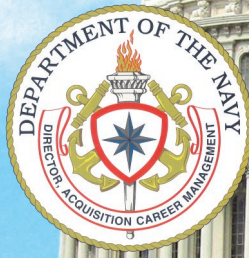


- ▶ X-47B RECEIVES AVIATION HONOR....5
- ▶ ADAPTIVE TRAINING FOR SUBS.....11
- ▶ NAVAIR LAUNCHES UNIVERSITY13



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DACM

Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

DON Celebrates Excellence in Acquisition

The Department of the Navy (DON) recognized more than 40 individuals and commands for their superior efforts in acquisition. Assistant Secretary of the Navy for Research, Development and Acquisition (ASN RD&A) Sean J. Stackley was joined by Under Secretary of Defense for Acquisition, Technology and Logistics Frank Kendall as he presented the DON Acquisition Excellence Awards at a ceremony at the Pentagon June 13. These annual awards recognize individuals and commands for outstanding acquisition practices including advancing competition and innovation throughout the Navy and Marine Corps acquisition process.

"In the words of Secretary Forrestal, for our award winners today," said Stackley. "Remember that no other fighting force in the world, at this time, is able to do so much. And for your part in these achievements, you deserve to be proud as long as you live, and the nation, which serves at this time of crisis, will remember you with great gratitude."

The awards ceremony included the announcement of the 2013 recipient of the Rear Adm. Wayne E. Meyer award, the most prestigious of the DON Acquisition Excellence Awards. Typically this award is given to an individual, however, for 2013 the award recognizes the Naval Sea Systems Command (NAVSEA) workforce. Among NAVSEA's accomplishments in 2013, the workforce *awarded six major contracts, christened six ships, delivered five ships and started fabrication on 11 ships*. Additionally, in spite of the tragic events that took place on Sept. 16, 2013, the NAVSEA workforce demonstrated resilience and unwavering dedication to preserving and supporting the Fleet.

2013 Rear Adm. Wayne E. Meyer award



The 2013 Rear Adm. Wayne E. Meyer award was awarded to the Naval Sea Systems Command workforce during the Department of the Navy (DON) Acquisition Excellence Awards ceremony held at the Pentagon June 13.

2013 Acquisition Excellence Awards Winners

Competition Excellence Acquisition Team of the Year

Naval Enterprise Networks

Space and Naval Warfare Systems Command



Small Business Team Award

Range Technical Support Services Acquisition Team

Naval Air Systems Command



Innovation Excellence Acquisition Team of the Year

Amphibious Combat Vehicle Study Team

Marine Corps/Navy Team



See more AEA RECIPIENTS pages 2 & 3

AEA RECIPIENTS from page 1

Dr. Al Somoroff Award



V-22 Joint Program Office Multi-Year Procurement Team
Naval Air Systems Command

Acquisition Professional of the Year



Mr. Lee Bond
Marine Corps
Systems Command



RDML(s) Dean Peters
Naval Air
Systems Command



Remote Mine Hunting System Program Office
Naval Sea Systems Command

Field Acquisition Activity Award



CAPT Marko Medved, Team Lead,
accepts on behalf of
Officer-in-Charge of
Construction,
Marine Corps
Installation West,
Naval Facilities
Engineering Command

Expeditionary Contracting Award



Mr. Steve Iselin, Executive Director,
NAVFAC HQ accepts on behalf of
Mr. Gillian David
Naval Facilities
Engineering Command



Technology Transition Award



Networking on the Move
Marine Corps Systems Command



Surface Ship Torpedo Defense Team
Naval Sea Systems Command

USD(AT&L) tours NAWCWD for first time

Matthew Denny, NAWCWD Public Affairs

The Honorable Frank Kendall, Under Secretary of Defense for Acquisition, Technology and Logistics, toured Naval Air Warfare Center Weapons Division (NAWCWD) labs and facilities at the China Lake campus as part of his acquisition warfighter outreach initiative during a visit May 12-13.

“I am impressed to see the dedication the workforce has to supporting the warfighter,” said Kendall. “I can’t believe more people haven’t seen this place. I will try to get the Secretary of Defense to come out to China Lake and I think he would enjoy it as much as I have.”

Rear Adm. Mike Moran, NAWCWD commander, Scott O’Neil, NAWCWD executive director, Vice Adm. David Dunaway, commander of Naval Air Systems Command, and NAWCWD leadership explained the capabilities of both the China Lake and Point Mugu campuses during briefs and walking tours.

The tours covered a variety of locations and capabilities to include: Weapon Systems Center for Integration, Michelson Lab, Integrated Battlespace Arena, Digital Precision Strike Suite, the Advanced Weapons Laboratory, Joint Strike Fighter capabilities, Electronic Warfare capabilities, Marine Air Ground Task Force Intrepid Tiger II, the China Lake Propulsions Lab and the Carl Schaniel Energetic Materials Lab.

“It is a unique opportunity for NAWCWD to have one of our most senior leaders in the Department of Defense pay a visit and see what we do here at Weapons Division,” Moran said.

“He is responsible to the Secretary of Defense and the President for everything that is our business; he is our boss. There is no one better positioned, no one more experienced and no person more dedicated to what we do at WD than Mr. Kendall.”

Greg Wheelock, NAWCWD’s deputy associate for energetics, briefed Kendall on the overall Weapons Miniaturization Strategic Thrust and specifically the Spike missile project. Kendall and NAWCWD leadership then observed a live-fire test, demonstrating



The Honorable Frank Kendall, Under Secretary of Defense for Acquisition, Technology and Logistics, backseat, rides in an F/A-18F Super Hornet with pilot, Capt. Andrew McFarland, commanding officer at Air Test and Evaluation Squadron 31, during an observation flight of Naval Air Warfare Center Weapons Division China Lake’s airspace and ranges May 13. U.S. Navy photo by Mike McGinnis.

Spike’s capability to acquire, lock on and engage a threat target - which for this exercise was a remotely controlled vehicle.

“We want to raise Mr. Kendall’s awareness of government lab capabilities by demonstrating a unique, tactically viable weapon system that is solely designed, developed and built by the government,” Wheelock said.

During the visit, Kendall recognized the Spike team’s work with an award for supporting the Under Secretary of Defense for Acquisition, Technology and Logistics priorities of achieving affordable programs, improving the professionalism of acquisition workforce and protecting the future.

