



DACM

Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION

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Note from Naval Air Systems Command (NAVAIR)



At NAVAIR, we know how important it is for our acquisition workforce to have the capabilities it needs to help shape the future of naval aviation. That is why we place a strong emphasis on recruiting, training and retaining acquisition professionals with the skills and experience necessary to deliver naval aviation capabilities on time and at reduced cost. Securing our nation’s top talent can be challenging in today’s environment. By teaming with our hiring managers and human resource service centers, we have experienced success.

We have a long-standing approach of using the Naval Acquisition Career Center (NACC) intern program. Now, with the additional focus of increasing our acquisition workforce skills, we are leveraging additional interns/associates to develop our future acquisition corps and help deliver on our mission requirements. Through proactive partnerships with the human resource service centers, NACC, and NAVAIR career field managers, we have successfully attracted top acquisition talent command-wide.

On the education front, we’ve developed additional course curriculum for our budget/finance and test/evaluation workforce to enable our junior workforce to support our naval aviation operations more effectively. We’ve also partnered with the Naval Postgraduate School to provide a Master of Science in systems engineering degree program to develop our engineering talent and capabilities even further.

Growing future acquisition leaders is a top priority. Our NAVAIR Leadership Development Program helps shape our next generation of pioneers. Additionally, we’ve developed new career roadmaps and a new Career Guidebook to serve as tools to assist NAVAIR employees in better planning their career development.

Developing and growing our acquisition workforce is a key component to accomplishing our mission to support the naval aviation aircraft, weapons and systems operated by Sailors and Marines. I am proud to say NAVAIR’s acquisition experts are among the finest, most dedicated professionals in the acquisition business.

Mr. Gary Kurtz
NAVAIR Assistant Commander,
Corporate Operations and Total Force

Note from the DACM

In May, another successful PMT 401, “Program Manager’s Course” Navy Service Day was held, this time at the Pentagon. Assistant Secretary of the Navy for Research, Development and Acquisition (ASN (RD&A)) Mr. Sean Stackley spoke to the class, offering his insights from a leadership perspective. Other speakers included Program Executive Officer for Carriers, RDML Thomas Moore, current Program Manager CAPT Shane Gahagan, and Principal Civilian Deputy to (ASN (RD&A)), Mr. James Thomsen.

Mr. Thomsen offered the class of prospective and current Program Managers excellent insight into five key areas on which Acquisition leaders should focus. Borrowing from his talking points, I will share with you his thoughts from a total Acquisition Workforce (AWF) perspective.

(Continued on page 7)

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

DoN Awards Recognize Acquisition Excellence

From Defense Media Activity - Pentagon Bureau

WASHINGTON (NNS) -- Under Secretary of the Navy Robert O. Work recognized more than 50 individuals and commands for outstanding acquisition practices with a combined cost savings to the government of more than \$2.5 billion during a ceremony at the Pentagon June 15.

"We have a key mission to organize, train and equip a Navy and Marine team that is built and ready for war and operate[s] forward to protect the peace," said Work to the awardees. "The Secretary [of the Navy] and I are so thankful to have you in this department, doing just that, and making it the greatest Navy and Marine Corps in history. The amount of talent in this department, in this enterprise is just eye-watering and inspiring to me."

Assistant Secretary of the Navy (Research, Development and Acquisition) Sean Stackley was also present at the event and said the award winners had achieved much in the past year.

"These honorees have distinguished themselves this past year amongst those tens of thousands who contribute every day," said Stackley. "There are many great accomplishments across the board from the acquisition community with the incredible depth, breadth and the richness of the work that we do collectively across the department and across the world to meet the needs of the warfighter."

(The winners are listed on page three.)



For more on the AEAs, check out the full article at http://www.navy.mil/submit/display.asp?story_id=67859
Also be sure to visit www.navy.mil, www.facebook.com/usnavy, or www.twitter.com/usnavy.

FY11 Acquisition Excellence Award Winners

Rear Admiral Wayne E. Meyer Award:

Rear Adm. William Shannon, Program Executive Officer,
Unmanned Aviation and Strike Weapons

Rear Admiral Wayne E. Meyer Award:

Steve Caracciolo, Assistant Commander for Contracts,
Marine Corps Systems Command

Acquisition Professional of the Year:

Capt. Christian Becker,
Space and Naval Warfare Systems Command

Expeditionary Contracting Award:

Naval Supply Systems Command, Fleet Logistics Center
Yokosuka, Singapore and Hong Kong Contracting Team

Major Acquisition Activity Award:

Marine Corps Systems Command,
Common Aviation Command and Control System Program Office

Small Business Advocate Award:

Robert W. Hughes, Small Business Technical Advisor,
Naval Supply Systems Command

Office of Small Business Programs, Director's Award:

Naval Sea Systems Command, Naval Surface Warfare Center,
Carderock Division

Office of Small Business Programs, Secretary's Cup:

Naval Facilities Engineering Command

Department of the Navy Small Business Team Award:

Naval Sea Systems Command, Ocean Class Auxiliary General Oceanographic Research Team, Team members were Sara Devlin, Larry Driver, Caitlin Jarecki, Jessica Kirsch, Christopher MacDonald, Joseph Mackes, Jason Minett, Christina Zimmer, Karen Min, and Eun Park.

