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# DACM

## Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

Mass Communication Specialist 2nd Class Mark A. Leonasio

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



Reading and listening to the comments and testimonies of our Department of the Navy (DON) leaders, I am reminded, more than ever, that we have an acquisition workforce (AWF) that is very talented, dedicated, resilient and making a tremendous impact on the efforts of our Sailors and Marines. As noted in a joint testimony before the Senate Armed Services Committee (SASC) in March:

- "In 2013, we had 48,000 Sailors and Marines standing watch around the globe."
- Additionally, it was commented that "The design of the new Ford class carrier improves fighting capability, survivability, operational availability and quality of life for Sailors while reducing crew and aviation wing size and decreasing total ownership cost by approximately \$4B per ship."

Every day our AWF of 53,700 professionals, work tirelessly to ensure Sailors and Marines maintain the technological edge over our adversaries by providing the right weapons, systems and platforms for the mission. From the Virginia-

class submarine to CANES to the P-8A, the collective effort of the AWF is making tangible differences where it counts- at the tip of the spear. Staying atop of requirements and technological changes requires a team of professionals with steadfast resiliency and deeply rooted purpose, and our AWF has repeatedly demonstrated they have the resiliency needed. As the bar of what it takes to remain an effective member of the AWF continues to rise, those same professionals demonstrate a commitment to excellence and meet every challenge.

Over the past few years, the resiliency of the AWF has been tested. While the work of acquisition professionals has always been rigorous, the prolonged period of fiscal uncertainty culminating in furloughs and a government shut down added to the challenge. Like others, we have seen some effects of the challenges faced, such as attrition in the AWF. We have taken aggressive steps to begin to reverse the effects, and now have targeted hiring goals in place and recruitment and hiring tools to help us reach the individuals with the skill sets desired.

While we may one day forget the recent strug-

gles we've faced, we will always remember the twelve members of our workforce who lost their lives during a shooting at NAVSEA headquarters on September 16, 2013. Now more than 18 months later, the resiliency and dedication of our acquisition team are clearly evident as NAVSEA personnel start anew in the Humphreys Building, aptly named after Joshua Humphreys, who effectively began our Navy with the design and construction of six frigates.

As the Commander, NAVSEA recently noted "They are the scientists, engineers, designers, contract officers and acquisition professionals who oversee the construction of our newest ships, and do much of the repair work on our in-service ships." And as the Secretary of the Navy commented "[Our AWF] help design our ships, aircraft and equipment and are critical enablers of our forces. Without them, we literally would not have a fleet to put to sea."

James E. Thomsen  
Principal Civilian Deputy  
Assistant Secretary of the Navy  
(Research, Development & Acquisition)



Beverly Hilarides christens the Humphreys Building, Building 197, during a Feb. 2, 2015 ceremony at the Washington Navy Yard. The event marks the first time employees are returning to work in the building nearly 17 months since the tragic events of Sept. 16, 2013. Looking on are her husband, Vice Adm. William Hilarides, commander of Naval Sea Systems Command; Rear Adm. Katherine Gregory, commander of Naval Facilities Engineering Command; and Bill Deligne, executive director of Naval Sea Systems Command. Photo by Scott Adam.

## NAVSEA Employees Return to Navy Yard

Brian Leshak, NAVSEA Public Affairs

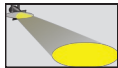
WASHINGTON (NNS) (Feb. 2, 2015) -- Forty-three million seconds, 725,000 minutes, 12,000 hours, 504 days, 72 weeks or one year, four months and seventeen days. However the time is interpreted, it is a long time to be away from home, but that is how long employees from the Naval Sea Systems Command (NAVSEA) have spent away from theirs, since the tragic shootings of Sept. 16, 2013 at the Washington Navy Yard (WNY).

NAVSEA Commander Vice Adm. William Hilarides officially opened the doors to the command's newly renovated workplace during a christening ceremony held Feb. 2 on the steps of the Humphreys Building, Building 197.

"Seventeen months ago we got knocked down. But, we didn't stay down. We returned to work, kept NAVSEA going, supported the fleet, the Navy and each other," said Hilarides during the christening ceremony.

"We did so thanks to numerous people both at the Navy Yard and in the neighborhood. Though today is about looking forward and getting back to where

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**SYSCOM SPOTLIGHT**

# Competency Alignment at the Naval Sea Systems Command

**William J. Deligne, Executive Director  
Naval Sea Systems Command**

As I write this, 70,000-plus people at the Naval Sea Systems Command (NAVSEA) are hard at work ensuring we meet our mission. It's a significant mission. We're charged with designing, building, and maintaining the Navy's ships, sensors, and combat systems that serve as our front line of national defense. As an Echelon II Command, NAVSEA's roles and responsibilities are assigned under Secretary of the Navy Instruction 5400.15C and the Office of the Chief of Naval Operations. With annual budgets of roughly \$30 billion that fund hundreds of programs from small, short-term, projects to several of the largest ACAT programs in the federal government, our resources, too, are significant. Our challenges to attract and retain the right workforce and manage the tools and processes that allow us to execute our programs on schedule are constant. Keep in mind, these delivery schedules also have the requirement to come in at or below costs and to maintain the requisite technical and quality standards.

To ensure the command remains focused and on-task, we rely heavily on our competency alignment strategy, the grouping and connectivity of our professional communities within NAVSEA that enables some of the most forward-leaning research and development efforts in the Department of Defense. Through competency

alignment, each of our major skill sets in the acquisition workforce can assess current needs and develop specialized "pipelines" that begin with the first day of employment and provide a career path that moves our employees from, essentially, trainees to journeymen/women, and ultimately to experts in their field. Within NAVSEA, our robust and flexible training program also allows our people to transfer from one competency to another. This helps ensure we retain our top performers and offers them a career track that suits both their needs and the well-being of our larger organization.

Competency alignment has another significant benefit – knowledge retention. Common tools and processes developed and shared within our competency communities mean we routinely spend less time re-inventing the wheel. Common tools and processes translate into common approaches and enable a stronger focus on planning and executing our programs. Because of the high return on investment we've experienced, this is an area where NAVSEA is directing a lot of energy.

Last year, we established our Acquisition and Commonality Directorate led by Rear Adm. Tom Kearney to actively seek out common products and practices that would offer opportunities for a more efficient organization. One of our more notable success stories is in our logistics community with the establishment of what we call our Logistics Competency Functional Board. Originally established by Capt. (ret) Bob Reichart, this



board brings together senior logisticians from across NAVSEA now under the direct supervision of Capt. Mark Escoe who reports to Rear Adm. Kearney. The consolidation allows NAVSEA to identify and reduce duplication of efforts, to streamline processes, and to establish a focused competency for this critical effort.

I am excited about the work of the competencies. Our adversaries are inventive and determined. For NAVSEA, that translates into an increasing demand from the fleet for more sophisticated ships and systems in a budget environment that, at best, will remain flat for the foreseeable future. Therefore, we must improve our process and find ways to work "smarter" to meet those needs. Competency alignment is one way NAVSEA has found to streamline our process to develop the "right" workforce: keep the right people focused on the right work. While much has been accomplished, challenges and opportunities remain, and I believe this work is a critical and foundational element of our high performing acquisition workforce.

## NAVSEA from page 1

we belong, we'll never forget those we lost that terrible day. They will always remain a part of us, the Navy, and NAVSEA."

Following Sept. 16, employees were displaced across the Washington D.C. metro area as authorities conducted a multi-month investigation inside Building 197. A decision was quickly made to renovate the building upon conclusion of the investigation, but it would be more than a year before the workforce could return.

With employees working in borrowed workspaces in neighboring commands or teleworking from home, NAVSEA leadership worked feverishly to find a way to bring the workforce back together under one roof until the Humphreys Building could be repaired and renovated.

Coincidentally, just a few blocks away, at Buzzard Point in Southwest Washington, D.C., members of the U.S. Coast Guard were vacating their headquarters building and moving to a new location.

NAVSEA leadership worked with the General Services Administration to put together an occupancy agreement allowing NAVSEA to temporarily move into the building. The 850,000-square foot building, dubbed by employees as "NAVSEA West," would serve as a temporary workplace for nearly 2,800 employees until renovations were completed. "The building really fell into our laps and it could not have come at a better time," said Hilarides.

With employees back together under one roof, the temporary move to NAVSEA West was symbolic of the workforce collectively taking their first step forward together. The year that followed would prove difficult for many, both emotionally and logistically.

"We've been here for a little more than a year now and we've obviously had our challenges, coming and going, but it's been a good

year, a year to prepare ourselves, both spiritually or emotionally to go back," said Capt. Karin Vernazza, director, NAVSEA Total Force Management, one of the NAVSEA employees who returns to the Navy Yard this week. "I believe we're stronger and better prepared to handle the challenges ahead. Over the past year we have grown closer as a result of the incident and we are committed to our mission to get the job done. That's what we're all about, supporting the fleet, so now it is about going to go back to where we belong - in the Navy Yard."

NAVSEA's workforce will continue to transition back to the Navy Yard in the coming weeks. The last wave of employees is scheduled to return by the end of March. While it won't be the first time many employees have been in the building, it will have a new look and feel.

In addition to repairing the damage, building renovations were also made. They include a new main entrance, a remembrance area and redesigned atriums. NAVSEA's renovation team also made a concerted effort to maintain the historical facade of the building.

Hilarides explained that among his priorities of helping to restore normalcy, he wanted to ensure the building had a new sense of space, felt safer and brighter for employees and also had a space for employees to reflect.