“The technical expertise, teamwork and flexibility displayed by each member of the Spike team to accomplish a live-fire demonstration, exemplifies the best qualities of the professional and dedicated workforce at NAWCWD,” Kendall said.

Capt. Andrew McFarland, commanding officer of Air Test and Evaluation Squadron 31, took Kendall for an observation flight of China Lake’s ranges and airspace in an F/A-18F Super Hornet.

“It has been about 15 years since I have flown in that type of aircraft and it was pretty impressive to see the tools that allow our pilots to

See NAWCWD page 4

AEA RECIPIENTS from page 1

Secretary’s Cup

Office of Small Business Programs



Marine Corps Systems Command

Sarkis Tatigian Award

Office of Small Business Programs



Ms. Dawn Chartier, Deputy Director, OSBP accepts on behalf of

**Naval Warfare Center
Aircraft Division Lakehurst,
Naval Air Systems Command**

Oreta B. Stinson Business Advocate Award

Office of Small Business Programs



Mr. Robert Smith
Office of Naval Research

NAWCWD from page 3

cooperate with each other and work together,” Kendall said. “We are moving in a direction that integrates our systems much more effectively.”

Kendall spoke off base at a local technology symposium about his current standings on budgets, and what he is looking at for the future.

“Coming here has been a great opportunity to see what this community offers the Navy and the DOD,” Kendall said.

Lynne Clark, director and chief engineer of Joint Electronic Attack Compatibility, and Marine Lt. Col. Scott Vogt, military deputy for EW readiness, capabilities and programs, showed Kendall the Intrepid Tiger II, a communications jammer that provides organic capability to the Marine Corps. Clark and Vogt work in NAWCWD’s Avionics Department.

“The Marine Corps is moving away from manned aircraft to electronic warfare and unmanned aircraft,” said Vogt, who recently came to NAWCWD from the fleet. “Having Marines at Weapons Division is mission critical and adds significant value to the quality of equipment before it hits the fleet. Intrepid Tiger is an example of a system that is designed, developed and fabricated at NAWCWD Point Mugu.”

The second generation of Intrepid Tiger is based on an Open Architecture Design that enables software/hardware reuse. It was developed under a series of Rapid Deployment Capabilities with the government serving as the lead systems integrator; this enables the use of “best of breed” from industry partners, improving capabilities provided to the warfighter. It is based on the ability to take one system and integrate throughout multiple platforms.

“It is so important for the government to continue to have great engineers and scientists,” Kendall said. “I have seen firsthand what our engineers are doing at China Lake and NAVAIR and I want to commend you for the great work you are doing out here.”

Kendall spoke to more than 450 employees and service members in the grassy area in front of China Lake’s headquarters



Dr. Andrew Ihnen, left, material scientist at Naval Air Warfare Center Weapons Division, explains the capabilities of the Energetics Ink and Additive Energetics Lab to the Honorable Frank Kendall, Under Secretary of Defense for Acquisition, Technology and Logistics, at the Carl Schaniel Energetic Materials Lab at China Lake May 13. U.S. Navy photo by Mark Pahuta.

building about his new “Better Buying Power 3.0” plan.

“Better Buying Power 3.0 is about innovation,” Kendall said. “It’s about the products we deliver our warfighter and the efficiency at which we get technology into the hands of our warfighter. In the time I have spent here already, I am seeing a lot of good ideas that you may see reflected in some of the things we’re implementing.”

Kendall saw NAWCWD’s history during his visit to the China Lake Museum of Armament and Technology. During his tours of the labs and facilities, he saw where NAWCWD’s future is headed.

In his closing remarks, Kendall thanked NAWCWD for everything that it does.

“It was a delight to get out here and talk to some of the great workforce you have here,” Kendall said. “I really appreciate the chance to spend time with this community.”

USD(AT&L) presents Spike team with “Spotlight Recognition Award”



The Honorable Frank Kendall, center, Under Secretary of Defense for Acquisition, Technology and Logistics, celebrates with members of Naval Air Warfare Center Weapons Division’s Spike missile team after presenting them with a Spotlight Recognition Award during his visit May 13 to NAWCWD China Lake. Kendall recognized the Spike team’s work with the award for supporting his priorities of achieving affordable programs, improving the professionalism of acquisition workforce and protecting the future. Also joining the celebration were Vice Adm. David Dunaway, right, commander of Naval Air Systems Command, and Rear Adm. Mike Moran, NAWCWD commander. U.S. Navy photo by Ron Rodriguez.

Navy's X-47B program receives aviation honor

PEO(U&W) Public Affairs

NAVAL AIR SYSTEMS COMMAND, PATUXENT RIVER, Md. —The Navy's X-47B Unmanned Combat Air System Demonstration (UCAS-D) team received the 2013 Robert J. Collier Trophy at the U.S. National Aeronautic Association awards ceremony April 9 in Arlington, Va.

The combined Navy/Northrop Grumman X-47B team was one of nine aviation and aerospace finalists that competed for the annual award, which recognizes U.S. achievements in aeronautics or astronautics. The first trophy was presented in 1911 and previous recipients include Glenn Curtiss, Orville Wright, Chuck Yeager, Kelly Johnson, Apollo 11, and the Hubble Telescope.

"We are honored the X-47B program was selected to receive the most prestigious award in the avia-

tion industry," said Rear Adm. Mat Winter, Program Executive Officer for Unmanned Aviation and Strike Weapons. "For the past five years, the X-47B team had dedicated a tremendous amount of time designing, building and testing the X-47B, which culminated in the demonstration of the first-ever launch and recovery of an unmanned aircraft from a carrier at-sea."

In 2013, the X-47B demonstrated a number of significant firsts for unmanned air system (UAS) operations: completing eight catapult launches from an aircraft carrier, 30 touch-and-goes, and seven arrested landings aboard the USS George H.W. Bush (CVN 77) and the USS Theodore Roosevelt (CVN 71).

"[X-47B UCAS is] a breakthrough technology that will impact naval aviation for years to come," Winter said. "It's a unique opportunity to be part of

something that changes history and I can proudly say this team has done that."