Expeditionary Contracting Team Award:

Naval Supply Systems Command, Fleet Logistics Center Yokosuka, Singapore, and Hong Kong Contracting Team, Team members were Clay Welker, Craig Hill, Philip Yip, Mark Smith, Wendy Wah, and Dickson Luk.

Competition Excellence Acquisition Teams of the Year:

Naval Sea System Command, DDG 51 Acquisition Team, Team members were Debbie Makle, Jackie Jones-Brame, Kathy Gidick, Neal White, Greg Pierson, Martha Rouse, Millie Lopez, Megan Moore, and Greg Smarrelli.

Naval Sea System Command, MK54 Lightweight Torpedo Competitive Contract Evaluation Team, Team members were Roderic Bragg, James Kalinger, Darnell Eaton, Cara Conlin, Renee Brooks, Bradford Crosby, Gerald Richards, Conan Simoes, Hector Lopez, and Jeffery Hanson.

Innovation Excellence Team of the Year:

Naval Air Systems Command, Harpoon Block II+ Program Integrated Product Team, Team members were Abigail Stokes, Dave Rivera, Cliff Pierce, Stephen Lucianetti, Mick Haskins, Justin Gallagher, Gabrielle Forte, Iris Brambila, Mike Battaglia and Chuck Adams.

Technology Transition Award:

Naval Air Systems Command, Cargo Resupply Unmanned Aerial System Integrated Product Team, Team members were Eric Pratson, Lori Frame, Diana Harritt, Glen Heisler, Andrea VanLanen, Greg Makrakis, and James S. Meade.

Technology Transition Award:

Naval Sea System Command/ Office of Naval Research/ Naval Research Laboratory Multifunctional Electronic Warfare Team, Team members were Betsy B. DeLong, Keith Krapels, Capt. Douglas Small, Capt. Ted Zobel, Ted King, Harold Ellis, Valerie Deeds, Gregory C. Tavik, Janine Knott, James Bell, James Irwins, Richard Perlut, and Richard White.



SYSCOM SPOTLIGHT: NAVSUP



CON 090 Tools for Success

Gina Brown, NAVSUP DAWIA Program Manger

When it comes to the Defense Acquisition University's (DAU's) *CON 090 Federal Acquisition Regulation (FAR) Fundamentals* residential course, the Naval Supply Systems Command (NAVSUP) has heard it all; from tough-to-pass tests, advanced and difficult-to-grasp curriculum, and a steep learning curve.

Several NAVSUP DAWIA Field Representatives, including Janetta Fox from NAVSUP Weapons Systems Support and Louise Beer at NAVSUP Headquarters, recognized the problem and the need for student assistance. NAVSUP/NACC Intern Melvin Ramos-Yambó, together with the NAVSUP DAWIA Program Manager, surveyed NAVSUP students who successfully survived and graduated from the CON 090 course. They provided their thoughts, ideas, hints and tips to help contracting interns and those new to the contracting acquisition workforce through their CON 090 journey.

The "CON 090 Tools for Success" brochure was designed to help prepare new contracting interns/trainees for the CON 090 course experience. Although NAVSUP has just started disseminating this tool to our contracting workforce, the response has been very positive. So much so, in fact, that Jennifer Townsend, NAVSUP FLC Sigonella, corresponded with the DAU CON 090 Course Manager, Mr. Don Mansfield, and sent a copy of the brochure. Mr. Mansfield likes the brochure and will make it available to all students.

This was certainly a joint effort throughout the NAVSUP Enterprise, and demonstrates NAVSUP's commitment to helping our Interns and other new contracting hires succeed.



About

FAR Fundamentals (CON 090) is a Defense Acquisition University (DAU) required course for NAVSUP Contracting Acquisition Workforce (AWF) members. The course is very challenging and literally immerses the student in the Federal Acquisition Regulations (FAR).

This CON 090 Tool Kit has been designed to help prepare new contracting interns/trainees for the CON 090 course experience.

NAVSUP students who have successfully graduated from the course have provided their thoughts, ideas, hints and tips to help you through your CON 090 journey.

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CON 090 Tools for Success

DEFENSE ACQUISITION UNIVERSITY
FEDERAL ACQUISITION
REGULATIONS (FAR)
FUNDAMENTALS

CON 090

RESOURCES

Memorize the FAR parts and titles:
<http://memorize.com/far-parts/sterling>

Former Student Class Blog:
<http://www.govloop.com/profiles/blogs/survival-guide-to-con-090>

FAR Site:
<http://farsite.hill.af.mil/>

"Government Contracts Reference Book: A Comprehensive Guide to the Language of Procurement."

ISBN 13: 9780808017400

Contracting Knowledge Site (CKS):
<https://www.navsup.navy.mil/cks>



Preparing for Pathways Program Update

Dave Mailander, Naval Acquisition Career Center, Recruiting Division Head

The Pathways Program Regulation established by Executive Order 13562 of Dec. 27, 2010 was approved May 11 and posted to the Federal Register. In order to accommodate implementation planning, the Office of Personnel Management (OPM) has established a sixty day implementation period that will conclude on July 10.



For the Naval Acquisition Development Program (NADP), we will leverage the Recent Graduates portion of this new Schedule D hiring authority. Prior to using this authority for recruitment and hiring under Pathways Recent Graduates, OPM and the respective Department of Defense (DoD) agencies will have to finalize a Pathways Memorandum of Agreement (MOU).