"The Remembrance Area inside the building is the physical manifestation of that truth. It's also a place where those of us who were physically and emotionally affected by the 16th can go for quiet reflection and healing," said Hilarides. "Getting to this day hasn't been easy. It's been a long road - physically, mentally and emotionally but we're back. Our work home is complete."



# NUWC Keyport

## Managing Obsolescence: So You Don't Have To

### NUWC Keyport Public Affairs

When the Virginia-Class Program Office (PMS 450) called Naval Undersea Warfare Center Division, Keyport (NUWC Keyport) for assistance in determining component availability for a power supply within the internal communication system, NUWC Keyport responded by leveraging various information sources and technical disciplines to provide a complete supportability assessment of the item. This assessment identified whether the part was still in production, its ability to be repaired, demand history, reliability data, and a series of recommendations and actions that would ensure the part remains a viable component for use on Virginia submarines until the next planned technology refresh or insertion of the system. This information allowed the program office to determine how best to posture their system's support over its planned service life, and incorporate this strategy into future budget submissions. Successful conceptual forecasting of this manner would not be possible without the practice of obsolescence management.

Sometimes used interchangeably with Diminishing Manufacturing Sources and Material Shortages (DMSMS), obsolescence management refers to proactively planning for the life cycles of components used to produce or maintain long field-life products and systems. A proactive obsolescence management strategy ranges from actively monitoring the viability of critical system components to performing strategic technical refreshes that eliminate or minimize obsolescence.

Performing proactive obsolescence management realizes high returns on investment due to early notification of discontinued system parts and components while



identifying the most potential solutions. "The function of obsolescence management has always been around," said Charles "Chuck" McQuillan, NUWC Keyport's project manager of the Virginia-Class Submarine Technology Refresh Integrated Product Team (IPT). "But only in the last few years has it become a discipline."

NUWC Keyport's pioneering work in obsolescence management began 30 years ago, when the command formed a team to manage obsolescence issues associated with submarine combat and sonar systems. The need for this new technical capability quickly expanded, and soon the team was tasked with addressing obsolescence issues for other submarine, surface, and aviation platforms.

"Keyport's expertise in obsolescence management is a great example of the Warfare Centers' full spectrum capabilities," said Donald McCormack, Executive Director, Naval Surface and Undersea Warfare Centers. "It demonstrates our ability to develop innovative technical solutions to solve challenges even before they arise."

To effectively manage the growing amount of data needed for these projects, NUWC Keyport developed a web-based tool called the Obsolescence Management Information System, or OMIS. The tool maintains part records for a variety of systems and monitors electronic components, custom designed parts, commercial off-the-shelf (COTS), mechanical parts, and software. Obsolescence cases created and maintained in OMIS allow for collaboration between programs in finding and implementing solutions. OMIS also tracks and reports the required metrics for active case management: type and cost of resolution, number of cases opened and closed, and respective cost avoidance.

In 2005, after independent validation by the Defense Microelectronics Activity, OMIS was endorsed by the Deputy Assistant Secretary of the Navy (Logistics) as a recognized system for managing DMSMS issues for the Navy. Currently, OMIS is a Navy-approved application providing DMSMS management support for NAVSEA, Naval Air Systems Command, and U.S. Marine Corps programs, as well as for private parties under a Center for Industrial/Technical Excellence Joint Partnership Agreement. The application has continually grown to meet the demand for managing obsolescence and now contains data for more than 50 systems DoD-wide.

NUWC Keyport manages the obsolescence program for the Virginia-Class submarine, and has a team solely dedicated to that project, comprised of experts from depot engineering, with experience in supporting the repair of submarine systems, and experts from the in-service engineering agent, who provide integrated logistic support for submarines in the fleet.

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**CAPT David Kohnke and Technical Director Alan Kent of NUWC Keyport took the opportunity to recognize Keyport's Team Submarine, December 18, 2014 for their achievements by presenting a Letter of Commendation to each team member.**  
Photo by Breanna Zinter, MRC.

## Retiring NUWC Keyport Employee Receives DMSMS Lifetime Achievement

Charles "Chuck" McQuillan, NUWC Keyport's project manager of the Virginia-Class Submarine Technology Refresh Integrated Product Team (IPT), was awarded the Diminishing Manufacturing Sources and Material Shortages (DMSMS) Program Lifetime Achievement award for his contributions towards improving obsolescence management for the Navy at the annual DMSMS Conference on December 2, 2014, in San Antonio.

McQuillan, a graduate of North Dakota State University, has been at NUWC Keyport since 1983. An

electrical engineer by training, he's worked on a variety of projects and platforms from jets to, of course, submarines. He began his career working in combat systems depot operations, "learning from the ground up," he said. McQuillan particularly enjoyed working on new acquisition programs: "New acquisition programs are great... there is an enhanced incentive to resolve issues quickly so they don't affect the construction schedule."

In addition to his various job duties, McQuillan also earned his Certificate in Public Management

from Indiana University in 2000 and became a Navy Defense Acquisition Corps Member in 2006.

McQuillan plans to retire from government service at the end of 2015, a fact noted on his award nomination, which noted, "Chuck's near-term retirement will be a significant loss for this IPT and the Virginia-Class program and as a whole for the DON. In addition to his corporate knowledge and technical expertise, Chuck provided extensive mentoring with a warm personality to all those around him within the DMSMS community."



## Science & Technology



An autonomous unmanned surface vehicle (USV) transmits real-time targeting data to an Aegis weapon system that engaged a target on the Potomac River Test Range with the MK34 5 inch/62 caliber gun weapon system during a surface warfare integration test. U.S. Navy photo by Patrick Dunn

# “NISE” Funds Support New Surface Warfare Capability With Weapon Systems Integration

John Joyce, NSWC Dahlgren Division Public Affairs

DAHLGREN, Va. - (NNS) – Navy officials – confident a new technological capability tested on the Potomac River Test Range will transform surface warfare – are looking ahead to its future impact in the Fleet.

Their outlook, however, would be clouded if the live fire test featuring unmanned vehicles and the Aegis weapon system never occurred.

Fortunately, Navy Innovative Science and Engineering (NISE) funding ensured that the military and civilian leaders could see technologies supporting the science of integration guide gunfire onto distant targets at a Sept. 29, 2014 event.

NISE funding permitted Naval Surface Warfare Center Dahlgren Division (NSWCDD) scientists and engineers to research, develop, test, and evaluate the new integrated surface warfare capability in a maritime environment over the past 12 months of this effort's initial phase.

“This demonstration was a fantastic example of the utilization of internal laboratory NISE funds to educate our junior workforce while exploring technical gaps between traditional system funded development and mission level integration to fully demonstrate a kill chain,” said Neil Baron, NSWCDD distinguished scientist for combat control. “We also demonstrated a tangible example of proactively designing interoperability and integration into our surface Fleet's future warfighting capabilities.”

For the first time, unmanned surface and air vehicles – integrated with naval guns and the Aegis combat system - relayed targeting data to operators engaging fictitious threats on the Potomac River Test Range.

“This is a major first step in demonstrating an integrated surface warfare capability utilizing unmanned vehicles in support of the key engagement functions of plan, detect, control, engage and assess,” said Baron. “We are working hard at focusing on the integration sciences to deal with mission engineering challenges for surface warfare.”

Specifically, Baron and his team of Navy scientists and engineers used the science of integration to make surface warfare systems interoperable with unmanned air and surface vehicles, allowing naval gunnery to receive streaming identification and shot correction data.

“It's a spectacular example of how scientists and engineers are enabling new technologies for the warfighter,” said Baron. “NISE funding was critical to the successful demonstration as an enabler of the integration needs between the individual systems used to detect, control, engage and assess the target threat – demonstrating the full sensor-to-shooter kill chain.”

Surface warfare officers evaluating the technology joined civilian technologists at the event to prove the Navy can bridge interoperability gaps - known as the interstitial space - between complex system-of-systems.

“The ability to send a small, persistent unmanned system down range in



An MK45 5-inch lightweight gun fires on a fictitious threat on the Potomac River Test Range during a surface warfare integration test Sept. 29. Naval Surface Warfare Center Dahlgren Division (NSWCDD) engineers relied on unmanned surface and air vehicles to guide live gun fire onto distant targets, demonstrating a new integrated surface warfare capability in a maritime environment. U.S. Navy photo by Patrick Dunn.

hostile territory for real-time gun or missile engagement spotting and targeting is needed by warships,” said NSWCDD Engagement Systems Department Military Deputy Cmdr. Marc Williams. “The technology has the potential to be important for surface ships, especially relating to Aegis weapon system, Naval Surface Fire Support, and surface warfare.”

Williams - the surface warfare tactical action officer for the experiment - ordered a gun engagement on a fictitious threat based on identification and targeting data he saw streaming from an unmanned surface vehicle.

At that point, the commander used a deployed Scan Eagle unmanned aerial vehicle's streaming video data to spot, precisely target, engage and continually support reengagement through gun targeting corrections to the MK160 gun weapon system operator.

“Scan Eagle has been deployed on guided missile destroyers for years to provide persistent electro-optical and infrared surveillance,” said Williams, adding that, “it has been used for Naval Surface Fire Support spotting to walk gun rounds onto an enemy target, but not in an automated fashion like in this experiment.”

Williams used a Navy technology called Visual Automated Scoring System (VASS) to instantly correct the gun targeting.