"The success of the UCAS-D program provides a glimpse into the future of unmanned aviation," Secretary of the Navy, Ray Mabus, said in a statement. "The air vehicle performance, testing efficiency, and safety technologies and procedures developed and tested throughout the program's execution have paved the way for the Navy's future carrier-based unmanned system capability. The development of a U.S. Navy aircraft carrier-capable unmanned aircraft system (UAS) solution is among the most important technology development programs in the Department of Defense today."

NOTE: The Collier trophy was formally presented to the X-47B team May 29 when the eight foot high trophy was brought over from the Smithsonian's Air and Space Museum for the event.



(Above) An unmanned X-47B on the flight deck of USS Theodore Roosevelt (CVN 71) in November 2013. The X-47B was the first unmanned aircraft to launch and recover from a modern aircraft carrier. Photo courtesy of Northrop Grumman. (below) Ronald Reagan Washington National Airport (May 29) -- The 2013 Robert J. Collier Trophy has been awarded to Northrop Grumman, The U.S. Navy, and the X-47B industry team for developing and demonstrating the first unmanned autonomous air system operating from an aircraft carrier. Photo courtesy of NAA. (Right) The Robert J. Collier Trophy.



2013 DON T&E Awards

Mike Said, DON T&E Office, DASN (RDT&E)

In April 2014, Ms. Mary Lacey, Deputy Assistant Secretary of the Navy for Research, Development, Test & Evaluation (DASN (RDT&E)), signed and approved award letters of congratulations and award certificates for recipients of the 2013 Department of the Navy (DON) Test and Evaluation (T&E) Awards. This is the second year of this competitive awards program which recognizes the outstanding efforts, achievements and crucial role developmental and operational testers perform in support of Navy and Marine Corps acquisition programs. The DON T&E Awards consist of award categories for military and civilian T&E workforce personnel and T&E teams across Naval SYSCOMs, PEOs, Warfare/System Centers and Operational Test Activities. Award letters, certificates and accompanying plaques were presented to award recipients via local command award ceremonies with DON T&E Office personnel attending events as geographically possible. For 2013, the DON T&E Awards and their recipients are as follows:

DON T&E Lifetime Achievement Award recognizes a DON T&E professional who has provided a lifetime of outstanding contributions and service to the T&E community at large. For 2013, the recipient is Mr. Robert D. Kollars, Naval Surface Warfare Center, Carderock Division (NSWCCD), Signatures Analysis and Characterization Division Head. Mr. Robert (Bob) Kollars is a recognized national and international authority on acoustic radiated noise signature and submarine silencing efforts. As part of his nearly 30 years of service, he has made numerous contributions in the development of technology and testing that have ensured U.S. dominance in the area of anti-submarine warfare. Mr. Kollars has been instrumental in assessing near-term and long-range implications of technology and signature characteristics on acoustic stealth and also played a key role in developing innovative data measurement techniques and data analysis tools that have improved the capability to understand acoustic signatures and optimized the conduct of the associated full scale acoustic test efforts. These efforts have resulted in a significant cost savings to several Team Submarine Program Offices, including that of the OHIO Replacement Program. Bob Kollars was extremely surprised and honored to receive this lifetime achievement award saying, "I feel like I have so much more that I want to do in my career, I hadn't considered all of the things I have had the privilege to be involved with in the past."



Robert Kollars

DON Lead Tester Award recognizes a military or government civilian who excelled in the planning, management and oversight of T&E activities



The 2013 DON Lead Tester Award was presented to Mr. Andrew Maack at the NAVAIR Awards Ceremony on May 1, 2014. Shown from left are: Mr. Gary Kessler, Deputy Assistant Commander for Test and Evaluation for Naval Air Systems Command; Mr. Andrew Maack, NAVAIR, and Mr. Rick Quade, Deputy DON T&E Executive (Acting), DASN (RDT&E)/N84C.

as a Lead Tester (e.g., Chief Developmental Tester, Program T&E Lead, or Operational Test Director/Project Officer) for an ACAT I/IA or ACAT II Program. The 2013 recipient of this inaugural award is Mr. Andrew Maack, NAVAIR. Andrew Maack's superior leadership, professionalism, technical expertise and passion for the mission as the Chief Test Engineer and Chief Developmental Tester, Naval Variants, resulted in many successes for the Patuxent River F-35 Integrated Test Force (ITF) this past year. He led the F-35 ITF during critical flight testing of the stealth jet fighter resulting in integration of the aircraft into the USN/USMC arsenal, and he ensured test personnel were appropriately supported to meet broader F-35 enterprise objectives.

DON T&E Working Integrated Product Team (WIPT) Award recognizes an acquisition program's T&E WIPT that provided outstanding support in all aspects of the T&E effort, to include use of T&E best practices, team work and superior execution. The award went to the Joint Mission Plan-



The 2013 DON T&E WIPT Award was presented to the JMPS-M T&E WIPT at the NAVAIR Awards Ceremony on May 1, 2014. Shown third from right is Mr. Will McCready, JMPS-M Assistant Program Manager for T&E, who shares the award with his local teammates.

ning System-Maritime (JMPS-M) T&E WIPT (Mr. Will McCready, Team Lead), NAVAIR, who was tasked to manage testing for 14 Mission Planning Environments (MPEs) that provide capabilities for 36 Type/Model/Series Aircraft. The team focused on developing specific test programs for each MPE which involved coordination amongst many different stakeholders and user groups to ensure testing addresses both the common mission planning functionality as well as the platform mission specific planning. The JMPS-M T&E WIPT showed that effective teamwork, open communications amongst stakeholders and detailed T&E management for the many MPEs for numerous aircraft types can lead to exceptional results in test efficiency.

DON Test Team Award recognizes a test team (either Integrated Test Team or Lead Developmental T&E Organization) supporting an acquisition program that provided outstanding test planning, execution and reporting efforts. This is the inaugural year for the award and the recipient is the Unmanned Combat Air System Demonstrator (UCAS-D) Integrated Test Team (ITT) (CDR Brian Hall, Team Lead, NAVAIR and Mr. Matthew Funk, Co-Lead and Lead Test Engineer, NAVAIR). The UCAS-D ITT proved that outstanding performance of duties, effective teamwork and exceptional service can lead to a first in Naval Aviation. The ITT successfully executed the historic first catapult and arrested landing of the X-47B Air Vehicle while underway aboard the USS GEORGE H.W. BUSH (CVN 77). This testing resulted in the full qualification of all shipboard-installed systems for the command and control of Unmanned Air Systems in the carrier environment. The ITT's efforts demonstrated crucial technology in support of unmanned carrier aviation operations and has enabled the full developmental program to proceed forward.