The Pathways MOU will describe how agencies will use each Pathways Program (i.e. Intern, Recent Graduates, and Presidential Management Fellow). Furthermore, it will identify processes associated with application and recruitment, demand signal, Pathways Program officials, roles and responsibilities and other key area associated with the management of candidates.

Because of the timing of this program release – coupled with the recruiting and hiring pipeline required to advertise, assess and place NADP candidates – we do not anticipate that the Pathways Recent Graduates Program will be viable as a hiring authority to use in FY12. However, that will not preclude the Naval Acquisition Career Center (NACC) in preparing the tools and mechanisms to immediately leverage the Pathways Program when available. System Command (SYSCOM) NADP Recruiting Working Group Members are receiving, at a minimum, monthly updates as they relate to Pathways and other key hiring initiatives and should be disseminating this information throughout your command.

The DACM and NACC continue to work with HRSC SE, OCHR and other key stakeholders on Pathways implementation. The following is a summary of the focus areas of Pathways and its impact on the NADP program:

- The Pathways Program length is typically a 12 month Excepted Service Appointment with special provision to extend to 24 months for programs requiring increased training time such as NADP. DoN is aware of our requirement and working this extension. Regardless of Pathways Program length, NADP members will remain within the centrally managed program for the balance of their assigned program length and graduate onto the Commands roles.
- The Pathways Program for Recent Graduates will require a Bachelors Degree for all NADP series hired under this authority (includes those series without a positive education requirement i.e. 346 and 501).
- Accelerated promotions are not authorized under Pathways and will preclude GS -7, 8XX series from coverage due to the promotion received after 6 months. Expect 8XX series to be covered by other hiring authorities already being used for the NADP Program (i.e. DE, E-EHA)
- Non-competitive conversions from Pathways Intern Program (formerly SCEP) to Pathways Recent Graduates Program are not authorized.
- Recruiting and Announcing of Pathways Recent Graduates positions will be executed using USA JOBS/USA Staffing.
- Announcements will be tied specifically to recruiting events. Announcements for “past events” are not authorized. Prior planning will be crucial to ensure that sufficient lead time is incorporated to ensure that your announcements are ready prior to the events. More information on this subject is forthcoming.
- Pathways Web Page can be found at: <http://www.usajobs.gov/studentsandgrads>
- Each Pathways Recent Graduate will have to sign a Pathways Participant Agreement that will depict information such as: work schedule, duties assigned, evaluation criteria etc.

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.

NAIP Information Technology (2210) Career Field Introduced

Mike Runkel, Naval Acquisition Career Center, Recruiting Team Lead

Earlier this year, SPAWAR held a Manpower Summit attended by both Principal Civilian Deputy (PCD) Mr. James Thomsen and DACM. From this Summit emerged the initiative to meet the perceived need of an Information Technology (IT) Intern career field to meet future IT and Cyber Acquisition Workforce (AWF) requirements.



The Naval Acquisition Career Center (NACC), in conjunction with representatives from SPAWAR, PEO EIS and NAVAIR, formed an Integrated Project Team (IPT) to build the program structure for the Information Technology Career Field in the Naval Acquisition Intern Program (NAIP). This effort launched as a result of feedback received from both commands requesting inclusion of the 2210 Occupational Series as key strategic hires within the Acquisition Workforce (AWF) centrally managed NAIP program. In April, the DACM announced this new series option under NAIP. Specifically this option includes the following parentheticals for the 2210 Series:

- Policy and Planning
- Enterprise Architecture
- Security

The NACC Career Management Team has established the Master Development Plan (MDP) structure for 2210 Series and Position Descriptions are in place for GS7 through GS 12 (Full Performance Level).

As part of this initiative and in parallel, the NACC teamed with OCHR to leverage a new assessment tool called “OPM Assess”. “OPM Assess” is a new web-based alternative applicant assessment method that interfaces with USA JOBS/USA Staffing and measures non-technical competencies which can be difficult to measure in a resume. In short, the result is expected to reduce the amount of time it takes to hire while increasing the quality of applicants and performance on the job. “OPM Assess” will be used exclusively for all 2210 Delegated Examining hires for the remainder of FY12.

Once you have requested a modification to your FY12 hiring plan incorporating this series, direct all Delegated Examining announcement requests for 2210's towards your NACC Recruiting Placement Representative. As a reminder: SYSCOM partners are required to identify a DAWIA Level III certified 2210 Career Field Manager for the geographic location in which you intend to place these personnel. All 2210 NAIP hires require an Acquisition billet within your command staffing structure.

Fulfillment of Contracting Courses via NPS Master of Acquisition & Contract Management Program

Sylvia Bentley, DACM, Acquisition Workforce Manager

Those who complete the Naval Postgraduate School (NPS) Master of Acquisition & Contract Management - 815/835 curricular programs and courses can now be granted fulfillment of Defense Acquisition University (DAU) courses required for Defense Acquisition Workforce Improvement Act (DAWIA) certification in Contracting. This has been made possible by a DoN Deputy Assistant Secretary of the Navy (Acquisition and Procurement) (DASN (AP)) and Director, Acquisition Career Management (DACM) joint memo signed on 27 April 2012 and agreement between NPS and DAU. Those who successfully complete the NPS program will be granted fulfillment of the DAWIA Levels I through III acquisition and functional training courses in Contracting. Then, once other requirements are met, students may then use their Service's standard process to apply for DAWIA certification in Contracting.