The NSWCDD-patented system is an automated, computerized tool for determining gunfire miss distances using video data. With a non-line of sight weapon system, VASS allows the gunner to adapt gun pointing angle and converge gunfire onto a target without hav-

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# NSWC IHEODTD conducts production acceptance test of Tomahawk missile

## NSWC IHEODTD Public Affairs

INDIAN HEAD, Md. (NNS) – The Navy's Tactical Tomahawk missile, underwent a successful production acceptance test, March 19, using Functional Ground Test (FGT) capability at Naval Surface Warfare Center Indian Head Explosive Ordnance Disposal Technology Division's (NSWC IHEODTD) Large Rocket Motor Test Facility in Indian Head, Md.

The Tomahawk Land Attack Missile — managed by Naval Air Systems Command's (NAVAIR) Program Executive Office for Unmanned Aviation and Strike Weapons (PEO(U&W)) – is an all-weather, long-range, sub-sonic cruise missile used for land attack warfare, and is launched from U. S. Navy surface ships and submarines.

"This latest FGT – which is the 84th we've conducted in the past 25 years – was in support of the RGM-109E Block IV, Vertical Launch System (VLS) full-rate production lot acceptance," said NSWC IHEODTD's Michael Spriggs, senior engineer and FGT test conductor.



Video screen capture from a Tactical Tomahawk missile Functional Ground Test at Naval Surface Warfare Center Indian Head Explosive Ordnance Disposal Technology Division's (NSWC IHEODTD) Large Motor Test facility in Indian Head, Md. High-speed cameras document the missile's progress throughout the event. U.S. Navy photo.

"For the test, we used a single, representative missile from the full-rate production line to demonstrate the capability of this lot to perform mission requirements. The data we collected from the test will be used to verify the manufacturing processes and quality of missiles produced."

During the test, the missile is exercised at the system level as it would be in an operational flight through the detonation command, except that the missile is restrained in a specially designed test stand and is equipped with an inert warhead.

"After 'launch,' real-time, six-degree-of-freedom accredited mission simulation software provides inputs to the missile's guidance system to mimic flight, targeting and detonation. The missile 'flew' for about an hour and 45 minutes before it successfully acquired the target," said NSWC IHEODTD FGT software lead Mike Gardner.

Because the missile remains intact, special instrumentation can be applied and thorough post-flight inspections can be conducted.

"Preliminary assessment indicates this missile performed as expected and all test objectives were achieved," said Spriggs.

According to Spriggs, the FGT program at NSWC IHEODTD began in 1990 as a basic test capability to support NAVAIR's Tomahawk Weapons System Program Office (PMA-280), and has evolved along with the missile to support all variants. In addition to acceptance testing, FGTs are conducted to verify new missiles; assess service life of aged missiles; monitor stockpiled missiles; or observe newly engineered components.

"We anticipate conducting the next FGT later this fiscal year to sample a Capsule Launching System variant," said NSWC IHEODTD's Phillip Vaughn, FGT Program Manager.

NSWC IHEODTD is a field activity of the Naval Sea Systems Command and is part of the Department of the Navy's science and engineering enterprise. The Division is the leader in energetics, energetic materials, and Explosive Ordnance Disposal (EOD) knowledge, tools, equipment.

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ing to risk the lives of forward observers.

"This was as much a demonstration about integration as it was about the three research initiatives being exercised," said Baron.

"Through NISE funds, we plan to continue this advancement throughout 2015 by complicating the threat definition and bringing to bear multiple gun engagements – from different virtual ships – onto the threat to demonstrate force level engagement coordination."



Naval Surface Warfare Center Dahlgren Division engineers control a Scan Eagle unmanned air vehicle (UAV) during a surface warfare integration test Sept. 29. They demonstrated how the science of integration makes surface warfare systems interoperable with unmanned systems. The new interoperability provides streaming identification and shot correction data to naval gunnery controlled by the Aegis weapon system. U.S. Navy photo by Patrick Dunn.

The command's NISE funded initiatives featured a virtual ship called the USS Dahlgren, VASS adaptive fire control, and new mission engineering efforts to link surface combatant warfare systems with unmanned vehicles.

Throughout the test, the cybernetic USS Dahlgren responded to reports of hostile threats by searching intelligence and data across multiple air and ship control operational systems, maximizing response accuracy and timeliness.

"The virtual USS Dahlgren is hosting new technological advancements and platforms for integrated test and evaluation full speed ahead," said NSWCDD Technical Director Dennis McLaughlin who watched the demonstration. "We are providing linkage that ensures our test and evaluation capabilities can be rapidly adapted to changing warfighter needs."

NISE funding allowed the Navy to establish connectivity and security boundaries between dispersed laboratories making the virtual USS Dahlgren possible. The NISE money also supported in-house development of the VASS adaptive fire control and its streaming video from the UAV.

"The science of integration - a relatively new area of investigation for NSWC Dahlgren Division - hides in the interstitial space," said Baron. "We are working hard at focusing on the integration sciences to deal with mission engineering challenges for surface warfare. These demonstrations are casting a strong light into



A Scan Eagle unmanned aerial vehicle (UAV) launches from the Naval Surface Warfare Center Dahlgren Division (NSWCDD) Potomac River Test Range. NSWCDD scientists and engineers demonstrated how the science of integration makes surface warfare systems interoperable with unmanned systems during a surface warfare integration experiment. U.S. Navy photo by John Williams.

the interstitial space to address naval interoperability and integration challenges and continue to advance warfighting capabilities into our surface fleet."

Bridging the interstitial space between Navy surface combatants, integrated systems, and adaptive fire control is vital to accomplish key fiscal year 2015 Navy objectives - proliferating unmanned systems, integrating unmanned systems into the Navy culture, and developing, fielding, and deploying unmanned systems in the air, on and under the sea, and on the ground.

# Navy Launches Latest COMSAT

Steven A. Davis, SPAWAR Public Affairs

CAPE CANAVERAL, Fla. (NNS) -- The Navy's third Mobile User Objective System (MUOS) satellite was launched Jan. 20, 2015 at 8:04 p.m. EST from Space Launch Complex 41. This communications satellite will significantly improve capability for Navy and Department of Defense tactical operators.

Over the next several days, the satellite will transition to its geosynchronous orbit location 22,000 miles above Earth. Its solar arrays and mesh antennas will then be deployed and on-orbit testing will begin for eventual commissioning into service.

Upon acceptance for operational use, MUOS 3 along with MUOS 1 and 2 already on-orbit, will provide communications coverage to more than three-quarters of the globe.

"This MUOS 3 launch is another major milestone to achieving the next generation of global tactical satellite communications capability for the Department of Defense," said Navy Capt. Joe Kan, MUOS program manager. "It's very visible evidence of the tremendous talent and dedication of our integrated joint service, government and contractor team."

MUOS operates like a smartphone network from space, vastly improving secure satellite communications for mobile U.S. forces. Unlike its predecessor system, MUOS provides users a global, on-demand,

beyond-line-of-sight capability to transmit and receive high-quality voice and mission data using a high-speed Internet Protocol-based system.

According to Nina Tran, MUOS space division director, successful launch was the culmination of many months of meticulous preparation.

"Before the spacecraft was shipped to the Cape, there was an 18-month effort where we went through baseline, environmental and final testing to ensure once we get this vehicle on-orbit it's reliable and fulfills its mission," explained Tran, who oversees the design, build, test and delivery of MUOS space vehicles. "Once the spacecraft arrived at the Cape we had a team of engineers who went through an intensive period of vehicle testing, then fueling and integration with the launch vehicle."

One of the key advantages MUOS will bring is increased capacity. There will be a 10-fold increase in the number of simultaneous users supported across the system. It brings higher data rates and the ability to reliably communicate in more challenging environments. Additional advantages include global reach and increased accessibility to military networks by the tactical users

MUOS provides satellite communications in the narrowband spectrum. Although narrowband communication is less than 2 percent of total DoD bandwidth, it represents more than 50 percent of all DoD satellite communication users. In addition to ad-hoc



situations such as disaster response, narrowband represents the majority of communications for SEAL teams in Afghanistan and ground patrols in Iraq.

While the third launch is a key

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## E-2D makes maiden deployment on Theodore Roosevelt

Mass Communication Specialist 2nd Class (SW) Kevin F. Johnson  
Naval Air Force Atlantic Public Affairs

NORFOLK, VA - Five E-2D Advanced Hawkeyes assigned to Carrier Airborne Early Warning Squadron (VAW) 125 embarked upon their maiden deployment March 11, 2015, as part of Carrier Air Wing (CVW) 1 aboard aircraft carrier USS Theodore Roosevelt (CVN 71).

After completing research, development, testing and evaluation at NAS Patuxent River, Maryland, and achieving Initial Operational Capability Oct. 10, 2014, the E-2D Advanced Hawkeye is set to replace the E-2C Hawkeye in its primary mission to provide airborne early warning and command and control capabilities for all aircraft-carrier battle groups. While the primary mission for the E-2 has not changed, the Advanced Hawkeye is able to gather and process data more precisely and efficiently thanks to state-of-the-art radar and communication equipment.

"Suppose you're looking through a pair of goggles, with the E-2C you have 20/20 vision, and with the E-2D you have 20/10," said Cmdr. Daryl Trent, commanding officer of VAW-125. "It has significantly advanced radar, its computer processing capabilities have been increased and the communication suites have been enhanced. This plane is a real game-changer."

The Advanced Hawkeye's technology makes it a multi-mission platform through its ability to coordinate concurrent missions which may arise during a single flight. These missions can include airborne strike, ground force support, rescue operations and managing a reliable communications network capable of supporting drug interdiction operations.

Along with advances in equipment, the Advanced Hawkeye's all-glass cockpit boasts an entirely digital display, an upgrade that allows the co-pilot to assist in performing many of the duties of the crew's Naval Flight Officers while in flight.