DON Award for Technical Excellence at a T&E Facility or Range which recognizes efforts at a Test Range or Facility that made a significant advancement in T&E effectiveness and efficiencies through a technical innovation or solution. The 2013 recipient is Dennis Normyle, NAVAIR Atlantic Test Range (ATR) who produced an invaluable T&E technical solution in architecting a real-time data and voice communications transport that resulted in remote monitoring of MQ-4C Triton flight testing at the

prime developer's facility saving travel time and costs. The technical innovation contributed to the success of the MQ-4C Triton flight test program this past year and provided significant advancement in T&E effectiveness and efficiency.

DON Aspiring Tester Award recognizes a rising military (O-4 and below) and government civilian (GS-13 and below) T&E workforce member who is new to the T&E field (five years or less) and has shown excellence and demonstrated initiative in his or her assigned duties. The 2013 Military Category recipient is LT Joseph Gilligan, P-3 Multi-static Active Coherent Operational Test Director, Air Test and Evaluation Squadron ONE (VX-1), providing operational testing expertise, leadership and professionalism which contributed to the success of the Navy's P-3 Orion Program. His exceptional dedication, superior coordination of test efforts and effective liaison between primary stakeholders was crucial for timely Fleet introduction of this capability. The 2013 Civilian Category recipient is Ms. Amanda Bobe, Naval Surface Warfare Center, Panama City, for serving as the Lead Test Director for the accelerated upgrade and fielding of the MK 18 Mod 2 Unmanned Underwater Vehicle System. Ms. Bobe led her team to accomplish this on an accelerated schedule without sacrificing the technical rigor and discipline required in testing and evaluating the MK 18 Mod 2 to support delivery on schedule and as promised.

DON Small Program Outstanding Tester Award recognizes a military and government civilian workforce member who has provided exceptional T&E execution and support for a small DoN program, including non-programs of record and urgent operational needs projects. The 2013 Military Category recipient was MAJ Erin Berard, Operational Test Project Officer, Marine Corps Operational Test and Evaluation Activity (MCOTEA), for her T&E leadership and insights scoping critical user testing while recognizing budgetary limitations contributed to success of the Joint Precision Airdrop Ultra Light Weight System program. Mr. Mike Said, DON T&E Office, attended the MCOTEA Award Ceremony at Marine Corps Base Quantico, VA. The 2013 Civilian Category winner was Mr. Richard Thornton, Naval Undersea Warfare Center, Newport Division, as alteration installation team manager and Test Director for several critical submarine projects. As Test Director, he spearheaded Fleet testing of two highly complex undersea warfare systems called Project 1319 and Sea Robin Project, both of which expanded the Navy's unmanned systems capability into previously uncharted areas.

The 2014 DON T&E Awards Program call for nominations will occur in October 2014 time frame with award winners to be announced in early 2015 with local command award ceremonies to follow. For more information, contact the awards point of contact for DASN (RDT&E) at 571-256-7889.



The UCAS-D ITT in the hangar bay of USS HARRY S. TRUMAN (CVN 75) with the X-47B unmanned system during the shipboard detachment and deck operations test phase. On May 14, 2013, the X-47B UCAS-D successfully launched from the flight deck of the aircraft carrier USS GEORGE H.W. BUSH (CVN 77) becoming the first aircraft carrier to successfully catapult launch an unmanned aircraft from its flight deck.



The DON T&E Awards presented at the NAVAIR Ceremony on May 1, 2014 included the following team and individual awardees (from left to right): DON Test Team Award to UCAS-D ITT, with Mr. Matthew Funk and LCDR Brian Hall, NAVAIR, Team Co-Leads accepting; DON Award for Technical Excellence at a T&E Facility or Range to Mr. Dennis Normyle, ATR; DON T&E WIPT Award to JMPS-M T&E WIPT with Mr. Will McCready, NAVAIR, Team Lead accepting; and DON Lead Tester Award to Mr. Andrew Maack, NAVAIR.

BRAVO / ZULU

“Well Done” SYSCOMs!

In lieu of a DACM Chalice this quarter, the DACM Office wants to recognize the System Commands for their implementation of Exit Interviews! This process improvement was conceived to provide acquisition leadership with a better understanding of the factors involved when someone decides to stay or leave an acquisition position in the Department of the Navy (DON), and use that understanding to shape an even more stellar acquisition team. Each of the SYSCOMs participated in developing a framework that would allow for analysis across DON and presented their initial analysis at the recent Acquisition Workforce Summit with PCD, PMD, DACM, and DON's National Leads for each Career Field. Mr. Thomsen recognized the hard work and commitment to the workforce. “This is the first time we've collected data like this! Keep at it! Don't let up!”

The DACM Office is looking to expand the scope of future Chalice awards beyond DAWIA Goals. If you have a suggestion for how the commands can be recognized for positively impacting the quality, success, or job satisfaction of our acquisition workforce, please write us at DACM.desk.fct@navy.mil.

DON top scientists & engineers awards

The Department of the Navy (DON) recognized 36 professionals, across three categories, at the 2013 Dr. Delores M. Etter Award for Top Scientists and Engineers awards ceremony, June 6, at the Pentagon in Arlington, Virginia.

Assistant Secretary of the Navy for Research, Development, and Acquisition (ASN(RDA)) Sean J. Stackley, was joined for the presentation of the awards by Dr. Delores Etter, a former ASN(RDA) for whom the award is named.

"I knew this (award) was really important and I can't tell you how pleased I am that the Navy decided to continue it. It is the ultimate honor to have it named in my honor," said Etter.

Established in 2006, the award recognizes DON personnel for exceptional science and engineering achievements.