Training Opportunity

Note from the DACM

(Continued from page 1)



1. **Stability** - take inventory of how stable your requirements are and what they are going to cost - what are the risks associated with your work and how do you mitigate those risks? Also, while achieving the lowest cost possible is critical in these fiscally strained times, always ensure money spent equals value added to the AWF. Always ask: does the value justify the cost?
2. **Industrial Base** - in acquisition we often speak of “Understanding Industry”, or knowing industry cost structure and logic, but this is also applicable to our government counterparts and stakeholders. The point: understand the business of those on whom you depend to accomplish your work.
3. **Product Knowledge** – many of you have probably heard Mr. Stackley say, "Be the smartest person in the room." This applies not only to Program Managers, but to all levels of AWF members. Know your product, know your job, and understand how they fit into the big picture of research, development, and acquisition.
4. **Competition** - be creative in competition! By knowing your competition, specifically those who are doing similar work, you can improve your own product. Always look for ways to improve what you do. Along these lines, also encourage “Productive Friction” among your organization – question processes and constantly seek to improve.
5. **Alignment** - look to how well you are aligned to Congress, Resource Sponsors, the Fleet, and the Budget. Always question how well you are aligned to the organization as a whole, and if what you are doing is not aligned to the mission or your stakeholders, question why you are doing it!

I'll leave you with a few closing thoughts paraphrased by a recent Program Manager. “As a rule, remember that confusion breeds contempt; know your story, educate stakeholders; never assume everyone understands your program or your work. Work to better understand your stakeholders, audience, and customers’ perspective and address issues from their point of view to eliminate confusion. Similarly, never forget that credibility is the building block on which we all build our careers – it’s hard to gain, but easy to lose. And finally: know your work. In this ever-changing fiscal environment, we cannot afford to wait for a crisis to occur before understanding what it is we do and its impact. The Department of Navy AWF boasts some of the greatest acquisition talent in the world and by aligning our priorities to improve in the aforementioned five areas, we will undoubtedly continue down this path!

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

Better Buying Power Update

Symposium: The Limits of Competition in Defense Acquisition Research

Recent efficiency and affordability initiatives are the latest in a number of efforts to foster competition among DoD suppliers in order to hold down costs. The changes in the acquisition environment raise the question of whether or not competition is an efficient means of managing costs, especially in a single buyer market (i.e., DoD) that limits the options for suppliers.

The Limits of Competition symposium, to be held at the DAU Fort Belvoir campus Sept. 18-19, is intended to address these issues by bringing together international researchers and decision-makers to assess ramifications and risks of competition in defense acquisition and provide insights to inform related policymaking. [Learn more.](#)



New Web Based Training Available for Naval Acquisition Development Program Career Field Managers and Supervisors

Rob Praydis, Naval Acquisition Career Center, Career Management

After NAVSEA presented their new web based training (WBT) last January at the Career Field Manager's (CFMs) Conference, DACM and the Naval Acquisition Career Center (NACC) saw an opportunity to leverage this great training initiative for all of the Department of Navy (DoN) Acquisition Workforce (AWF). This WBT is for Naval Acquisition Development Program (NADP) Career Field Managers (CFMs) and Supervisors who mentor, train, and supervise NADP employees. The WBT provides valuable training broken into 12 individual modules with information on most every aspect of the NADP from Entry on Duty through Graduation of the employee. Modules include:



- | | |
|---|--|
| 1. Introduction | 7. Onboarding |
| 2. Logistics (How to use) | 8. Homeport Responsibilities |
| 3. NADP Overview | 9. Intern and Associate Development |
| 4. Roles and Responsibilities | 10. Training and DAWIA Certification |
| 5. Billet Allocation | 11. Rotational Assignments |
| 6. Pay Setting and Time Keeping Process | 12. Graduation and Permanent Placement |

By breaking the training into modules, the user has the ability to start and stop training one section at a time; should the user suddenly get inundated with a heavy workload, the system is designed as such that it will save the user's place so he/she can easily pick up where he/she left off at a later time. The user will also have the ability to review specific modules quickly and efficiently after completion of the course.

The genesis of this project began in the summer of 2010 when NAVSEA NADP Program Manager, Ms. Linda Harvey, recognized several weaknesses in the execution of CFM duties in the constantly expanding NADP program. As a result, Ms. Harvey and her supervisor, Ms. Joy Bird, developed and approved the NADP CFM/Supervisor web based training program. NAVSEA briefed this new training at the NADP Career Field Managers Conference in January 2012. Immediately, the value of this training was recognized and as a result, action was taken to modify the tool for use for the entire NADP.

These modules contain a wealth of valuable information in a well constructed, easy-to-use training module format. Completing these modules gives the CFM/supervisor additional knowledge and understanding of the NADP, allowing him/her to be even more successful. It is highly encouraged that all CFMs and supervisors who work with NADP employees complete the training. Additionally, if you are a supervisor in the AWF, you are also strongly encouraged to complete the training as the topics apply to the general workforce.

To access the training, log onto TWMS at: <https://twms.nmci.navy.mil/selfservice/>. Using the Navigation Bar on the left side, select "Online Training & Notices" under "Tools/Actions:" Then select the "Available Training" tab located in the center of the page. Scroll down through the available courses until you reach "NADP Career Field Managers (CFM) Training". The training modules must be taken in the order they are offered, however if you need to exit the training mid-module, you will be automatically directed to the spot from which you left off once you log in again. After completing the course, you will be provided a Certificate of completion.

