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# DACM

## Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

### *Note from Principal Civilian Deputy, ASN (RD&A)*

In this uncertain budget environment which includes an indefinite hiring freeze of Civilian personnel, we need a strong, fully-trained, qualified workforce to perform the mission of delivering superior capability to our Warfighters. To that end, we have seriously invested in our Acquisition Workforce these past three years to increase our capability and capacity. To ensure we have continued success in meeting our mission, a key component remains the continued professional development of our Acquisition Workforce. If we remain committed to this, I strongly believe we have the talent and numbers to get the job done.

We are facing a challenging fiscal environment with significant reductions and budget uncertainty. While Sequestration took effect March 1, we still must continue to execute our mission. We are making every effort to protect our investments and minimize the negative impacts caused by the reduced resources. In this uncertain time, I ask that you remember our most important task – to ensure the Warfighters – the men and women deployed around the world – are equipped to defend our freedoms. Our Nation remains at war and Sailors and Marines are in harm’s way every day. That means that we must continue to put forth our absolute best efforts to ensure that the budget issues do not diminish our level of support.

In the days ahead, my priority is to guarantee that the Department of the Navy Acquisition Workforce (AWF) will do everything in its power to deliver the warfighting capability essential to our men and women in uniform to engage the enemy and win. Additionally we will plan for the challenges of tomorrow. Your daily efforts in research, development, testing, procurement, delivery and maintenance of the tools of war are vital. As stewards of the taxpayers’ money, we will always be mindful of opportunities to reduce costs. The fiscal environment we face is demanding, but I know that each of you is more than capable of meeting the challenges and continuing to provide excellent service to our Warfighters.

I will do my best to keep you informed of the latest updates to Sequestration, Hiring, and Furlough guidance, so that you can be properly focused on the tasks at hand. For the most recent information, please visit: [https://acquisition.navy.mil/rda/home/acquisition\\_workforce/fy2013\\_budget\\_uncertainty\\_guidance](https://acquisition.navy.mil/rda/home/acquisition_workforce/fy2013_budget_uncertainty_guidance)

The Navy and Marine Corps are the front line of our Nation’s defense. Each of you plays a crucial role in training and equipping our Sailors and Marines; thank you for the work you do every day.

**Mr. James E. Thomsen**



# Lessons Learned from a Hiring Freeze

*Ms. Pamela King  
Marine Corps Systems Command*



From September 2010 to January 2012, the Marine Corps Systems Command (MCSC) was under a hiring freeze. During this time processes and lines of communication atrophied, so that hiring actions were much less efficient when the freeze was lifted. As the Navy community enters a hiring freeze, MCSC offers lessons learned and recommendations to minimize negative impacts to staffing.

## **During the freeze:**

- Review the Command's billet structure, ensure the correct billet mix, and identify hiring priorities. Obtain approval of any changes to the billet structure and priorities for hiring, so that hiring actions can resume without delay and in priority order as soon as the freeze is lifted.
- Work with the local Human Resources Office (HRO) to document processes so everyone knows what to expect once the freeze is lifted. Ensure specific details of the status of Priority Placement Program (PPP) are provided by the HRO. Ensure position requirement documents are specific enough so clearing of PPP is easier and faster.
- Stage actions and set priorities for the servicing Human Resources Services Center (HRSC) and (HRO). We submitted nearly 80 actions at once and it was too much work to receive at one time; therefore, the actions were processed on a first in/first out method.
- Educate and collaborate with hiring managers about the various hiring authorities and flexibilities available. Provide checklists of what each package must include for each hiring authority, so all packages are complete when they are sent to the HRO for processing.
- Coordinate with the HRO to develop an electronic means to track and manage recruiting packages so metrics and status reports are easily provided when the freeze is lifted.

## **After the freeze was lifted:**

- We partnered with our HRO: We placed a Command employee in the HRO to help HR Specialists by providing non-specialized support for the initial period in processing personnel actions. This arrangement yielded several benefits: it provided some relief for the instant backlog that was created when we submitted all of our actions at once; it provided our staff with deeper understanding of how work is processed at the HRO; it gave HRO personnel better understanding of their customers' needs, specifically the acquisition workforce; across the board, it opened up the line of communications tremendously.