In his opening remarks, Stackley emphasized the importance of science and engineering to today's Navy/Marine Corps team and the nation when he said, "From the Higgins boat and Mulberry Harbor, renowned engineering feats which played such a crucial role in the landing at Normandy seventy years ago, to precision guided munitions, unmanned vehicles, advanced acoustics, nuclear power, quantum computing, and next-generation armor, which perform key roles for our deployed forces today, our superiority at sea, in the air, and on the battlefield depends upon our superiority in science and engineering, and today's ceremony gives recognition to the outstanding scientists and engineers who dedicate their great talents to ensuring that our Sailors and Marines continue to command this warfighting edge."

The recipients of this award for 2013 are:

Dr. Arjuna Flenner

*Naval Air Warfare Center
Weapons Division, China Lake*

Mr. Robert Adamson

Naval Research Lab

Dr. Jesse Moran

Naval Surface Warfare Center, Indian Head

*Explosive Ordnance Disposal
Technology Division*

Dr. Joseph Helmboldt

Naval Research Laboratory

Dr. James Prater

Naval Surface Warfare Center

Panama City Division

Mr. Gautam Trivedi

Naval Research Laboratory

Mr. Sean Reed

Naval Sea Systems Command

eXperimental Fuel Cell (XFC) Team

Dr. Warren Schultz, Mr. Joseph MacKrell,

Mr. Alvin Cross Mr. Matthew Hazard,

Dr. Benjamin Gould

Naval Research Lab

Mr. Lee Lemay

Space and Naval Warfare

Systems Center, Pacific

Dr. James Delehanty

Naval Research Lab

Dr. Stephen Hammel

Space and Naval Warfare

Systems Center, Pacific

Dr. Alberto Piqué

Naval Research Laboratory

Mr. Aaron O'Toole

Naval Systems Warfare Center, Indian Head

Dr. Melinda Peng

Naval Research Laboratory

Global Ocean Forecast System (GOFs) Team

Mr. Joseph Metzger, Dr. Alan Wallcraft,

Dr. James Cummings, Ms. Pamela Posey

Naval Research Lab

Signals Intelligence Antenna (SIGINT) Team

Mr. Hale Simonds, Ms. Susan Morales,

Mr. Robbi Mangra, Mr. Dennis Bermeo,

Mr. Leon Lin, Mr. Robert Homer

Space and Naval Warfare

Systems Center, Pacific

Dr. Osama Nayfeh

Space and Naval Warfare

Systems Center, Pacific

Dr. Brandy White

Naval Research Laboratory

Mr. John Altobelli

Naval Air Warfare Center

Aircraft Division, Lakehurst

Dr. Keith Williams

Naval Research Laboratory

Mr. Galen Marks

Naval Facilities Engineering Command

Dr. Zachary Waters

Naval Research Laboratory

Mr. Brent Ingraham

Marine Corps Systems Command

Mr. Christopher Clark

Naval Air Warfare Center

Aircraft Division, Lakehurst

Business Cost Estimating — Outside Rotation

SHARE YOUR EXPERIENCE



Kristie Le, SSC PAC



Walking out of Dulles International Airport, I experienced a wind and chill factor that I had never felt before. I was born and raised in Southern California, and besides going to Mountain High or Big Bear, snow and ice were not my cup of tea. In my mind, snow is something that you travel to, not something that happens to you. But I was so excited to start my external rotation with the Naval Center for Cost Analysis (NCCA) that I didn't care! As a SPAWAR Systems Center Pacific (SSC PAC), Cost Estimating branch intern, I had been given an opportunity through the Naval Acquisition Development Program (NADP) and the Naval Acquisition Career Center (NACC).

Taking the Metro to the Pentagon to get my badge and meet the NCCA liaison was nerve wracking and thrilling all at the same time. The NCCA liaison met me in the Pentagon lobby, showed me the NCCA spaces in the Pentagon,

and then escorted me to Crystal City where the NCCA annex was located. I was first introduced to Ms. Wendy Kunc, the Deputy Assistant Secretary of the Navy (Cost & Economics) and Director of NCCA, and Duncan Thomas, the Technical Director. Both warmly greeted me and let me know their doors were open if I had any questions or concerns.

In the few months I worked at NCCA, I rotated through the Ships/Weapons Division and the Aviation/USMC Division. It was an amazing learning experience. I got to sit in on meetings at the Pentagon with three-star and four-star admirals... needless to say, I was star

struck! But day to day, I was able to work on programs like Air and Missile Defense Radar (AMDR), the Sikorsky CH-53K Super Stallion heavy-lift cargo helicopter, the E-2D Advanced Hawkeye all-weather, carrier-capable tactical airborne early warning aircraft, and the Ground/Air Task Oriented Radar (G/ATOR). Not only did I work on interesting programs, I was able to learn cost estimating tools I had not yet heard of because of my short stint in the intern program.

I learned that the Visibility and Management of Operating and Support Costs (VAMOSOC) could be used to develop Operations & Sustainment (O&S) cost estimating relationships (CERs). I discovered the Program Budget Information System (PBIS) and the Defense Acquisition Management Information Retrieval (DAMIR) could help me collect data from historical and present data sources. The tools and cost estimating best practices I learned at NCCA were transferable skills I was able to bring back to the SSC PAC Cost Estimating branch. I thoroughly enjoyed my experience and would recommend it to every intern in the NADP.



Contracting — What an experience!

SHARE YOUR EXPERIENCE



Bryan Mansfield, SSC PAC



My experience with the Naval Acquisition Development Program (NADP) began when I arrived at the Space and Naval Warfare Systems Center Pacific (SSC Pacific) in July 2009. Looking back at the day I arrived, it's easy to appreciate the NADP's impact on my career.

I walked through the gate with zero experience in Federal acquisition. All I had was a college degree and a motivation to learn. I remember when Todd McKamey (my supervisor, Career Field Manager, and mentor) gave me a fresh copy of the Federal Acquisition Regulation (FAR) and suggested that I acquaint myself with Parts 1 through 12, "for now." I was intimidated (who isn't when they first see the FAR?), but I saw it as a challenge and it motivated me.

The NADP far exceeded my expectations. Over the next three years, I was given countless opportunities to learn, contribute to the Navy, and

grow as an acquisition professional. On the job, my teammates spent months guiding me through the intricacies of research and development contracting. My courses at the Defense Acquisition University, especially CON 090, empowered me to research the regulations independently. My supervisor and mentor led by example, kept me challenged, and taught me to anchor myself in the rules rather than in past practice.