If you have any questions or comments, please send them to NACC_CAREER_MANAGEMENT@NAVY.MIL with the subject line of "NADP Career Field Managers WBT".



Acquisition Recognition

CONGRATULATIONS!



Bravo Zulu to all those Acquisition Workforce members selected for promotion!



Samuel J. Heyman

SERVICE to AMERICA MEDALS

Congratulations to ASN (RD&A)'s very own **Mr. Elliott Branch**, who was recognized as a Samuel J. Heyman Service to America Medal finalist. The Service to America Medals have earned a reputation as the most prestigious awards dedicated to honoring America's civil servants whose important, behind-the-scenes work advances the health, safety and well-being of Americans.

Mr. Branch and the other finalists were honored in Washington, D.C. on Wednesday, May 9 as part of Public Service Recognition Week. Through savvy acquisition and procurement, Mr. Branch has ensured our warfighters have the right equipment when they need it, at the best possible value for the American taxpayer.

Medal recipients will be announced on September 13 at a Washington, D.C. black-tie gala. Visit <http://servicetoamericamedals.org/SAM/index.shtml> photos, finalists, and more information!

New ACAT I Program Managers

May 2012

- CAPT Scott Dillon – new PM for PMA 290, PEO(A)
- CAPT Donald Harder – new PM for PMW 150, PEO(C4I)
- CAPT John Lemmon – new PM for PMA 231, PEO(T)

June 2012

- CAPT David Goggins is new PM for PMS450, PEO(SUBS)

July 2012

- CAPT William Brougham is the new PM for PMS 397, PEO(SUBS)

Acquisition Promotions

FY13 Staff O-8 – Rear Admiral Staff Corps Selects:

- Katherine L. Gregory
- Kevin R. Slates
- Jonathan A. Yuen

FY13 Staff O-7 – Rear Admiral Selects (Lower Half):

- Douglas G. Morton
- David R. Pimpo
- Donald L. Singleton

FY13 Line O-8 – Rear Admiral Selects (Line):

- Richard D. Berkey
- Joseph W. Rixey
- James. J. Shannon

FY13 Line O-7 – Rear Admiral Selects (Lower Half):

- Brian K. Antonio
- Luther B. Fuller
- David J. Hahn
- John P. Neagley
- Paul A. Sohl

ASN (RD&A) Hosts Acquisition Executive Development Program

Development Opportunity

David E. Burgess, Director of the Naval Air Systems Command Cost Department

The Assistant Secretary of the Navy for Research, Development and Acquisition (ASN (RD&A)) hosted the Acquisition Executive Development Program at the University of North Carolina (UNC) in Chapel Hill, N.C., June 3-8. The 50 program participants represented a cross-section of the Department of Navy (DoN), with some participation from other Department of Defense agencies as well, and included: O-6/GS-15 major program managers; O-7/SES program executive officers; resource sponsors and requirements personnel; and contracts and financial management personnel.

The five-day course is sponsored by ASN(RD&A) for the purpose of increasing the participants' understanding of industry's mindset, performance indicators, market valuation and pressures, financial processes, governance and leadership processes, executive compensation/incentives, and supply chain corporate strategies. Stated simply, the course is designed to provide acquisition executives with a greater understanding of defense contractor motivations and decision-making processes. The goal has been to provide knowledge to align government and industry to achieve a "win-win" by balancing reasonable financial compensation to companies in the defense industry with the ability to provide mission critical products and services to the warfighter on or ahead of schedule and on or below cost. In today's fiscal reality, obtaining this balance or "sweet spot" between buyer and seller is challenging, yet critically important.

ASN (RD&A)'s Acquisition Executive Development Program is monitored via participant feedback, which is used to improve the curriculum, and continues to receive high marks. To date, ASN (RD&A) has been through five iterations of the course resulting in 232 participants having completed the program and going on to apply significant tangible programmatic benefits to the Navy. The semiannual program is held in the spring and again in the fall, and supports between 45-50 participants. The next program will commence on Oct. 21st and run through Oct. 26th. Participants are nominated via their chain-of-command, and ASN (RD&A) then selects participants from those nominated.

Inaugural DAWIA Goal Achievement "DACM Chalice" Recognition!

In an effort to incorporate some friendly competition and improve DoN overall achievement of meeting its FY12 DAWIA goals, the DACM and SYSCOM DAWIA Program Directors (DPDs) came up with the idea to award the "DACM Chalice" each quarter to the SYSCOM with most improved or highest achievement against the DAWIA goal categories.

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

This quarter, we want to recognize and congratulate NAVSEA for having the overall highest Certification Compliance rate of **92%**! Bravo Zulu to NAVSEA's outstanding effort in getting their acquisition workforce certified and compliant!



DACM

feature



For more on the DAWIA Goals, check out the [official memorandum](#) on the DACM website.

Share Your Experience: NADP Corner!