## **Continued challenges:**

- Certificate of candidates issued with unqualified and ineligible personnel
  - To allow quickest issuance of certificates, current process is to determine qualifications and eligibility on the back end of the recruit/hire action after a selection is made
  - Downfall to this process is often you go through the interviewing and selection phase only to find out the candidate is not qualified or is not eligible for the position
- Hiring actions pending documentation. To ensure efficiency in the hiring process, we are recommending HROs include deadlines with request to selectees for documentation.
- Priority Placement Program (PPP) status (clears and hits). Command needs more frequent refreshes of PPP status from HROs to work certificates in a timely manner.

MCSC is fully aware of the fiscal challenges facing our nation and has critically examined and streamlined our hiring processes for the future. Despite the hiring freeze we endured, our Marines remained capable across the spectrum of missions as a direct result of the men and women in our acquisition workforce. And we will remain fully prepared to meet the challenges of the financial pressures placed on us today. The Marines and Civilian Marines at MCSC are a ready force with the technical skills and competencies to ensure we deliver the most effective and affordable combat capability to our Marines.

## **DAU Certification Training – Exemption to Travel Restrictions**

*Tina Gutshall, DAU Registration Team Leader*

The 10 January 2013 memorandum from the Deputy Secretary of Defense, Dr. Ashton Carter, entitled “Handling Budgetary Uncertainty in Fiscal Year 2013” directs the components to curtail travel with the exceptions of mission-critical activities, to include those required to maintain professional licensure or equivalent certifications.



On 29 January 2013, Dr. James McMichael, DAU Acting President, issued a memorandum that provided detailed guidance and direction to the component’s Director of Acquisition Career Management (DACM) amplifying Dr. Carter’s direction in regards to centrally funded DAU student travel.

The memorandum gave component DACMs specific approval authority for DAU centrally funded student travel to attend DAU courses that are required for mandatory DAWIA certification. Additionally, it stressed that “Components must allow their acquisition workforce members to continue critical training as scheduled, when using DAU central funds.”

When student travelers apply for centrally funded student travel during the DAU course registration process, they must continue to abide by the strict DAU Cost Effective Location (CEL) algorithm. The algorithm designates cost effective locations factoring in travel, lodging and per diem rates for the training location and the student’s current duty station.

Department of the Navy and Marine Corps Priority One students requiring mandatory certification will be registered for their required courses and travel will be authorized and centrally funded by DAU if required.

### **DAU TRAINING DURING FURLOUGH:**

**DAU team in conjunction with Service DACMs has been working hard to restructure required DAWIA course curriculums into a condensed period of time due to current furlough guidance of 16 hours per pay period or 1 day per week for 14 weeks. DAU will notify its stakeholders, to include DACMs and Students, of any course date change due to Furlough 30 days in advance of Furlough start date.**

***NOTE: Students attending DAU mandatory certification training during furlough will follow the DAU furlough schedule.***

## **NADP Overcoming the Obstacles of Suspended Travel**

*Lauren Engle, Assistant Career Manager*

Despite sequestration, the Naval Acquisition Career Center (NACC) is proactively working to mitigate the suspension of travel and training costs. The NACC encourages Naval Acquisition Development Program (NADP) employees to move forward with their career development by collaborating with their command to identify local developmental experiences at no cost to the government.

Recently, a NADP Life Cycle Logistics (LCL) employee worked with their career-field manager to identify a local, no-cost external rotation with another command. The employee will remain local and still experience the benefits of a rotational opportunity by viewing various aspects of the life cycle. This will allow the employee to gain knowledge of new processes to broaden the view of LCL and potentially improve the workflow at the homeport command.

In addition to the familiarity of the base, a local rotation also provides the opportunity to network and interact with other professionals. It’s beneficial to understand how other local commands operate and how they connect and interact with the homeport command. Engaging the employee through learning experiences provides an opportunity to develop personally and professionally and is valuable whether across the country or within the homeport command.