The NADP supported a unique rotational opportunity at DASN(AP), where a senior procurement analyst, Evelyn Ortiz, exposed me to high-level acquisition policy formation. I was allowed to actively participate in Navy-wide policy projects and even drafted a template for the Navy and Marine Corps Acquisition Regulation Supplement (NMCARS). I was invited to attend two Defense Acquisition Regulation (DAR) Council meetings, where the council was surprisingly interested in my perspective as a frontline contracts specialist. I owe this invaluable experience to the NADP.

Without a doubt, my experience in the NADP laid the foundation for my career as a Contracting Officer. I owe thanks to the NADP, SSC Pacific, my mentor, and my teammates for all their support.

Business Financial Management — Rotation in DAMC Office

Cherese Peyton, MCSC



I can say that my path is not your typical path for the normal intern. Before I came into the intern program, I was already with the federal government and have been for the last 16 years (14 ½ years were spent as a soldier and civilian).

While working full time as a civilian at the US Army Corps of Engineers, I graduated with my BS in Business Administration/Accounting and started Grad School in 2012. After graduating with my BS, I knew that it was time to start applying for jobs that will advance my career because I was in a job that was at its highest promotion potential and could not advance any further in it. During the search, I applied for jobs that would challenge me but at the same time allowed me to grow and flourish in a particular career field. The Naval Acquisition Developmental Program was one of the jobs I applied along with one other government agency. It just so happened that I was selected for both jobs and I knew in my mind I had to make one of the hardest decisions in my life. Going over each job and talking with one of my mentors at the Corps of Engineers, I knew which one I should take. There was just something about the Naval Acquisition Development Program that really stood out to me. It was the exact position that I wanted in a career field that I have been trying to get into for years. So when it was all said and done, I started my journey and new career as a Business Financial Management Analyst on Dec 2012 with the Marine Corps Systems Command (MCSC), Quantico, VA.

During the first year of the developmental program, I had the privilege to rotate to two

internal rotations. One was in PMM113 Optics/Non-Lethal Weapons Systems and Procurement (PMC) Branch, DFM/Resource Management. With both internal rotations, I was able to be exposed to the financial management practices and policies in both the program office and also in the Resource Management office. I was in awe that I was able to experience both offices because even though they both deal with Financial Management practices, there are some differences. One noticeable difference for me was that in a Program Office I went from doing Financial Management practices for two major programs to looking at all of the PMC major programs that were in the entire command in the Procurement (PMC) Branch office.

With the start of my second year in the program, I got the opportunity to do my first external rotation in the Office of the Director, Acquisition Career Management for the Department of Navy. This rotation caught my eye when it was first solicited in my first year of the program. I did not know too much about the DACM office before this rotation but really wanted to learn what the DACM office was all about. I felt for me that this could be a challenge but great experience working in the office.

In the beginning of the rotation in the DACM office, I was able to sit down with each staff member and they shared with me what they do in the DACM office. It gave me a better insight of the practices and policies in the office. I was really intrigued on what goes on in the office. Before I started this rotation, I was only focused on my career field, financial management. But the staff opened my eyes to all the other career fields in the Acquisition Workforce.

During my rotation in the DACM office, I was introduced to the other career fields by attending the Functional Integrated Program Team (FIPT) meetings. There at the FIPT

meetings, it went more in depth about the current status of the workforce in each career field. I had the privilege of working on some of the projects in the office ranging from assisting with the SECDEF Corporate Fellowship Program Nominations, Eisenhower School SAC Selection Panel Nominations and AEA Awards Nominations to being on the Joint ENG/T&E KLP Q-Boards SOP Tiger Team along with one of the career managers in the office. I also assisted and compiled the FAQs for the upcoming DoD Joint KLP Q-Boards that will be held later this year.

I got a chance to attend the PMT401 Navy Service Day which was held at DAU, Fort Belvoir. At this event, future Program Managers got the privilege to meet the key leadership in the Department of Navy. I enjoyed being there because I saw this event as a great network tool for the future Program Managers in the acquisition workforce.

I am very grateful and thankful to Ms. Thomas-Rizzo and the entire staff of the DACM office. I can say that I learned so much from them, and I have left the rotation from the DACM office with a better understanding of the Naval acquisition workforce. I also found that being in the DACM office you interact with many different professionals which in turn allows you to network with people outside of your career field. I can take what I have learned from the DACM office and use it in other offices within the acquisition workforce. Also being at the DACM office and at the Pentagon, will allow me to have a smooth transition over to my next external rotation at Headquarters Marine Corps Programs and Resources. It also allowed me to gain a perspective and knowledgeable individual to become my mentor while in the developmental program.

Being in the NADP program has been very rewarding thus far. I am super excited about what the future holds once I graduate.

It's rewarding getting involved with STEM education

Mike Said, DON T&E Office, DASN (RDT&E)

Science, Technology, Engineering and Math (STEM) education is all about reaching out, giving back and teaching technical-related education and skills to others. As an engineer, I was approached by Harvester Teaching Services (HTS) in Springfield, VA in Spring 2013 to consider doing a STEM class for middle school students (grades 6 to 8) beginning in Fall 2013. HTS provides enrichment classes for home-schooled kids and basically operates like a private school two days per week. I thought this was a great opportunity to teach young kids about what is engineering and get them excited about a STEM-related education in high school

and college. This offer came at the time government employee furloughs were kicking in during Spring/Summer 2013 as the result of sequestration. I decided to turn a lemon into lemonade. Being on furlough one day per week for a while, I used my mandatory days off to develop a curriculum for the engineering class. The product was an elective class for middle school students called Beams, Bridges and Buildings for the 2013/2014 school year.

With the encouragement and approval of my boss and a complement of student's eager to learn, I taught a weekly one hour course this past school year. It was well worth the personal time. Not only did I weather the furlough storm with a purpose, I was also able to interact

with young students, educate them in basic engineering and get them excited about pursuing a long term STEM education. It was very rewarding when a mother came to me and said, "Jerry (age 12) loves your class and told me he's going to study hard in math and science, and then attend engineering school in college." I was blessed and the feedback confirmed I made the right decision to invest in young students and make a STEM difference.

Working for the Navy as an engineer has been a great and rewarding career, and I'm so glad I can direct others towards engineering or other STEM fields, and hope to continue doing so this next school year with the class. I had made lemonade, and it was very sweet!