"It's not like before when everything was pressure gauges," said



An E-2D Hawkeye assigned to Carrier Airborne Early Warning Squadron (VAW) 125 flies over the Chesapeake Bay in March 2014. This month, five E-2D Hawkeyes assigned to VAW-125 made their maiden deployment aboard USS Theodore Roosevelt (CVN 71). U.S. Navy photo

Trent. "Now everything is digital. This makes for a stronger ability to process information, and allows the co-pilot to change his display and access acquired data."

With the first five going out to sea, the Navy plans to continue procuring the Advanced Hawkeye to replace the Hawkeye through 2023.

"This aircraft has been in development for almost 20 years," said Trent. "Now that we're set for our maiden deployment, and we get set to integrate with craft like the Growler and the Hornet, we're going to become the most efficient carrier strike group in the fleet."

The E-2/C-2 Airborne Tactical Data System Program Office (PMA-231) continues to develop software and other upgrades for the E-2D Advanced Hawkeye, to maintain the platform's technological lead over opposing forces. Future upgrades to the E-2D being developed at NAS Patuxent River include aerial refueling capability, which will enable E-2D Hawkeye aircrews to remain on mission longer.

# Class gives engineers new analytical tool for their belts

Jim Katzaman, MCSC Public Affairs

(February 20, 2015) Sundar Sitaraman was deep in thought, poring over information from a new modeling and simulations system with 18 fellow engineers from Marine Corps Systems Command and Program Executive Officer Land Systems at Marine Corps Base Quantico, Virginia.

Sitaraman, a mechanical systems engineer who supports Advanced Amphibious Assault at PEO LS, was taking in-depth training on the ADAMS software suite, which industry uses worldwide to simulate the ebb and flow of large machines. In little less than two weeks, Sitaraman and his colleagues came to understand the program that could put them on equal footing with engineers in the private sector.

"It was fantastic," Sitaraman said after receiving his certificate of completion and 72 continuous learning points. "This was a great opportunity to have real industry commercial applications for hands-on experience."

The nine-day course was held in February at the Staff Noncommissioned Officers Academy on Quantico where students were given foundational and intermediate instructions on the ADAMS software, an acronym for automated dynamic analysis of mechanical systems. Throughout the course, the engineers learned about the tool that models dynamic systems and allows engineers to virtually study loads and forces.

Capt. Jerry Lujan, Modeling and Simulations Division engineer, orchestrated the training on behalf of MCSC. He worked with the vendor to ensure that optimal levels of instruction were provided and negotiated for mobile instructional. This let the vendor bring the full suite of modeling tools, laptops and license management on site.

"Be aware of the industry tools and how we can use them," he told the students at the end of the course.

"This is an important venture for the acquisition community," said MCSC Modeling and Simulations Division Director Mike O'Neal. "It furthers the education of engineers on industry

standard tools and deepens their level of knowledge. Our engineers can then interact with industry professionals at the technical level with regard to designs produced with ADAMS."

To access this and other software programs, MCSC, the only systems command in the Marine Corps, and Georgia Tech Research Institute have set up a modeling and simulations facility at Quantico. At this site engineers can tap into a variety of programs such as ADAMS that support Marines throughout the lifespan of equipment or systems.

ADAMS is known as "a multi-body dynamics simulation software," ADAMS studies the dynamic behavior of interconnected rigid or flexible bodies, each of which might undergo large translational and rotational displacements.

At MCSC and PEO LS, that could mean taking a look at the inner workings of large vehicles, such as a Medium Tactical Vehicle Replacement or Logistics Vehicle System Replacement, and gauge stresses on them throughout their lifecycle. Getting familiar with an industry standard such as ADAMS gives MCSC "an organic engineering capability," according to Lujan.

"This gives the government the capability to organically evaluate designs as part of a source-selection process," he said. "Our engineers will be able to evaluate designs during the sustainment phase of vehicles. They can also create new designs in ADAMS and have products that will readily interface with the rest of industry's technical data packages."

The captain added that the ADAMS training improves the command's situational awareness of new modeling and simulations technology, which in turn puts engineers on a level playing field with industry counterparts. He said the course also reinforces the MCSC commander's intent for serving Marines.

"The commander's intent states '... being prepared for the future, while providing our Marines affordable and capable systems in a timely manner,'" Lujan said. "This training is very much in line with his intent and will provide an institutional base that supports his end state."

That end state starts with people such as Joe



**Sundar Sitaraman, a mechanical systems engineer who supports Advanced Amphibious Assault at Program Executive Officer Land Systems, studies the ADAMS software that simulates loads and forces on large equipment. He was in a class with other engineers from Marine Corps Systems Command and PEO LS that learned industry standards to gauge machine performance.** Photo by Jim Katzaman, MCSC Public Affairs.

Bayer, another ADAMS graduate. He has been an auto cell mechanical engineer with PEO LS for more than two years.

"This was a really good course, an excellent introduction to the [ADAMS] tool," Bayer said. "The class gave a lot of good instructions so engineers can go back and use the lessons to do analyses themselves."

Through the GTRI site, engineers at MCSC and PEO LS engineers have access to ADAMS. Bayer said this would be important because engineers at both organizations are free to use the tools, particularly if called to support mishap investigations.

"If we have a mishap, we need to know how to set up modeling and simulations to recreate and investigate—with engineering rigor—what happened," he said. "Ideally, before a mishap occurs, you can predict what will happen so you can tell people where the soft spots in vehicle performance might be."

Altogether, Bayer said training on ADAMS and similar programs are "good examples of how MCSC and PEO LS are bringing engineering expertise back in-house. This class was another way to make that happen."



**CAPE CANAVERAL AIR FORCE STATION, Fla., (Jan. 20, 2015) A United Launch Alliance (ULA) Atlas V rocket carrying the third Mobile User Objective System satellite for the U.S. Navy lifts off Tuesday, Jan. 20, 2015 from Space Launch Complex-41 at 8:04 p.m. EST. U.S. Navy photo**

## MUOS from page 6

milestone, much work is still underway to provide secure, worldwide coverage.

"Right now we need to ensure the system works end-to-end," said Jim Parsons, MUOS technical director. "We're in the process of doing that by connecting an Army radio program, an Army waveform development program, our Navy satellites and ground system and DoD teleports to ensure that all elements work together as designed."

For operators, the services will procure new radios or upgrade existing radios with the MUOS capability. Examples of warfighter's devices currently developing the MUOS capability include: General Dynamics (PRC-155 and USC-61), Harris (PRC-117G), Rockwell Collins (ARC-210), Raytheon (ARC-231) and others. The MUOS software waveform is now available to industry for implementation on their software defined radio products. The specific MUOS services provided depend on the capabilities of a particular radio and mission needs of the warfighting community using that radio.

Two MUOS satellites, launched in 2012 and 2013, are already providing legacy communications capability from their geosynchronous orbits over the Pacific Ocean and Continental United States. Ultimately, the constellation and associated network will extend narrowband communications availability well past 2025.

# One Mission, One Goal, One Civilian Navy

**Kerry Connelly,**  
**NAVSEA Enterprise Talent Management Office**

The Department of Defense is committed to establishing a professional, agile, motivated acquisition workforce that consistently makes smart business decisions, acts in an ethical manner, and delivers timely & affordable capabilities to the warfighter.

According to a 2014 report by the Partnership for Public Service and National Association of Colleges and Employers, a mere two percent of college students plan to enter federal service after graduation. This percentage dropped for the fifth consecutive year, sliding from 10.2 percent in 2009. To make matters even more challenging for the federal government, public sector recruiters face fierce competition from their private industry and nonprofit counterparts, many of whom are willing – and able – to pull out all the stops to successfully recruit the most desirable candidates. From lavish career fair displays and branded giveaways to high starting salaries and the ability to hire candidates on the spot, private companies and nonprofit organizations have a distinct advantage in the competition for the best and brightest.

To remain competitive edge against the odds, the Department of the Navy must develop innovative initiatives to recruit and retain the best talent needed to successfully accomplish their missions. Recognizing this fact, recruiters from the Navy's five Systems Commands (SYSCOMs) – NAVAIR, NAVSEA, NAVSUP, NAVFAC, and SPAWAR – found a way to distinguish themselves from the competition, while saving the Navy several hundred thousand dollars. The SYSCOMs acted swiftly by uniting to strengthen their disjointed recruiting efforts and created a unified civilian recruiting structure – the Navy Civilian Careers Recruiting Partnership (NCCRP).

Prior to the Partnership's formation, each SYSCOM

managed and implemented its own strategy and presence at recruiting events. This approach required each organization to develop its own recruiting schedule, fund separate event registration and marketing and advertising fees, acquire its' own booth and displays, supply individual Command recruiting tools such as candidate survey tools, secure adequate recruiters and support staff for each event, and compete against the other SYSCOMs for candidates.

Recognizing this duplication of effort and inspired by their shared mission to support the men and women of the United States Navy, SYSCOM recruiting representatives established the NCCRP – the first of its kind within the Department of Defense. This dynamic partnership enables each SYSCOM to streamline resources, create cost efficiencies, and increase its perception as an exciting, technologically-advanced employer while benefiting from the best practices of each Command.

Under this cohesive partnership, the SYSCOMs collaborate, plan, manage, and implement their joint presence at diversity, recruiting, and affinity group conferences, workshops, and expos. Organizational leaders work together to identify targeted recruiting venues that align with specific hiring needs and provide a diverse talent pool for hiring managers to draw upon when making important hiring decisions. The Partnership enables the SYSCOMs to work with local branches of national affinity groups to increase brand awareness among potential recruits and use local recruiters to create greater efficiencies and further reduce travel cost. At career fairs and events, recruiters work as a team to promote Navy civilian career opportunities and identify the best organizational fit for each prospective candidate based on their educational background, prior experience, personal inclinations, and locational preferences.