# Career Field Corner

## The Marine Acquisition Management Professional Officer

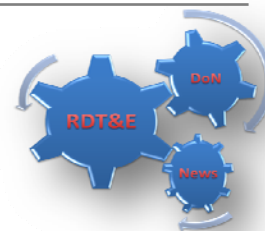
### *Two Faces, One Mission*

*Maior Chris Nicholson, MAD Acquisition Officer*

Created in 2004, the Marine Corps' Acquisition Management Professional Officer Primary Military Occupational Specialty (PMOS) 8059 consisted of both ground and aviation officers tasked with meeting "statutory requirements and (becoming) highly competitive for selection to program management positions of major defense acquisition programs for which the Marine Corps has a unique or vested interest" MARADMIN 348/04. Due to the legal requirements, Aviators who draw Aviation Career Incentive Pay (ACIP) require a PMOS that details their Duty Involving Flight Operations (DIFOP). In order to meet this requirement, the Marine Corps reclassified the 8059 PMOS into two PMOSs: 8059 for Aviators and 8061 for Ground Officers (MARADMIN 353/12). The new PMOSs now have separate Occupational Field Specialists.

The POCs for each PMOS are: Mr Rich Reager ([Richard.reager@usmc.mil](mailto:Richard.reager@usmc.mil)) for 8061 and Maj Chris Nicholson ([chris.nicholson@navy.mil](mailto:chris.nicholson@navy.mil)) for 8059.

## AH-1W Combining Gearbox Chafing Damage Repair Utilizing Low Pressure Cold Spray Deposition of Aluminum



*Dr. James Sheehy, Chief Technology Officer*

A Technology Insertion for Program Savings (TIPS) project sponsored by the Office of Naval Research (ONR) has yielded a significant ability to repair of AH-1W, UH-1Y and AH-1Z Combining Gearboxes. This effort was initiated to provide improved and expanded repair options for chronic mechanical damage (chafing) on the AH-1W Combining Gearbox magnesium housings. Chafing is caused by insufficient clearance between the gearbox housing and the adjacent carbon fiber engine inlet duct.

This Technology Insertion for Program Savings (TIPS) project defined the adhesion properties and developed process parameters for supersonic particle deposition (aka Cold Spray) of aluminum on magnesium housings. The Cold Spray process will allow repair of chafing damage at Intermediate Maintenance Facilities using Depot Maintenance personnel. Selection of low pressure Cold Spray technology allows for the insertion of commercial off the shelf hardware, minimal infrastructural requirements and lower support equipment costs. Cold Spray (supersonic particle deposition) is a low temperature, high velocity metallization process that is similar to older technologies like flame spray and more modern technologies like High-Velocity Oxy-Fuel (HVOF) Thermal Spray. The difference is that cold spray does not use combustion to accelerate and imbed the metalizing media into the substrate.

Nitrogen or helium is used to create a supersonic flow into which fine powder is injected and accelerated. The powder is accelerated to supersonic speeds and impinged on a target substrate. As the particles collide with the substrate, a mechanical, metallurgical bond is created within a very small heat affected zone. Subsequent deposition refines the material, relieving stress, increasing deposit density and building the coating thickness. The resultant coating is very dense, free from oxides and combustion products and does not significantly alter the substrate at the interface. The minimal heat zone / impact on substrate interface makes cold spray an ideal additive process for thermally sensitive materials such as magnesium and aluminum alloys that otherwise may not be repairable with welding or other high temperature processes.

The low pressure Cold Spray processes developed under this TIPS project will allow repair of chronic chafing damage of the AH-1W, UH-1Y and AH-1Z combining gear boxes. This process will allow dimensional restoration of chafing damage that exceeds the minimal thickness as defined by the chafing limits developed by the Original Equipment Manufacturer (OEM) by metallurgically/mechanically bonding a Commercially Pure (CP) Aluminum powder to the magnesium housing, resulting in a structural repair. This repair restores housing integrity by recovering a portion of the strength lost to chafing and mechanical damage.