Associate: Bill Jordan

Homeport: Fleet Logistics Center (FLC) Norfolk, VA

Background: My name is Bill Jordan, and I currently work as a Procurement Analyst for Fleet Logistics Center (FLC) Norfolk, Va. After serving in the Navy for 27 years – as a Storekeeper Chief Petty Officer and later as a Supply Corps Lieutenant Commander – I retired and quickly entered the private sector workforce. For two years, I worked for a small ship repair company as a Logistics Department Head. After serving in the Navy as long as I did, I missed working side-by-side with Sailors and aboard ships. Also, government contracting and logistics are very structured, based on law and regulation, and I enjoyed working within that structure to support our fleets. I very much wanted to return to government service, specifically in the contracting field.



The experience I gained serving in a variety of platforms – ships, submarines, special warfare commands and Explosive Ordnance Disposal units – provided a great deal of knowledge and experience for me, and helped me gain the opportunity to serve in my current position. However, it was not easy to get here. After applying for many jobs through USA Jobs, I discovered the Naval Acquisition Career Center (NACC) program at a job fair. I submitted my package in January 2010, was soon interviewed, hired as an Associate, and began working here at FLC Norfolk in April 2010. The process was very quick and smooth, though I must say the interview was a little intimidating. Based upon past interviews, I expected one or two people, but during this interview there were six division directors and other FLC members present. It was a challenging task, but I made it through.

Once hired, I worked with the Procurement Performance Management Team (PPMAP). For the following two years, I completed online Defense Acquisition University (DAU) courses, attended resident courses, and worked toward completing Defense Acquisition Workforce Improvement Act (DAWIA) Level II Contracting Certification. Between courses, the PPMAP Team provided training for me as a procurement analyst, performing reviews of commands that were delegated procurement authority by NAVSUP. I had experience in the Government Commercial Purchase Card Program (GCPC) program, but I was not as knowledgeable in administering Delivery Orders and Simplified Acquisition Procedures (SAP).

I completed the course requirements for DAWIA Level II in February of 2012, and graduated from the Associates Program this past May. It has been an interesting and enjoyable process, and I received exceptional support and guidance from coworkers, my supervisor, and the chain of command at FLC Norfolk.

Intern: Michelle Miller

Homeport: Marine Corps System Command, Quantico, VA

Rotation: Department of Navy Office of the Director, Acquisition Career Management (DACM)

Background: I began the Naval Acquisition Internship Program in January 2010 as a Contracts Specialist for Marine Corps Systems Command. During my time in the intern program I have had the opportunity to rotate to three different product groups within my Command. Each product group provided a unique set of experiences, the combination of which has allowed me to work on a variety of contracts at many different stages of the procurement process, and at different levels of complexity ranging from small purchases to major systems acquisition.

For my external rotation I was fortunate to spend three months in the Pentagon at the Department of Navy Office of the Director, Acquisition Career Management. This rotation significantly broadened my contracting knowledge and experience as well as expanding my overall understanding of the acquisition workforce community.

The entire staff of the DACM office is incredibly welcoming and helpful. Each member of the DACM staff took time to include me in some portion of their work. During my time there I was invited to participate in a variety of projects and attend numerous meetings and events, the sum of which provided an insight into the Department of the Navy and the Acquisition Career Field that I could not have gained in any other rotation. I chose this rotation partially because of my interest in acquisition policy. Throughout my time there I was repeatedly exposed to the process of writing and implementing new policy as well as circumstances that result in changes to existing policy.

During my time at the DACM office, I was able to use my knowledge of the acquisition process, and of contracting, to assist them in defining their support services requirement and creating the Procurement Requirements Package. Throughout the process I was able to work closely with the key stakeholders to provide insights into the relationship between the contents of the requirements documents and the resultant contract that would support their requirement. This experience provided valuable insight into the work done by those in the Program Management career field and was extremely valuable in expanding my knowledge of contracting.

I cannot thank the DACM office staff enough for taking the time to ensure that I was included in so many aspects of the work done by their office and the personal attention that each of them showed in my development as an acquisition professional.

***The DACM Office currently has an opening for an NADP rotation in August 2012!
Contact the DACM Desk for more information DACM.Desk.fct@navy.mil***

MCAS Camp Pendleton Tour

Glenda Riggs and Steven Dufresne, NACC Interns

Last April, Logistics Intern Chris Certain took a group of 12 Naval Acquisition Career Center (NACC) Life Cycle Logistics and Contracting Interns from SPAWAR HQ and SSC Pacific on a tour of the Marine Corps Air Station, Camp (MCAS) Pendleton. MCAS Pendleton is a full service Air Station that handles both rotary and fixed wing aircrafts. MCAS Camp Pendleton is home to the Marine Aircraft Group 39, which is comprised of nine Organizational Level Helicopter maintenance squadrons, one Naval Aviation Maintenance School, and Marine Aviation Logistics Squadron (MALS) 39. The Air Station is home to five models/types of aircraft, the UH-1N, UH-1Y, AH-1W, AH-1Z, and CH-46E.

Mr. Certain provided a preliminary itinerary, and an overview of Logistics essential role in providing Operational-Level maintenance and training to the Fleet. Beginning at the Marine Light Attack Helicopter Training Squadron 303 (HMLA/T 303), the primary pilot and aircrew training squadron for UH-1 and AH-1 aircraft, the interns were met by civilian Maintenance Control Manager Timothy Reed. Mr. Reed provided a detailed overview of the squadrons' mission and how it directly supports Fleet operations. Furthermore, he discussed how top-level Logistics management decisions directly impact daily activities at the squadron level. After the introduction presentation, the interns were provided a tour of the squadron facilities and observation of flight operations. Down on the shop floor, the interns were allowed to see and touch the respective aircraft models in various stages of repair. During this time, Mr. Reed explained the differences and improved capabilities between the old, legacy AH-1W and the new, upgraded AH-1Z.