The SYSCOMs share the cost of each event, freeing up significant resources for use elsewhere. With their limited funding no longer tied up in duplicative and unnecessary expenses, the SYSCOMs

carefully reallocate funds to enhance the Navy's perception as a modern, technologically-advanced employer and change the face of civilian recruiting. Recently, SYSCOM partnership members developed a unique electronic candidate talent profile survey to support Navy recruiters in establishing and maintaining relationships with candidates. Through this survey, recruiters collect real-time candidate contact information during each recruiting event to accurately measure the Partnership's targeted messaging campaigns. Additionally, the survey enables the tracking of important metrics, including geographical preference, grade point average, desired career field, veteran and Schedule A status and educational background. Metrics collected through the online candidate and recruiter surveys are provided to each SYSCOM for distribution to hiring managers, who are then able to maintain high touch recruitment efforts through following up with candidates based on specific criteria in order to keep them informed of new civilian employment opportunities.

The NCCRP's combined presence at recruiting events increased the impact of overall recruiting efforts while significantly decreasing cost and saving resources without diminishing the impact and presence of each SYSCOM at recruiting events. In 2013 alone, this collaborative effort resulted in nearly \$400k in cost savings while providing SYSCOMs with access to roughly 33,000 job seekers at diversity, recruiting and affinity group conferences, workshops, and expos nationwide. The Partnership doesn't only benefit the Navy – it presents a unique opportunity for job seekers by providing them with access to over 160,000 positions.

As a direct result of this unique partnership, the SYSCOMs focused on using efficient and innovative recruiting tactics to enable the Department of the Navy to acquire top talent through exclusive access to high caliber candidate pools. For 2014-2015 recruiting season, the Partnership expects to participate in 13 diversity and affinity events across the country. The Partnership team started working with Office of Civilian Human Resources (OCHR) to insert a field in the USAJOBS application process for candidates to indicate how they heard about the particular government agency. Furthermore, the partnership team initiated work with USA Staffing to develop a process for Human Resource (HR) specialists to receive recruitment candidate data. This simple process will enable the partnership to make more informed decisions on where to focus its recruiting efforts to build and strengthen diverse talent pipelines.

Within the next 12 months, the NCCRP will invite other Commands and organizations to create greater cost savings and process efficiencies across the Department of the Navy. While the competition from private and nonprofit sectors may be fierce, one thing is certain: the Navy Civilian Careers Recruiting Partnership established the groundwork for Navy to remain an "employer of choice" with the ability to attract the best and brightest candidates.

Interested in learning more about the Navy Civilian Careers Recruiting Partnership? Contact us at [navyciviliancareers@navy.mil](mailto:navyciviliancareers@navy.mil) or visit us on USAJOBS at <https://ncc.usajobs.gov>.



Navy Civilian Careers Recruiting Partnership (NCCRP) recruiters represent "One Civilian Navy" at the 2014 Society of Women Engineers Annual Conference Career Fair on Thursday, 23 October in Los Angeles, Calif. Established in 2013, the NCCRP includes representatives from five Navy Systems Commands who jointly plan, manage and implement their collective presence at diversity and affinity recruiting events nationwide. Photo used with permission.



# NADP Holds 2015 Annual Training Symposium

Stacie Blazer and Shelly Best, Career Managers  
Naval Acquisition Career Center (NACC)

More than 350 entry-level employees from the Naval Acquisition Development Program (NADP) gathered at the Crystal Gateway Marriott in Arlington, VA, January 13 & 14, to attend the 2015 NADP Annual Training Symposium.

Typically, this event is held yearly but due to sequestration the 2014 Symposium had to be placed on hold by the Naval Acquisition Career Center (NACC), who sponsors the event. In years past, the NACC geared the event towards those employees starting their development with the Department of Navy (DON) acquisition program and to provide them with personal and professional development guidance. This year the Symposium was structured differently to focus on capstone type training for those in their final year of development.

NADP program alumna, Ms. Maura Styczynski, sang the National Anthem to kick off the first day of the Symposium. Speakers throughout the day included the Honorable Mr. Frank Kendall, Under Secretary of Defense for Acquisition,



An Executive Panel from major Systems Commands provided career advice and their Command's role in the Department of the Navy and the acquisition workforce during the 2015 NADP Annual Training Symposium which took place January 13 & 14 in Arlington, VA. The panel consisted of (right to left): Mr. John Goodhart, NAVSUP; Mr. William Deligne, NAVSEA; Mr. Joseph Gott, NAVFAC; Mr. Garry Newton, NAVAIR; and Mr. James Smerchansky, MARCORPSYSCOM. Photo by Stacie Blazer, NACC Career Manager.

Technology and Logistics; Mr. James Thomsen, Principal Civilian Deputy to ASN(RD&A); RADM Jonathan Yuen, Commander, Naval Supply Systems Command; Mr. Brian Persons, Assistant Deputy Chief of Naval Operations for Warfare Systems; and Ms. Jodi Greene, Deputy Under Secretary of the Navy for Policy. The presentations focused on DON's future, strategic initiatives, and necessary skills to achieve

the overall mission to support the warfighter.

During the afternoon of day one, a SYSCOM Executive Panel comprised of Executive Directors from the major SYSCOMs, provided attendees their perspective on career advice and their command's role in DON and the acquisition workforce. The panel was represented by Mr. Garry Newton, NAVAIR; Mr. William Deligne, NAVSEA; Mr. John Goodhart, NAVSUP; Mr. Joseph Gott, NAVFAC; and Mr. James Smerchansky, MARCORPSYSCOM. They shared some valuable nuggets on mentorship, affordability, cyber security, interpersonal skills, success stories and lessons learned from their experiences over the years within the federal government. They also provide insight on career direction and answered several questions.

The two-day event touched on several other areas of interest, including the Inner Workings of the Legislative Branch, Fraud Awareness, Planning, Programming, Budgeting, and Execution (PPBE), the History of the Navy and networking opportunities. The symposium was very well-received, with great value added to the employee's perspectives. A couple of comments from the attendees: "Great opportunity to hear from senior leadership about the big issues of the Navy and where we are headed as an organization," and "I would like to say that the Symposium was a great experience."



Mr. James Thomsen (right), Principal Civilian Deputy to ASN(RD&A), takes time during a break to talk with some of the attendees at the 2015 NADP Annual Training Symposium which took place January 13 & 14 in Arlington, VA. Photo by Stacie Blazer, NACC Career Manager.

## Senior executives advise government newcomers to grow, learn

Jim Smerchansky, Marine Corps Systems Command executive director, talks about career paths at the Naval Acquisition Development Program Annual Training Symposium in Crystal City, Virginia.



Jim Katzaman, MCSC Public Affairs

CRYSTAL CITY, Virginia -- From the start of their careers, entry-level employees should look for opportunities personally and professionally, according to systems command senior civilian executives who spoke Jan. 13 at the Naval Acquisition Development Program Annual Training Symposium.

Jim Smerchansky, Marine Corps Systems Command executive director, most recently served for five years as chief engineer at MCSC. He broadened his message to address other specialists including information technology and cost estimating.

"You don't know where opportunities will come from, but you need to prepare for them," he said. "Be the best 'athletes' in your field so you're ready for whatever comes up."

Smerchansky joined senior executives from Naval Air Systems Command, Naval Facilities Engineering Command, Naval Sea Systems Command and Naval Supply Systems Command. They spoke to about 400 attendees at the symposium, including 15 from MCSC due to graduate from

See MCSC page 10

# Life Cycle Logistics

## CAREER FIELD CORNER

### LOG 365: PSM Capstone Course

100% Requirement for ACAT I, II PSMs, 4 Classes Remain

Rose DiGeronimo, DASN ELM

There is a requirement that all Department of Defense Product Support Managers (PSMs) for acquisition category (ACAT) I and II programs complete the Defense Acquisition University course LOG 365 by the end of FY16.

At the end of FY15, little more than 50% of the Department of the Navy (DON) PSMs will have completed this Executive Product Support Managers course, since the February 2014 requirement was announced. Because of this, the priority level for ACAT III PSMs and Program Executive Office lead logisticians has temporarily been lowered while DON works to get its ACAT I & II PSMs through the course.

There are four LOG 365 courses in FY16 that will have seats available for registration. DON receives only eight seats per class.

Registering for LOG 365 is simple. The System Commands (SYSCOMs) Life Cycle Logistics (LCL) LOG 365 points of contact will select and prioritize candidates through their individual nomination process for each course offering based on the number of seats allocated to them for that session. The prioritized lists are then provided to the Office of the Deputy Assistant Secretary of the Navy for Expeditionary Programs and Logistics Management (ODASN (ELM)), in coordination with the Director, Acquisition Career Management (DACM), for review.

Upon approval, nominees are notified of their selection and are to register for LOG 365 via the normal DAU registration process in eDACM.

*NOTE: Ensure you complete your registration at least two months prior*

to the course start date as prerequisite work must be completed before the first day of the session.

Dates for FY16 sessions have been announced, and SYSCOM LCL LOG 365 points of contact will be looking for candidate commitments soon from those ACAT I & II PSMs who haven't taken the course.

To streamline the registration process for the Naval Acquisition Career Center (NACC) and DAU, DON will be confirming candidates for the FY16 sessions by July 15, 2015.