# Acquisition Recognition

## CONGRATULATIONS!



### Announcement of new ACAT I Program Managers

Col. Steven Girard, PM of USMC Light/Attack Helicopter Program (PMA 276)

### Secretary of Defense Corporate Fellows

Congratulations to those selected as ASN (RD&A) fellows for the Secretary of Defense Corporate Fellowship Program for the academic year 2013-2014. These selections are for the ASN (RD&A) sponsored seats and are in addition to the two Navy and two USMC seats that are also provided as part of this program. The names of the selected officers for this program are:

- CDR Anthony K. Jaramillo, USN/1520
- CDR William J. Palermo, USN/1510
- LtCol William W. Yates, USMC/8059
- LtCol Bamidele J. Abogunrin, USMC/8061 (alternate)

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## DACM Chalice Recognition: DAWIA Certification Goal #1



This quarter's "DACM Chalice" will be awarded on the progress towards DAWIA Goal 1 – Certification that 95% of AT&L Workforce members be certified to the level required by their position within the 24-month grace period.

We want to recognize and congratulate **NAVSEA** as the SYSCOM with the highest certification compliance rate in the first quarter of FY2013. NAVSEA increased certification compliance by 1.3 percentage points in the first quarter of FY2013, achieving a rate of **93.1%**.

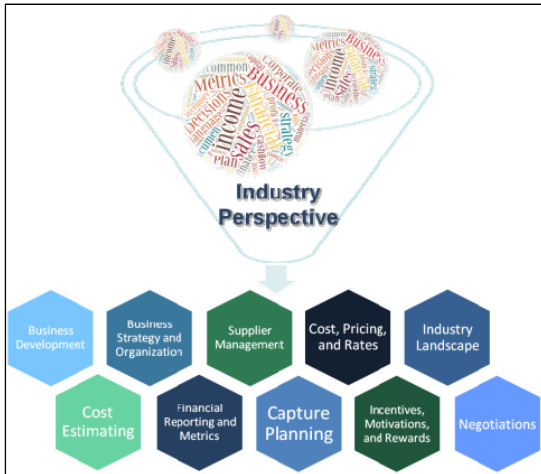
A special recognition and congratulations to **PEO Carriers** for being the first Program Executive Office to meet our DAWIA Certification Goal! PEO Carriers increased certification compliance by 10.3 percentage points in FY2012, achieving a rate of **96.7%**.

***Bravo Zulu to NAVSEA and PEO Carriers for their outstanding efforts in getting their acquisition workforce certified!***

# Increasing the Business Acumen of our Acquisition Workforce



Sylvia Bentley, Acquisition Workforce Manager, DACM



Understanding the perspective of our Industry counterparts is a key component to working successfully with them as we execute our acquisition programs. The recently introduced DAU course, **ACQ 315 Understanding Industry (Business Acumen)**, was designed to help our workforce gain that perspective. The 4.5 day course, designed for DAWIA Level III certified acquisition workforce members across all DAWIA career fields, takes the student through an industry perspective of balancing business decisions based on competing factors to keep the company profitable, predictable, and alive.

The course covers a wide range of topics including: industry orientation, organization, cost and financial planning, business strategy/development, supplier management, incentives, and negotiating strategies. By knowing the language of business finance; the business processes of managing and tracking costs; how prices are established; how companies plan ahead, prioritize

investments, engage to win government opportunities; and what motivates, incentivizes and rewards companies – adapted to the right negotiating strategies, are *all important* in leading to better business decisions for both the company and the government.

What you can expect:

- ✓ Learn the “business language” (language of finance) to better communicate
- ✓ Emerge with an understanding of how business strategies drive company operating plans
- ✓ Know what incentivizes companies, and how different motivations lead to successful negotiating strategies
- ✓ Learn strategies to enable best taxpayer value with a fair, reasonable profit
- ✓ Be better equipped to facilitate an executable, quality program

Bottom line, the language of finance, when better mastered and in sync between government and business, improves a program’s and company’s probability of success. Course Schedule:

Course#Class	Start Date	End Date	Locations
ACQ 315 952	6/24/2013	6/28/2013	HUNTSVILLE, AL
ACQ 315 001	7/15/2013	7/19/2013	KETTERING, OH
ACQ 315 003	8/12/2013	8/16/2013	FT. BELVOIR, VA
ACQ 315 002	9/9/2013	9/13/2013	SAN DIEGO, CA
ACQ 315 004	9/16/2013	9/20/2013	CALIFORNIA, MD

## Better Buying Power 2.0 Update

Joseph Oney, Financial Management Analyst



The Defense Acquisition University Hot Topic training forum on “Better Buying Power Training to Meet Defense Acquisition Challenges” held on April 9, at its Fort Belvoir campus was a great success!

