth Busters' Mission: to clear up any widespread misconceptions in the AWF and address commonly misunderstood policies and procedures.

Myth #1: I'm a military AWF member, and per the guidance in the new DAWIA Operating Guide, I can substitute education for acquisition experience for any certification or qualification I might need, right?

Fact: Acquisition-related education can be credited towards a maximum of one year of acquisition experience provided the following:

- An individual is obtaining certification or meeting position requirements with an experience requirement greater than or equal to 4 years (generally for Level 3 certification, but some Level 2 certifications, but never for Level 1 certification)
- An individual must meet Acquisition Corps experience requirements for current position or MOS 8059

Acquisition-related education is defined as a graduate level degree in a technical, hard science, business field or acquisition related education ((ICAF, acquisition track), Nuclear Power training, Test Pilot School, Naval Postgraduate School). Acquisition-related education may only be credited for experience toward primary career field certification. Once credited for experience toward primary career field certification, education may not be substituted for experience requirements in subsidiary career field Certifications. (Source: DoN DAWIA Operating Guide, 21 DEC 2011, Chapter 14.4.)

Myth #2: Unrestricted Line Officers in the Navy must either be in an acquisition coded position or selected as an Acquisition Corps or Acquisition Corps eligible member to get Priority 1 for DAU training.

Fact: As of the 21 DEC 2011 DoN DAWIA Operating Guide (para 13.4.1), Active Duty Unrestricted Line Officers (URLs) that are Commander-command Screened receive Priority 1 for DoN DAU Training.

Myth #3: I need to register all my training in eDACM for Continuous Learning (CL) points.

Fact: Only acquisition related training counts for CL points. The intent behind DoN's CL program is to keep our acquisition workforce current on acquisition topics.

Have a question or myth you'd like busted? Email the DACM Desk: dacm.desk.fct@navy.mil for more info!

Conferences & Events

April						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

June						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

AWF Events

Government Holidays

19 APR	Acquisition Career Field Council
8 MAY	PMT 401 Navy Service Day
16-17 MAY	NPS Acquisition Symposium
5-7 JUN	DoD Product Support Manager Conference
15 JUN	SECNAV Acquisition Excellence Awards Ceremony

28 MAY	Memorial Day
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Director, Acquisition Career Management

https://acquisition.navy.mil/rda/home/acquisition_workforce Ph: (703) 614-3666 Fax: (703) 614-4262

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