The LOG 365 requirement was published by the Acting LCL Functional Lead out of the Office of the Deputy Assistant Secretary of Defense for Logistics and Materiel Readiness in a February 27, 2014 memo called "[DoD Product Support Manager \(PSM\) Mandatory Training Requirement](#)." This memo requires every current ACAT I & II PSM to attend this course. Any new PSMs are required to complete the course within 24 months. (<https://acc.dau.mil/CommunityBrowser.aspx?id=699584>)

#### FY 2016 classes

30 NOV--11 DEC 2015  
22 FEB--4 MAR 2016  
16 - 27 MAY 2016  
22 AUG--2 SEP 2016

#### SYSCOM LCL (LOG 365) POCs

MCSC — (703) 432-3849  
SPAWAR — (619) 221-4535  
NAVAIR — (301) 757-6325  
NAVSEA — (202) 781-2261

## NACC Director Receives "SPOTLIGHT" Award



The Honorable Mr. Frank Kendall (left) presents the "SPOTLIGHT" Recognition Award for Outstanding Acquisition Performance to Mr. Hugh Smith, Director, Naval Acquisition Career Center (NACC) during the 2015 Annual Naval Acquisition Development Training Symposium.

## ACQUISITION LEADERSHIP CHANGES



### Welcome Aboard!

#### ACAT I Program Managers (PMs)

**CAPT Daniel Brintzinghoffer**  
Frigate Program Office (PMS-515)

**Mr. Bruce Urbon**  
Navy Enterprise Business Solutions (PMW-220)

### MCSC from page 9

NADP in the coming year. Each senior executive talked about his respective systems command's mission, challenges, acquisition workforce, career planning and keys to career success.

MCSC is the only systems command in the Marine Corps. Smerchansky noted that MCSC acquisition professionals provide Marines with everything they drive, shoot and wear, which is where the upcoming NADP graduates will play important roles.

The MCSC executive director urged NADP students not to get locked into their cubicles and get out to help "carry bags down to the pier." Liter-

ally. He recalled when, during his first assignment as a Navy engineer, he offered to help more senior workers carry equipment to the piers. In return, he was given a tour of a submarine still under construction. His initiative gave him a two-year jump on fellow engineers for submarine expertise.

"Go out and capture as much responsibility and experience as you can, and then come back and apply it," Smerchansky said. He advised those in attendance not to rush at the expense of quality work. "Don't get hung up on a timeline. Get hung up on an outcome."

He also noted the growing field for IT professionals who make up one-third of the command's technical workforce. "In some ways, this is al-

most a new field because of the connectivity that exists," Smerchansky said. "Don't get sidetracked within one area of IT. Look for areas where you can broaden your knowledge."

He offered similar guidance to cost estimators, which he called a "growth career field" at MCSC.

All of the senior executives agreed that career employees should not be "job hoppers" but stay long enough to accomplish a goal before moving on. They said planning one's career in five-year increments never works because no one can predict when opportunities arise.

"All of us have a sense of service, a desire to make a difference," Smerchansky said. In making career decisions "be pushed by a desire to grow and learn."

# NADP Engineering: It's About Taking Ownership of Your Career

**SHARE YOUR EXPERIENCE**

**John Haught, NSWC Carderock Division**



I graduated from Virginia Tech in 2012 in Mechanical Engineering, and have spent the first two and a half years of my career in the Naval Acquisition Development Program (NADP). I have had a one-of-a-kind experience I could not have gotten anywhere else and the opportunity to take ownership of my career from day one. Whether I was driving a Mark V Special Operations Craft (SOC), or participating in meetings with Vice Admirals and Political Appointees at the Pentagon, my time within the NADP was incredible. The ability for every NADP participant to tailor their experience allowed me to take have a great experience.

Homeported at Naval Surface Warfare Center Carderock Division, I started in Code 665, the Ship and Sub Vulnerability Assessment Branch, after which I did a rotation in Code 661, the Underwater Explosions Research and Development (R&D) Branch. While in Code 66, the Survivability and Weapons Effects Division, I traveled to Aberdeen Proving Ground to see Air Explosion tests against ship topside equipment, saw airgun tests at Carderock and helped analyze the test data, and updated the DDG vulnerability model to represent Flight III in order to perform a comparative study I eventually briefed to the Ship Design Manager. It is easy to do rotations within similar branches, and it is often encouraged. My first two rotations involved a lot of crossover knowledge and skills, along with the subject matter. The key for me was finding a similar branch I was really interested in, talking to my supervisor, being honest about what I wanted out of the NADP rotations and then identifying different rotations to do after Division 66.

Another piece of advice; take advantage of all of the knowledge transfer opportunities at your command. I found out about my 3rd rotation by reaching out to a speaker after going to a semi-

nar given as part of Engineer's Week, given by the supervisor of Code 873, the Propulsor Design Branch. I helped perform water tunnel testing of Ohio Replacement control surfaces, attended a design review where those results were presented and worked on a joint program with the Australian Navy. Also during this time, I went on several TDYs to Norfolk and San Diego to perform Damage Control/Firefighting (DC/FF) testing on DDGs 58 and 59. Code 668, the DC/FF Branch out of Carderock's Philadelphia Detachment needed help doing this work, so I jumped at the chance to get on a ship.

I went to Code 835, the Combatant Craft Test and Evaluation (T&E) Branch at Carderock's Little Creek Detachment in Virginia Beach, VA as my external rotation. I performed first article testing for an Army acquisition of Combat Rubber Raiding Craft; including driving, measuring weighing, and inflating (by hand for one test); drove a Mark V SOC at 49 knots, rode in a stepped hull speed boat at 80 knots as part of a Virginia Tech research partnership, rode as part of a 3 man crew on a 7m Rigid Inflatable Boat simulating a target for a radar test off of CDSA Dam Neck and wrote a test plan and helped perform testing at OHMSETT in Leonardo, NJ of a craft disabling device being developed by NSWCCD Little Creek.

After Little Creek I talked to Michael Said, whom I met after a training class, about a rotation at the Pentagon within the Office of the Deputy Dept. of Navy (DON) T&E Executive, Mr. Rick Quade; where he is responsible for the Navy's T&E workforce. I helped assemble SYSCOM inputs and provide input for the Navy's portion of the Annual Report that the head of Developmental T&E for the Dept. of Defense must submit to Congress. I attended the Gate 6 Review of the VH-92A Presidential Helicopter Program as a member of the DASN support staff, which afforded the opportunity to directly experience the Navy acquisition decision making process, including dialogue on program status between the Service Acquisition Executive (i.e., ASN RD&A Hon. Sean Stackley), the PM and other stakeholders at

the Flag/SES level. I toured Pax River, including the JSF Test Squadron and tests facilities such as the anechoic chambers. As my last rotation, it was a perfect capstone that made me aware of the Navy organizational structure and how decisions get made, and I would recommend every NADP employee do at an HQ and different SYSCOM rotation. The DON T&E Office prepared me for my career like no other rotation could, and was an opportunity I could only get from the NADP.

After graduating from the NADP, I am back at Carderock doing Survivability and Weapons Effects RDT&E. My NADP experience gave me technical and organizational knowledge and skills that prepared me to serve the Navy at the highest possible level. It took a supervisor that was more than willing to work with me to do what was best for my career, and wonderful rotational supervisors every step of the way to give me challenging and meaningful work. The biggest takeaway from the NADP is that my career is what I make of it, and to have as many different experiences as I did in the program, it means taking advantage of mentors, supervisors and every opportunity for continued learning.



**John Haught, NSWCCD, pilots a Mark V SOC as Sam Calabrese, Seaward Services smiles in the background. This was part of an external rotation with NSWCCD Combatant Craft Division and took place in the Chesapeake Bay off of Willoughby Spit April 9, 2014. Photo used with permission.**

## KEYPORT from page 3

The team identified the requirements to proactively monitor data associated with bills of material for circuit card assemblies, as well as the ability to cross-correlate data for items such as integrated circuits and COTS components that are used in multiple weapons systems.

At the 2014 annual DMSMS conference, NUWC Keyport's Team Submarine, Obsolescence Information Management and Technical Support Branch, was honored with the 2014 DOD DMSMS Program Achievement Team Award. They were nominated for their exceptional DMSMS management for their efforts in analyzing obsolescence issues and sustaining numerous critical submarine systems, including Combat Control Systems, Sonar Systems, Imaging, Radar, and Electronic Warfare Systems in FY14 through the use of cost effective solutions and cost avoidance methods. Their direct efforts resulted in the monitoring of 105 unique and critical submarine systems and implementation of solutions for 884 obsolescence

issues, which resulted in cost avoidance for the Department of the Navy totaling over \$14.3M and allowing for a significant increase in fleet readiness. At the same event, McQuillan was awarded the Diminishing Manufacturing Sources and Material Shortages Program Lifetime Achievement award for his contributions towards improving obsolescence management for the Navy.

Today, NUWC Keyport's Obsolescence Management Division comprises 80 government and contract personnel who provide DMSMS management support for approximately 50 programs. Members of NUWC Keyport's DMSMS team are also active participants in both the NAVSEA and DOD DMSMS working groups and have delivered numerous papers, presentations, and training sessions at the annual DMSMS conference. Obsolescence Management Division is a DOD recognized Center of Excellence in Diminishing Manufacturing Sources and Material Shortages. NUWC Keyport also holds the Technical Capability assignment of Obsolescence Management for Undersea Warfare Systems.

# Building Relationships, Gaining Experience Important to NAVAIR employee

**SHARE YOUR EXPERIENCE**

**Cassandra Somerville**  
**NAVAIR Contract Specialist**



As I reflect on my experience as a Naval Acquisition Development Program (NADP) entry-level employee, I believe a few of the factors necessary for succeeding in contract acquisition are building relationships, sharing experiences, and continuously adding to your contracting knowledge “toolbox.”