Ms. McFarland, Assistant Secretary of Defense (Acquisition), kicked off the event providing an overview on the importance of Better Buying Power 2.0 during a time of increasing fiscal challenges and technological opportunities. Classroom training sessions presented information on successful cost-saving methods and ways to improve in areas of Should Cost Based Management, Stronger Partnerships, Performance Based Logistics, Open Systems Architecture, Recognition of Excellence and Contract Types. A clear message of changing our way of thinking by focusing on the quality of outcomes rather than the quantity of outputs, clarifying objectives more effectively and incentivizing the contractor was well received.

The half-day training forum was also available via VTC at 23 DAU regional campuses and sites, reaching more than 1000 workforce members. It provided three Continuous Learning Points (CLP) for continued DoD acquisition certification.

To view presentations and video from this Hot Topic Training Forum, please visit: <https://acc.dau.mil/april13htf>

To learn more about BBP 2.0, visit: <http://bbp.dau.mil/>

## NAVSEA Receives Record Patent Licensing Fee

March 7, 2013

*Dahlgren, VA.* (NNS) -- Naval Surface Warfare Center (NSWC) Dahlgren has been awarded \$500,000 for the licensing of five patents, the largest in Navy history, NAVSEA announced March 7.

The Navy received \$100,000 for the licensing of each patent from Kismet Mgmt Fund LLC. The technology was developed and patented by four NSWC Dahlgren employees and a civilian university professor.

"This historic licensing agreement with private industry is a result of our employees developing technological solutions to the challenges facing our warfighters," said Capt. Michael Smith, NSWC Dahlgren commanding officer. "These five inventions will further our mission as we use the upfront fees for research and development of new technologies to increase the safety of our fleet and forward-deployed warfighters."

All five of the patents contributed to the development of the High Performance Distributed Computing (HiPer-D) system. HiPer-D resource management architecture provides capabilities for real-time monitoring of computers, networks and software applications within a distributed computing environment. The architecture's key feature is the ability to monitor system performance coupled with the ability to dynamically allocate and reallocate system resources as needed.

Although the license to Kismet Mgmt Fund is exclusive, it applies strictly to the commercial sector. The Navy owns the patents and can allow nonprofit institutions to use them for research. The patents' technical transfer may also result in royalty income for the Navy if commercial product sales are made that include these patents.

The process enables the Navy to reward their researchers through licensing agreements. The inventors will receive \$130,400 - about 26 percent of the licensing fee. NSWC Dahlgren will apply the remaining \$369,600 to fund various licensing activities and research to develop more licensable technologies.

The five NSWCDD inventions are not new patents. The technologies were developed during the last 13 years with the earliest patent issued in May 2006.

"By its very nature performing research and development leads to some technologies being left on the shelf," explained Lorraine Kaczor, NSWC Dahlgren Technical Partnering Office Domestic Outreach lead. "Licensing these technologies to business partners gives them new life to find their place in commercially available products."

Navy technologies can benefit from licensing since the commercial products they are incorporated into are typically less expensive.

"In the final analysis, this benefits the warfighter," said Kaczor. "Our command's investments in these patents are a testament to our commitment in research and development."

The five patents, registered in the U.S. Patent and Trademark Office Federal Register, are: U.S. Patent No. 7552438 - Resource management device; U.S. Patent No. 7051098 - System for monitoring and reporting performance of hosts and applications and selectively configuring applications in a resource managed system; U.S. Patent No. 7096248 - Program control for resource management architecture and corresponding programs; U.S. Patent No. 7171654 - System specification language for resource management architecture and corresponding programs therefore; U.S. Patent No. 7181743 - Resource allocation decision function for resource management architecture and corresponding programs.