Continuing onto the Intermediate-Level maintenance facility, the interns learned about the MALS 39 which provides aviation logistics support, guidance, planning and direction to marine aircraft group squadrons on behalf of the commanding officer. Additionally, the squadron provides logistics support for Navy funded equipment in the Marine Wing Support Squadron (MWSS), Marine Air Control Group (MACG), and Marine Aircraft Wing/Mobile Calibration Complex (MAW/MCC).

Moving on, the tour group observed the Maintenance Control Department, aircraft repair hanger, Ground Servicing Equipment (GSE), and the Aviation Life Support Systems (ALSS) work center. Tour guides described each department and provided an open forum that allowed the interns the opportunity to interact with Marine Corp maintainers at each work-station. Discussions ranged from the various uses of ground service equipment to de-icing aircraft to servicing hydraulic systems. Additionally, the ALSS Department Production Control Sergeant, SGT. Horn, provided an in-depth description of support-specific equipment for pilots and aircrew. Included in his brief was how Human Systems Integration (HSI) was incorporated into the engineering and development of airmen's safety equipment such as breathing systems, saltwater beacons, and life rafts. Seeing our Programmatic efforts in use by the Fleet reinforces the fact that we must ALWAYS keep the warfighter in mind when making top-level decisions.



Special thanks to Captain Della Gallia and Captain Kono for welcoming the SPAWAR interns and allowing them to tour the MCAS Pendleton facilities! This experience enabled them to understand the connection between the decisions made in the Program Office and the direct impact to the warfighter.

NRL Designs Robot for Shipboard Firefighting

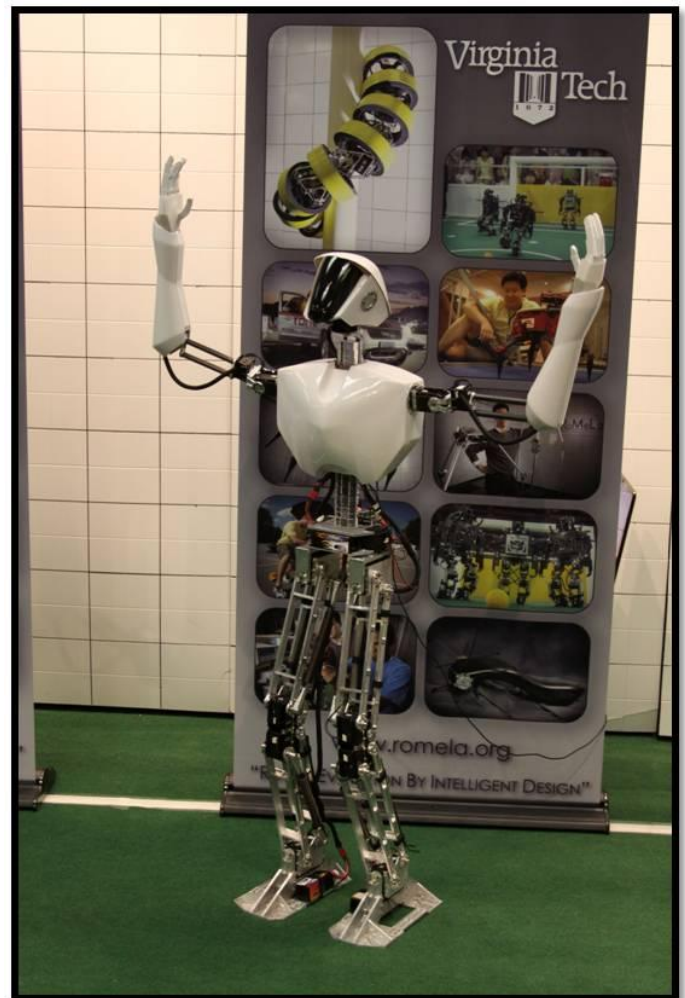
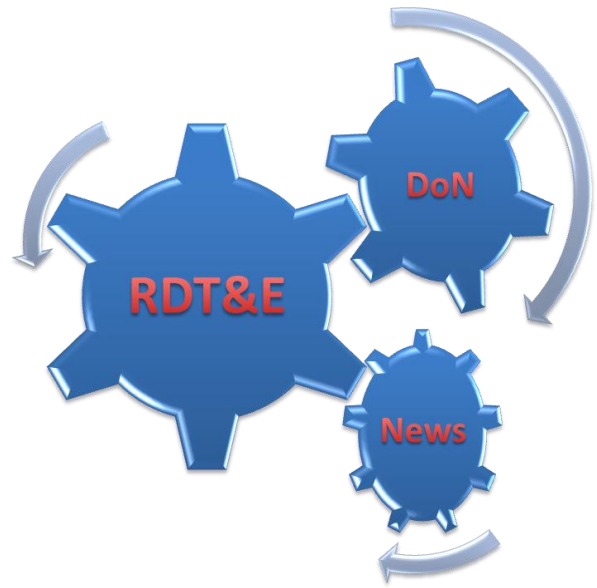
Donna McKinney, Naval Research Laboratory Department

To advance future shipboard firefighting capabilities, scientists at the Naval Research Laboratory have formed an interdisciplinary team to develop a humanoid robot that could fight fires on the next generation of combatants. A humanoid-type robot was chosen because it was deemed best suited to operate within the confines of an environment that was designed for human mobility and offered opportunity for other potential warfighting applications within the Navy and Marine Corps.