During my first year, my fellow interns and team members helped maximize my level of learning by sharing their experiences, providing templates, and supporting me through unfamiliar procurement actions. This training, mentorship, and knowledge sharing played a critical role in increasing my skills and maturity as a contract specialist. The experiences, recommendations, and contracting wisdom they shared gave me the ability to produce quality work and meet deadlines. As I’ve continued on, this positive team environment has followed, offering comfort in knowing there is always someone to turn to for assistance when necessary.

Upon entering my second-year in the program, I have continued to build relationships and collaborate with fellow NADP employees,

IPT members, PCOs, and contractors while working on complex requirements. These relationships have given me great advantages and contributed to my growth in the contracting field because of the “big picture” perspective I have gained.

Training is a large part of adding to your contracting knowledge “toolbox.” The acquisition training required to meet the career-level certification is a critical step toward building an appropriate knowledge base. The DAU training courses I’ve attended provided the fundamental principles, required skills, and sufficient understanding of the acquisition process to allow me to execute several top priority contract actions for the P-3C Program Office (PMA-290) in an effective and timely fashion. In addition, the acquisition training gave me an avenue to network with fellow interns, share experiences, and learn from others. As a result, I’ve been exposed to a unique mix of actual scenarios and lessons that I applied to my procurement actions in a real-time environment.

Thanks to building relationships, sharing experiences, and bolstering my contracting knowledge, I’ve had the opportunity to work on a multitude of actions for both the P-3C Orion and P-8 Poseidon Maritime Patrol & Reconnaissance Programs. This includes making administrative modifications, conducting complex negotiations, and performing cost/

price analysis valued at more than \$30 million to support the fleet. My contribution to NAVAIR’s mission affects its ability to support the fleet and further proves the importance of possessing the necessary competence to be a successful contract specialist.

As I continue my journey through the NADP, I expect to build on my contracting experience while executing program requirements effectively. My advice to current and prospective contracting specialists is to build your knowledge base (“toolbox”) continuously, seek a variety of contracting efforts to work on, never be afraid to ask questions, and keep communication open among your colleagues. In an effort to pay it forward, I also plan to share my knowledge and experiences with future and fellow team members.

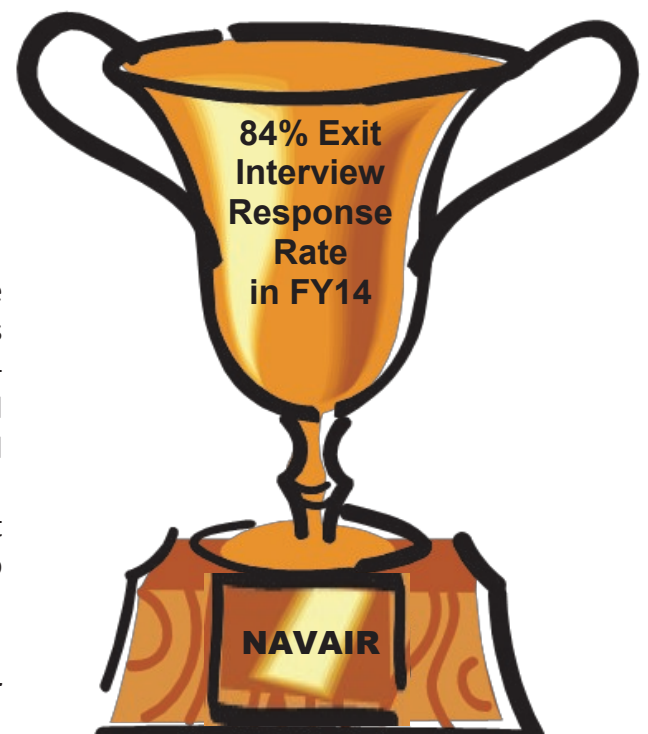


## DACM Chalice Recognition: NAVAIR Obtains 84% Response Rate in FY14 Exit Interviews

Understanding why people leave the acquisition workforce (AWF) is a high priority for Acquisition leadership. Exit Interviews are a fundamental way of gathering information about why people leave the AWF, to gain an understanding and make needed adjustments to ensure the Department of the Navy attracts and retains the “best and brightest” for our AWF.

In FY14 the Naval Air Systems Command obtained an excellent 84% response rate on the exit interviews of those personnel who voluntarily left the AWF.

**Bravo Zulu to NAVAIR for their outstanding efforts on improving our AWF!**



# DAU Executive Courses for Acquisition Professionals



- > *Would you like to sharpen your critical thinking skills or perhaps increase your currency?*
- > *Would you like to better implement today's best practices?*
- > *Would you like to better understand the policies that have been recently introduced?*

**Yes? Well, then read on.** The Defense Acquisition University (DAU) Defense Systems Management College (DSMC) offers a variety of resources and services to the Department of Defense Acquisition Workforce, to include multiple Executive-level courses that may provide just the solution you need. Read the descriptions and targeted audience of the courses below and if it meets your need, log onto your eDACM account and let the "refreshing" begin.

## **PMT400**

**(for Non-ACAT I & II PMs)**

The Program Manager's Skills Course provides program management focused acquisition professionals with policy updates, practical applications, and insight into acquisition best practices.

Students in this two-week course are O-5/GS-14/industry equivalent. DoD students in this course are Level III certified in Program Management.

## **PMT401**

**(for Potential ACAT I & II PMs)**

The Program Manager's Course is designed to improve DoD acquisition outcomes by strengthening the analytical, critical thinking and decision-making skills of potential leaders of major defense acquisition programs and program support organizations using a case study method.

Students in this ten-week course are O-5/O-6/GS-14/GS-15/industry equivalent largely from the program management career field. DoD students are Level III certified in an acquisition career field and have demonstrated the potential to become major program or project manager.

## **PMT402**

**(for ACAT I & II PMs)**

The Executive Program Managers Course is an assignment specific course designed for newly selected ACAT I & II Program Managers and Deputy Program Managers.

Students in this four-week course are board selected O-6/GS-15/industry program managers/directors actively leading major defense programs. DoD students in this class have completed PMT-401

## **ACQ404**

**(for DoD Executives)**

Senior Acquisition Management Course provides senior acquisition professionals in any career field updates on recent DoD acquisition policies and processes.

Students in this one-week course are at the GO/Flag/SES/industry equivalent grade and actively working in executive positions associated with DoD acquisition.

## **ACQ405**

**(for Directors and Functional SMEs)**

Executive Refresher Course provides senior acquisition professionals in any career field updates on recent DoD acquisition policies and processes.

Students in this two-week course are Level III certified in any career field, are at the O-6/GS-15/industry equivalent grade and assigned to acquisition coded positions within the DoD.



# NAVAL POSTGRADUATE SCHOOL

## UPCOMING ONLINE DEGREE PROGRAMS

### **Master of Science in Systems Engineering (System of Systems Focus)** **Commencing Wednesday, July 8, 2015** *Program Delivered via Distance Learning* **Sponsor Code: Open Enrollment (311-1540)**

The Naval Postgraduate School's (NPS) Department of Systems Engineering (SE) is pleased to announce the offering of a two-year Systems Engineering Non-Resident Master's degree program with a System of Systems focus beginning Wednesday, July 8, 2015.

The program is open to qualified uniformed officers, federal employees, and defense contractors.

For more information, visit the [program website](#).

### **Master of Science in Systems Engineering (Systems Development Focus)** **Commencing Wednesday, July 8, 2015** *Program Delivered via Distance Learning* **Sponsor Code: Open Enrollment (311-154P)**

The Naval Postgraduate School's (NPS) Department of Systems Engineering (SE) is pleased to announce the offering of a two-year Systems Engineering Non-Resident Master's degree program with a Systems Development focus beginning Wednesday, July 8, 2015.

The program is open to qualified uniformed officers, federal employees, and defense contractors.

For more information, visit the [program website](#).

### **Master of Science in Joint Executive Systems Engineering Management (Curriculum 721)**

**Commencing Monday September 14, 2015**  
*Program Delivered via Distance Learning*  
**Sponsor Code: Open Enrollment (721-161)**

The Naval Postgraduate School Department of Systems Engineering is pleased to announce this year's offering of the Joint Executive Systems Engineering Management (SEM) distance learning (DL) master's degree program offered in partnership with MIT's "Educational Consortium for Leadership in Product Development in the 21st Century" (PD21) commencing Monday, September 14, 2015

The program is open to qualified uniformed officers, federal employees, and defense contractors.

For more information, visit the [program website](#).

**What is PORTiCO?**

Portico will be DAU’s new system to manage DAU training across the Defense enterprise. It is a commercial off-the-shelf (COTS) software implementation, currently in progress. Some of the PORTiCO functionality includes:

- View DAU Course Catalog
- View Course/Class Availability
- View Cost-Effective Locations
- Register for a DAU course
- View and Print Course Completion Certificates
- Apply for Multiple Class Sections
- View Waitlist Status
- View Training Requirements for Your Career Field Certification (including pre-requisites)
- View Training Requirements for Other Career Fields (including pre-requisites)

**Why the transition to PORTiCO?**

Commercial off-the-shelf (COTS) products generally provide a relatively inexpensive way to keep technology up to date because the maintenance costs are shared by a larger group of customers. The PORTiCO implementation is meant to accomplish this for Department of Defense. It will also consolidate multiple registration tools from each of the DoD Components into a singular (DAU-sponsored) and more comprehensive training management tool.