For more news from Naval Sea Systems Command, visit [www.navy.mil/local/navsea/](http://www.navy.mil/local/navsea/).

## **Share Your Experience: NADP Corner**

I began my NAIP internship a few years ago as a Business Financial Manager for NAWCWD. My first assignment was with IT, supporting overhead Direct Product Accounts and my next assignment was with Logistics, supporting the Weapons Maintenance program. It was a good contrast going from an overhead to a direct program. Most of the concepts were the same while the processes were a little different. The Lesson Learned: Just like acronyms, your job means something different in other places.



While attending the NADP Annual Conference in August 2012, I was fortunate enough to meet a member of the DACM staff. This encounter led to my current external rotation with the DACM office at the Pentagon. I was also able to set up my next external rotation with the Navy Audit Service at the Washington Navy Yard, after talking with another intern that was in the middle of a rotation with them. There was a great deal of information available at this conference, both from the presenters and the attendees. The Lesson Learned: Somebody has the answer you're looking for, but if they are not in your network you may not find it.

My experience with the DACM office was amazing! I have had the opportunity to experience so much more than I thought was possible. In fact, I really didn't know what to expect coming into it but I did have a few goals in mind. Rather than focus just on my career field, I wanted to explore the entire Acquisition Workforce (AWF) and experience a new point of view to see firsthand how policies and procedures are developed and flow to the different commands. I achieved all of that and more.

Each member of the staff invited me to sit and talk about their job responsibilities and what they do on a regular basis as well as attend the different FIPT (Functional Integrated Product Team) meetings with them. Each FIPT brings together representatives from DAU and the various DoD services and focus on a different AWF career field. This provided me with great insight into each of the career fields and their importance to the AWF.

I participated in a variety of projects, attended policy meetings and worked with the SECDEF Corporate Fellowship and Acquisition Excellence Awards (AEA). I had the unique opportunity to visit the Navy Acquisition War Rooms as they were integrated into the PMT 402 classes. I was even able to spend a week with the FMB-4 CIVPERS office and see a whole new perspective on the PPBE cycle and assist with the PB23 exhibit.

I couldn't have asked for a better experience! I have a much better understanding of the AWF, the history of the Navy and the future of Acquisition in the Navy. I want to thank the DACM Office, the FMB-4 Office and the NACC staff for sharing their time and experience with me. They went above and beyond my expectations! The Lesson Learned: Expect the unexpected and reach beyond your sight.

Additional lessons learned:

When lost in the Pentagon, keep on walking and you will eventually end up back where you started. Falling down the stairs will burn the same amount of calories as walking up them.

**Joseph Oney**

**Financial Management Analyst**

**Rotation: ASN (RD&A) Office of the Director, Acquisition Career Management (DACM)**



# Share Your Experience: NADP Corner

## Reliability, Availability, and Maintainability (RAM) Data Collection for AN/TPS-80 (G/ATOR) Radar

The Ground/Air Task Oriented Radar (TPS-80 G/ATOR) is an expeditionary, three-dimensional, short-to-medium-range multi-role radar designed to detect low-observable, low-radar cross section targets such as rockets, artillery, mortars, cruise missiles, and unmanned aircraft systems. The G/ATOR is being developed for the United States Marine Corps (USMC) by Northrop Grumman Electronic Systems (NGES), and fielded in three blocks and will be employed by the Marine Air Ground Task Force (MAGTF) across the range of military operations.



As a Logistics intern at NSWC PHD Virginia Beach Detachment, I was tasked as the lead RAM (Reliability, Availability, and Maintainability) Data Collection analyst. NSWC PHD Virginia Beach Detachment serves as the In-Service Engineering Agent (ISEA) for surface, air search, and navigational radars onboard ships and submarines for the Department of the Navy and is providing Acquisition Logistics and Test & Evaluation Support for G/ATOR. RAM performance is a critical attribute of G/ATOR to ensure the system can reliably complete its mission profile. In order to evaluate RAM, data in the form of Operations Logs, Maintenance Records, and Test Incident Reports (TIRs) must be collected during all developmental testing (DT) events. This data is analyzed in order to provide a system timeline which depicts the system status for every minute of every day. The system status totals are used along with TIR scores to calculate the RAM measures of performance.