STEM Class for Middle School - Engineering class students are shown with their popsicle stick truss bridge projects this past school year. We formed into student teams of two and completed design, build and test phases. They learned a lot about project requirements, planning, design and engineering, and had fun in the process. Other hands on engineering activities included an electrical circuits lab and an acoustic sound loss project. We also studied engineering disasters and failures to understand what went wrong and to learn from them.



DAWDF Mid-Year Review Highlights

Hugh Smith, Director NACC

In April, a DAWDF mid-year review was held and chaired by Mr. Jim Thomsen, Principle Civilian Deputy ASN (RD&A) and Ms. René Thomas-Rizzo, Director, Acquisition Career Management. The purpose of the meeting, attended by SYSCOM senior leadership and DAWDF experts, was to review FY14 execution and to plan a strategy for FY15 and beyond. FY14 execution topics were: obligation and execution rates, understanding SYSCOM gaps, DAWDF return on investment, and NADP hiring execution and unfunded requirements. Out-year planning topics included the out year NADP requirements based demand signal and projected DAWDF future requirements. Currently DAWDF is set to expire in FY18.

Ms. Thomas-Rizzo congratulated the participants on the great hiring results achieved in FY13 despite a hiring freeze and stated it

was "a tremendous acquisition workforce team effort!" She noted that she is paying particular attention to atrophy in our Mission Critical Career Fields, all need to be mindful of attrition and hiring rates and that leveraging of DAWDF was recommended to deliberately target these areas. Looking forward toward the future of DAWDF, she added DoN intends to continue targeted hiring in FY15, emphasize increased professionalism via AWF training and incentive opportunities, requirements should be demand driven, and training should be focused on acquisition mission skill gaps not provided in traditional training resources.

The SYSCOMs leadership had the opportunity to highlight their respective organization's DAWDF accomplishments and future requirements. Some areas of concern expressed included: DAWDF availability in the out years, travel and conference restrictions, 3R budgetary restrictions and the rules asso-

ciated with their use, and hiring authorities not suited toward attracting the "Best and Brightest." Detailed discussions of the concerns ensued and a strategy was mapped for the way ahead with additional details forthcoming.

In closing remarks, Mr. Thomsen stressed: the importance for SYSCOMs to resist temptation from budget pressures and not slow down hiring in mission critical areas; use DAWDF as a resource to the maximum extent possible to continue development and sustainment of the Acquisition Workforce; to be good stewards of the taxpayer and apply good government; and the need to communicate the growth and quality successes of how DAWDF improves our acquisition workforce. Finally, he stated that the Office of the Secretary of Defense looks to the Department of the Navy as the expert and leader in the execution of DAWDF and we will continue this trend by staying at it every day.

NAWCTSD

Adaptive Training for Submarine Navigation and Piloting (ATSNAP)

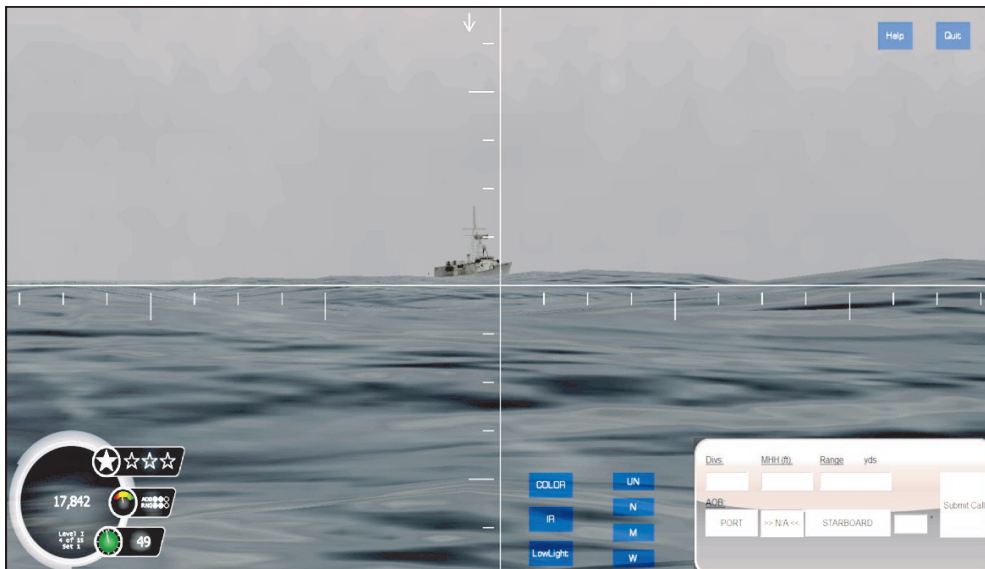
Alyssa Mercado, Research Psychologist & Dr. Wendi Van Buskirk, Senior Research Psychologist

Recent submarine incidents suggest the need for improved submarine training both before and during deployment. Adaptive training (AT) which is training that is tailored to specific needs of the learner has the potential to increase training effectiveness and decrease time and cost. The Office of Naval Research under the Capable Manpower Future Naval Capability has sponsored Naval Air Warfare Center

Training Systems Division's (NAWCTSD) work under the Adaptive Training for Submarine Navigation and Piloting (ATSNAP) project. Under the ATSNAP project, NAWCTSD has been performing research to determine the most effect adaptive training approaches and has developed an adaptive training system for periscope operations.

There are many considerations when choosing an adaptive training system because there are many different ways to tailor the instructional content to the trainee. We developed an adaptive training approach

Science & Technology



based on theory found in the cognitive science and training literature. For example, Cognitive Load Theory suggests novices need more detailed feedback while detailed feedback presentation leads to poorer performance for experts. We developed the Periscope Operator Adaptive Trainer (POAT) which provides training in periscope calls using an adaptive training approach where we adapt both the feedback trainees receive and the scenario difficulty based on trainee performance. The training effectiveness of POAT was tested by comparing it to a non-adaptive training system. Submarine Officer Basic Course (SOBC) students participated in the evaluation and were randomly assigned to either the AT Group or the Non-AT group. Results from the evaluation showed that the AT group had 10% higher learning gains and made their periscope calls faster than the Non-AT group. Additionally, 35% of AT students received fewer, more difficult training trials, and were able to end training early due to their high performance. These findings suggest that the adaptive training system, developed using science of learning principles, was more effective and efficient than traditional (non-adaptive) training. NAWCTSD is currently conducting more research on additional AT approaches and the role of individual differences (e.g., spatial ability).