**When is the transition to PORTiCO?**

The schedule and “go live” date for PORTiCO are currently under review. COTS implementations often turn out to be more complex than originally forecasted, and PORTiCO’s deployment is dependent on the transition of each of the DoD Components’ training systems. As we get closer, the “go live” date will be communicated via many channels, including eDACM and DACM Corner.

# Update on

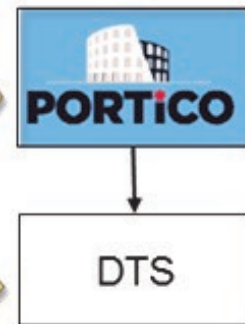
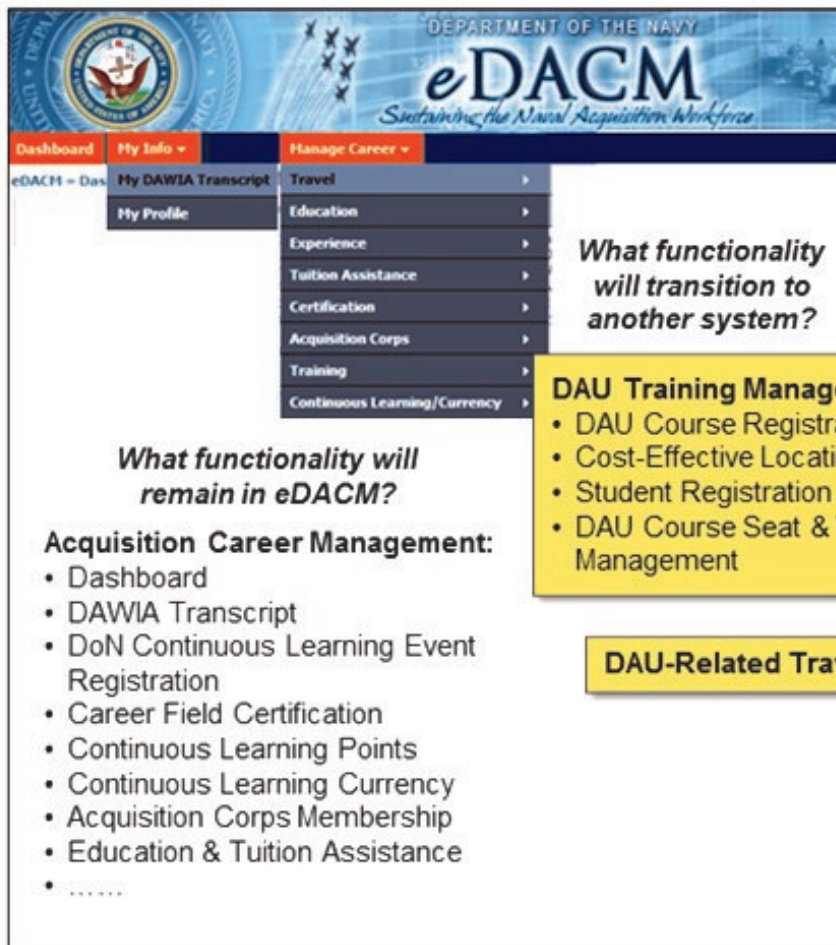


Much has happened since we last published an article on PORTiCO – Defense Acquisition University’s student information system to be. Several code releases have given the Department of Navy (DON) team visibility into how this new system will look and perform. Several members of DON’s DAWIA Management team have been involved in user acceptance testing. And, the eDACM team has been working to develop interfaces with the new system and develop a transition plan for eDACM.

While eDACM will remain DON’s acquisition career management tool, the registration for DAU courses will transition to PORTiCO. With DAU course registration goes student priority, cost effective locations, waitlist management, and student travel expenses. PORTiCO will calculate student priority and cost effective locations much like eDACM does today. It will also send registration information to Defense Travel System (DTS) to “pre-load” travel authorizations.

Registration for DON continuous learning events will remain in eDACM, and so will the other elements of acquisition career management, including DAWIA Transcripts, Tuition Assistance, Career Field Certification, and Acquisition Corps membership.

See PORTiCO page 15



**PORTiCO** from page 14

Here are some views of PORTiCO so you can get excited too!

On the right is a beta version of the “landing page” – what DON users will initially see when they visit PORTiCO. The interface is clear and simple, and easy to use.

Below is a beta version of RE-VIEW YOUR DAU TRAINING PROGRESS. It shows how you can track your progress through certification-required DAU training courses and link to additional information for each course.

Each course is represented by a node in the progress bar, and changes color when you receive credit for course completion.

For more information on PORTiCO or to sign up for the PORTiCO newsletter, visit [www.dau.mil/SIS](http://www.dau.mil/SIS).

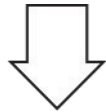


Training Needs, Completions, Progress

Browse & Search Catalog, Register

Profile (address, airport), Communication Preferences

Resources & Help



CareerField & Level Required

15 of 18 Courses Completed

Additional Course Information

# ASN(RD&A) PCD Visits NACC, Praises Recruiting, Hiring Efforts

**Chris McKelvey, Deputy Director NACC**

On a frosty Friday 06 February 2015 Mr. Jim Thomsen, Principal Civilian Deputy, Assistant Secretary of Navy, Research Development and Acquisition (PCD, ASN, RD&A), visited the Naval Acquisition Career Center (NACC) in Mechanicsburg, Pennsylvania, to meet with the employees and share some knowledge of current happenings in the Pentagon. Joining Mr. Thomsen in acknowledging the contributions of the organization was Ms. Sylvia Bentley, the acting Director, Acquisition Career Management (DACM) for the Department of the Navy.

"I have never had a SYSCOM [Systems Command] say anything negative about the NACC, and in

my line of work, that is unheard of," Mr. Thomsen told the assembled NACC Staff. "You folks really do a lot of work and do it well."

Going through some of the metrics of the activity, Mr. Thomsen highlighted the recruiting and hiring efforts bringing civilians into the Naval Acquisition Development Program (NADP), administration of the NADP career management, the registration of and execution of travel in support of DAU Courses world-wide, and the tremendous effort managing the Navy portion of the Defense Acquisition Workforce Development Fund (DAWDF, or "852" dollars), amongst other programs managed by the NACC professionals.

"The Department of Defense is critical of

'centralized' operations" Thomsen said, "but the NACC does it right. You prove that where it makes sense, centrally managing programs can be done effectively."

Mr. Thomsen then surprised the NACC Director Mr. Hugh Smith with presenting him the personal coin of Mr. Frank Kendall, the Under Secretary of Defense, Acquisition, Technology and Logistics (USD(AT&L)) in recognition of the contributions made to the acquisition workforce.

Following a brief Q&A session with the Employees, Mr. Thomsen braved the barely above-zero temperatures to attend other meetings aboard the Naval Support Activity Mechanicsburg while Ms. Bentley continued her visit with the NACC.

## Glimpses of Recent/Upcoming AWF Changes

**Program Manager Workshop:** A four-day educational opportunity that delves into much of what a Navy/USMC PM has to deal with on any major or ACAT Naval program -- from national/Naval security implications that affect the program to various approaches in acquisition strategies, planning, execution, program organization, and DON financing approaches -- and the ideas and means to get the job done. To sign up email the DACM Acquisition Workforce Manager at [dacm.desk.fct@navy.mil](mailto:dacm.desk.fct@navy.mil).

**PM Workshop Schedule:**

- 4-7 May 2015
- 27-30 July 2015
- 21-24 September 2015
- 16-19 November 2015

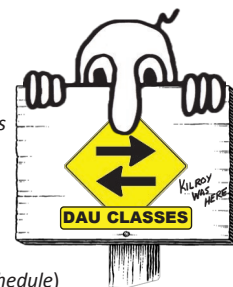
**DAU Course Changes:**

STM XXX COURSE NUMBER CHANGES

- STM 101** New web course. Projected deployment December 2015.
  - STM 203** will replace **STM 202**. No student pilot. FY16 Schedule will deploy with STM 202 for the 1st and 2nd Qtr. STM 203 projected to deploy starting in FY16 3rd Qtr. STM 203 will not be available for registration until o/a 30-days after the deployment of STM 101.
  - STM 304** will replace **STM 303**. Student pilot is projected for the week of 27 July 2015.
- SYS XXX TO ENG XXX
- ENG 101** (replaced **SYS 101/ENG 102**): March/April 2015
  - ENG 201** (replaced **SYS 202/ENG 204**): 4th Qtr. FY15
  - ENG 202** (replaced **SYS 203/ENG 205**): June 2015
  - ENG 301** (replaced **SYS 302**): Deployed January 2015

IRM XXX TO ISA XXX

- FY16 Schedule will reflect the new course numbers
  - ISA 101** will replace **IRM 101**
  - ISA 201** will replace **IRM 202**
  - ISA 301** will replace **IRM 304**
  - ISA 320** will replace **SAM 301**
- International PMT XXX TO CHANGE TO ACQ XXX
- ACQ 120** replaced **PMT 202** (showing on FY 15 schedule)
  - ACQ 130** replaced **PMT 203** (showing on FY 15 schedule)
  - ACQ 230** new course (showing on FY 15 schedule)
  - ACQ 340** will replace **PMT 304** - FY 16
  - ACQ 350** will replace **PMT 313** - FY 16



# 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						
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 31	25	26	27	28	29	30

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				

Acquisition Events	
13 APR	PMT 400 course start
04 MAY	PM WORKSHOP
01 JUN	ACQ 404 course start

Federal Holidays	
25 MAY	Memorial Day

**Director, Acquisition Career Management**  
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