It has been a tremendous learning experience for me to be directly involved in the collection and analysis of the G/ATOR RAM data. In addition, I have worked with the G/ATOR Reliability Working Group and have participated in Failure Review Board meetings where the TIRs are scored. The RAM data collection process has also enabled me to gain first-hand knowledge of how the radar operates which has been very rewarding. The first and second phases of DT of G/ATOR were conducted at Surface Combat Systems Center (SCSC) Wallops Island, Va., from July to December 2012. The third and final phase of DT and the Operational Assessment of G/ATOR will be conducted at Yuma, Ariz., through spring 2013. RAM data collection began last October 2012 and will continue through the end of DT. RAM performance has received high visibility within the G/ATOR Program Office, Program Executive Office Land Systems (PEO LS).

During the last week of phase 2 DT, the test team had the honor to host Brig. Gen. Matthew G. Glavy, Assistant Deputy Commandant for Aviation, who observed the functioning G/ATOR radar equipment in a test environment. It was gratifying to see how well PEO LS is supporting the Marine Corps by developing modern equipment like G/ATOR to replace legacy systems.

**Carol Buchan**

**Logistics Intern**

**Naval Surface Warfare Center (NSWC) Port Hueneme (PHD), Virginia Beach Detachment**



*Left, interns Lauren Saft and Carol Buchan with William E. Taylor (PEO LS), Brig. Gen. Matthew G. Glavy, (Assistant Deputy Commandant for Aviation, USMC), and Mr. James Smerchansky, (Deputy Commander, SIAT)*

*Interns from NSWC PHD, Virginia Beach Detachment (right) with USMC Radar Team*



## Graduation of Naval Acquisition Development Program (NADP) Employees During Hiring Freeze

Stephanie Patton, Assistant Career Manager

The Department of Navy's ongoing Naval Acquisition Development Program (NADP) develops new acquisition workforce members. Upon completion of the NADP program, employees graduate and transition from the NADP roles to their host Command roles.



On Jan. 14, the Office of the Assistant Secretary of the Navy (Financial Management/Comptroller) issued a memorandum announcing a hiring freeze for Navy commands. The ASN (RD&A) team worked very quickly to ensure that graduating interns would be able to transition to their permanent host command. These efforts were approved by the Assistant Secretary of the Navy (Manpower & Reserve Affairs) in a memorandum dated Jan. 28, which specifically exempts from the freeze the transition of NADP graduates from their development positions to their final landing positions within their host command.

With this guidance, Commands should continue to plan on performing pickup actions for their graduating NADP employees on time during this budget uncertainty. If commands encounter difficulty in execution, they should contact the Mr. Hugh Smith, Director of NACC.

To read the memorandums referenced, as well as other guidance on FY2013 budget uncertainty, visit the DACM website: [https://acquisition.navy.mil/rda/home/acquisition\\_workforce/fy2013\\_budget\\_uncertainty\\_guidance](https://acquisition.navy.mil/rda/home/acquisition_workforce/fy2013_budget_uncertainty_guidance)

# Calendar & 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						
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
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26	27	28	29	30	31	

June						
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24	25	26	27	28	29

### Acquisition Events

APRIL – OSD AT&L Packard Award Workforce Development/Achievement Solicitation Announcement  
 APRIL 9 – DAU Hot Topic Training Forum: BBP 2.0 Training  
 MAY 22 – MARCOR Acquisition Professional Officers All-Hands Meeting (Tentative)  
 JUNE – Eisenhower School (ICAF) 2013-2014 AY Selections Announced  
 JUNE 21 - SECNAV AEA Award Ceremony

### Federal Holidays

May 27 Memorial Day

### Director, Acquisition Career Management

[https://acquisition.navy.mil/rda/home/acquisition\\_workforce](https://acquisition.navy.mil/rda/home/acquisition_workforce)

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