



THE ASSISTANT SECRETARY OF THE NAVY
(Research, Development and Acquisition)
WASHINGTON, DC 20350-1000

MAR 12 2012

MEMORANDUM FOR DISTRIBUTION

SUBJECT: ACAT I /II Program Manager Slating Process Guidance

Having reviewed Program Manager Slating Panel results over the past several years I am confident in the rigor and careful consideration placed in the selection of our critical Program Manager positions. At the same time, however, there's a fair degree of variability evident across the Department of the Navy which warrants promulgation of guidance to standardize the Slating Panel process while maintaining emphasis on selection of the best qualified ACAT I /II PMs.

ACAT I /II Program Managers (PMs) are entrusted to manage and oversee the design, development, production, test, delivery, training, and lifecycle care of the systems and capabilities required to achieve the mission of the Navy and Marine Corps. Although PMs are meeting the minimum requirements for acquisition and program office experience, acquisition leaders must also be proficient and qualified in the programmatic disciplines and "key PM competencies" to execute statutory responsibilities including financial, technical/engineering, contracting, and logistics. Our officer and civilian candidates should be the "best of the best" and be provided every opportunity for success.

The Program Manager Slating process should accurately assess and identify those quality skill sets and experience tours that, when combined, provide selection of the "best qualified candidate." It should also ensure an environment of equal opportunity that draws fully upon the talent, performance, achievement, and experience resident in the Acquisition Corps. Slating Panels should carefully consider the difference between quantity and quality when assessing each candidate. An evaluation of operational experience, experience gained in acquisition related assignments, and compliance with statutory requirements is necessary, as is the depth of one's core acquisition experience tours. Core acquisition experience is based on a candidate's relevant functional experience.

The acquisition phase of a program is also an important component of the Program Manager Slating Process. The acquisition, business, technical and operational experience of the individual is an enabler to program success and should be considered when evaluating each candidate. In all cases, candidates must meet ACAT I /II PM statutory requirements prior to assumption of duties. PM selections that require a waiver for experience or training should not be forwarded for approval except under very special circumstances.

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The attachments are provided in order to standardize candidate application packages across the different SYSCOMS and to ensure the correct information is considered and reported in final selections. The Slating Panel Chair should provide a brief on slating panel results shortly after the board concludes. Further, tenure agreements and any notifications of an early termination of a PM tenure agreement shall be provided to the DACM office.

In order to build and develop the best acquisition leaders, military and civilian career paths within individual organizations should be reviewed. The workforce should be made aware and provided every opportunity to further their acquisition experience and expertise to compete successfully for these key acquisition leadership positions.



Sean J. Stackley

Attachments:

1. ACAT I/II Major Program Manager/Deputy Program Manager (MPM/DPM) Slating Panel Guidelines & Package Contents
2. PEO/Command MPM Selection Endorsement Memo template
3. Slating Panel Metrics Sheet
4. Candidate Information Sheet

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