The firefighting robot, called the Shipboard Autonomous Firefighting Robot (SAFFiR), is being designed to move autonomously throughout the ship, interact with people, and fight fires, handling many of the dangerous firefighting tasks that are normally performed by humans. The humanoid robot should be able to maneuver well in the narrow passages and ladderways that are unique to a ship and challenging for most older, simpler robots to navigate.

The robot is designed with enhanced multimodal sensor technology for advanced navigation and a sensor suite that includes a camera, gas sensor, and stereo infrared camera to enable it to see through smoke. Its upper body will be capable of manipulating fire suppressors and throwing PEAT (propelled extinguishing agent technology) grenades. It will be battery powered, with enough energy for 30 minutes of firefighting. Like a sure-footed sailor, the robot will also be capable of walking in all directions, balancing in sea conditions, and traversing obstacles.

Another key element of the SAFFiR development is to allow damage control personnel and the robot to work cohesively as a team. Algorithms are being developed to allow autonomous mobility and decision making by the robot as a team member. To enable natural interaction with a human team leader, the robot will have multimodal interfaces that will enable the robot to track the focus of attention of the human team leader, as well as to allow the robot to understand and respond to gestures, such as pointing and hand signals. Where appropriate, natural language may also be incorporated, as well as other modes of communication and supervision.



The Virginia Tech CHARLI-L1 robot. NRL's firefighting robot will be a follow-on version to this one.

*For more on the SAFFiR, check out NRL's website:
<http://www.nrl.navy.mil/media/news-releases/2012/nrl-designs-robot-for-shipboard-firefighting/>*



CONGRATULATIONS!



Congratulations to **Dr. James McMichael**, who was recently named **Acting President of DAU!** Congratulations & best wishes to **Mrs. Katrina McFarland** on her confirmation as the **Assistant Secretary of Defense for Acquisition**. Thank you for your service as President of DAU!

AT&L Project 3 Focuses on Elevating the Status and Prestige of the Acquisition Workforce

Aaron Hutson, Defense Acquisition University, Human Capital Initiatives

The Honorable Frank Kendall, Under Secretary of Defense for Acquisition, Technology, and Logistics (AT&L), initiated nine projects at the Feb. 2012 Senior Leader Offsite.

Project #3 is focused on the Defense Acquisition Workforce with an objective to “Elevate the Status, Prestige, and Professional Standards of Acquisition Personnel - Focusing on Key Leaders.” The Honorable Katrina McFarland, Assistant Secretary of Defense for Acquisition and Ms. Rene’ Thomas-Rizzo, Department of Navy, Director of Acquisition Career Management, Acting Director, AT&L/Human Capital Initiatives (HCI) from April 16 – June 29, 2012, are the co-leads for the project #3 initiative. Mrs. McFarland and Ms. Thomas-Rizzo held an April 19 kick-off meeting and broke out the Project #3 initiative into four teams.

Competency

Team #1 is focused on competency and chaired by Ms. Barb Smith from the Defense Acquisition University. The vision for team #1 is, “Everyone who touches acquisition in a meaningful way is qualified in the skill sets required to achieve successful acquisition results.” Pilot programs are ongoing for the Acquisition Qualifications Standards system and functional proficiency system. Initiatives are currently in development for contingency contracting and the Defense Contract Management Agency Technical Competency Assessment Tool.

Accountability

Team #2 is focused on following competency with accountability and is chaired by Ms. Clothilda Taylor, Deputy Director for AT&L Administration. The problem statement that team #2 is addressing is, “Effective execution of Department acquisition programs must be supported with accountable achievement of strategic business goals and maintenance of professional development standards.”

Leadership Qualifications

Team #3 is addressing the issue of setting the right standards and selection processes, and has focused on Key Leadership Positions (KLPs). Team #3 is chaired by Ms. Rene’ Thomas-Rizzo. Team #3 is focused on elevating the prestige of KLPs throughout the Department of Defense. The team is also working to establish the necessary qualifications, attributes, unique functional competency requirements, and position expectations for all key leadership positions in DoD.

Aura of Prestige

Team #4 is focused on Creating the Aura of Prestige, Status, and "Fraternity/Sorority" for members of the Acquisition Workforce. The team is chaired by Ms. Joan Sable, Chief, Acquisition Career Development Division, U.S. Army Acquisition Support Center (USAASC). Team #4 has introduced a number of exciting initiatives designed to increase the prestige of the Acquisition Workforce to include: Providing incentives that are tied to program success, prestigious follow-on assignments for successful leaders, and increased visibility of acquisition awards.

The project #3 initiatives are off to a great start, thanks to the leadership from Mrs. McFarland and Ms. Thomas-Rizzo.



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[Click here](https://acquisition.navy.mil/home/acquisition_workforce) or visit:
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Calendar & Events

July						
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| 4 JUL | Independence Day |
| 25 JUL | SPAWAR Slating Panel |
| 1 AUG | DAWIA Program Director (DPD) Meeting |
| 14-15 AUG | 2012 Intern Training Symposium |
| 22 AUG | NAVSEA Slating Panel |
| 3 SEP | Labor Day |

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