POAT is being integrated as part of the Advanced Processor Build-13 Step 3 and will reside on tactical watch stations onboard 774 and 688 class submarines. It is scheduled to be taken to sea on submarines in early 2014. Additionally, it will be installed on laptops for Submarine On Board Training (SOBT).

ASN(RDA) approves four MPM billets at SSFA, NRO

CAPT Mark Rudesill, Commanding Officer, SSFA

Headquartered in Chantilly, Virginia as the Navy's contribution to the National Reconnaissance Office, SPAWAR Space Field Activity (SSFA) recently recognized major milestones in the careers of four senior naval officers. In the last twelve months, four Navy Captains have assumed the mantle of Major Program Manager at the National Reconnaissance Office. These four positions have been designated as Major Program Manager Positions by the Honorable Sean J. Stackley, Assistant Secretary of the Navy for Research, Development, and Acquisition.

SSFA is designated as an echelon three command under Space and Naval Warfare Command, San Diego; operating inside the headquarters of the National Reconnaissance Office (NRO). The NRO is charged with developing and operating unique and innovative overhead reconnaissance systems and facilitating intelligence-related activities for U.S. national security. SSFA's mission is to manage the Navy's interest and programs in space sensors and satellite communications by providing Maritime Warfighter Knowledge, Acquisition Acumen, and Engineering Expertise to the NRO in order to develop superior and affordable space systems in support of National, Joint, and Navy missions and operations.

The NRO Major Program Manager requires skills in a variety of areas including financial planning, contracting, engineering, development and testing, and production, as well as the additional requirement of an in-depth relevant experience in the Space realm. Candidates are selected by a panel of flag officers and flag equivalent at a slating panel that is open to candidates from the myriad joint organizations assigned to the NRO from the

Intelligence community and the Department of Defense. Many NRO MPM positions are manned by former students of the Naval War College, primarily in the Space Systems Engineering curriculum.

While all the Major Program Managers have demonstrated superior performance in their duties, Captains John Hood and Andy Est have recently distinguished themselves with additional accolades. Captain Hood is the 2014 recipient of the Jimmie D. Hill Award, which recognizes professional excellence in support of military intelligence. Individuals awarded with this honor follow Mr. Hill's example of long-term dedication and tireless efforts to dramatically enhance productivity, viability and utility of space-based reconnaissance systems. Captain Est received the Intelligence Community Acquisition Award for Major System Acquisition Program/Project Manager. He was selected from twenty-three highly qualified individuals by a panel consisting of Intelligence Community Senior Acquisition Executives and endorsed by the Honorable Kevin P. Meiners, Office of the Under Secretary of Defense (Intelligence).

In support of our unique and challenging mission, the imperative continues for the Department of the Navy to support the NRO and SSFA by detailing the best and brightest Acquisition and Engineering professionals to SSFA. Not only is maintaining a cadre of space acquisition and engineering experts with relevant NRO experience vital to ensuring the critical maritime influence in capabilities being fielded in the future, but this presence allows the Navy to remain competitive in garnering future Major Program Manager Positions throughout the National Reconnaissance Office.

DoD FM Cert Program affects some AWF

Gaye Evans, Special Assistant for Human Capital ASN(FM&C)

Many of you have heard about the Department of the Defense (DoD) FM Certification program. This program was authorized by law in the FY 2012 NDAA and is regulated by publication of DoD Instruction 1300.26 dated November 20, 2013. The program includes FM technical competencies, leadership competencies, and experience and after attainment of the assigned certification level, a completion of Continuing Education Training credits every two years. Training or academic courses are mapped to the competencies and employees in the program record attainment of the requirements in a Learning Management System (LMS). The DON has been a strong proponent of having a program for the FM workforce that parallels the programs for the acquisition community. We have been involved with the Office of the Undersecretary of Defense Comptroller (OUSDC) from inception of the program and have updated Budget Submitting Office (BSO) Comptrollers throughout the creation and now implementation.

The program covers all financial management positions, both military and civilian. In the DON the FM community is defined as any civilian in a 5xx series position as well as any military member who is assigned to a FM labeled billet. Let's first talk about civilians as they constitute the majority of the DON FM workforce. Most civilians in 5xx positions are assigned or report to comptroller offices; additionally there are some acquisition commands that utilize the 501 series for Business Financial Manager (BFM) positions. Some 5xx positions at acquisition commands are also coded as DAWIA. These positions will now require dual coding – one for a DAWIA certification level and one for a FM certification level. It is important to note that they may not be the same level. The DON FM community, uses standard

descriptions for 501 general schedule (GS) positions for consistency and parity. Therefore, it was important to create a standard certification level across the DON by GS grade. Additionally, 5xx positions in non-GS performance systems will also have required certification levels. Therefore, a GS-501-14 will be FM Certification level 2 whereas in DAWIA the position may be DAWIA Certification level 3. The individual's position will note both certification programs and the respective levels. When a position becomes vacant, the announcement will use a standard statement reflecting the requisite FM Certification level. One does not need to have reached the FM Certification level to apply for the position however, once selected, the required level must be attained. Determining which military billets will enter the program is a little more difficult as there are two Services with different processes and titles of positions in military manpower systems. Of the two Services, the Marine Corps has the most FM military. FM is a primary military occupational specialty and most of the billets are actually documented as FM positions. The Navy has very few FM billets and performing an individual review of each billet to ensure it is truly an FM position is manageable. My office, in consultation with the BSOs, will complete that review.

Implementation of the program began in early FY 2014 and we are predominantly complete bringing civilians into the program. The graph reflects our current status as of 31 May. To attain the goal of full implementation by 30 September, we will be working on bringing in the NAVSEA BSO, civilians in labor unions where negotiations are complete, and military members. Prior to or after implementation, each BSO was offered an overview briefing. If participants have not had a chance to receive the briefing, I suggest they contact their component administrator (CA) and/or go to the OSD(C) website to receive more information: <https://fmonline.ousdc.osd.mil/>. The

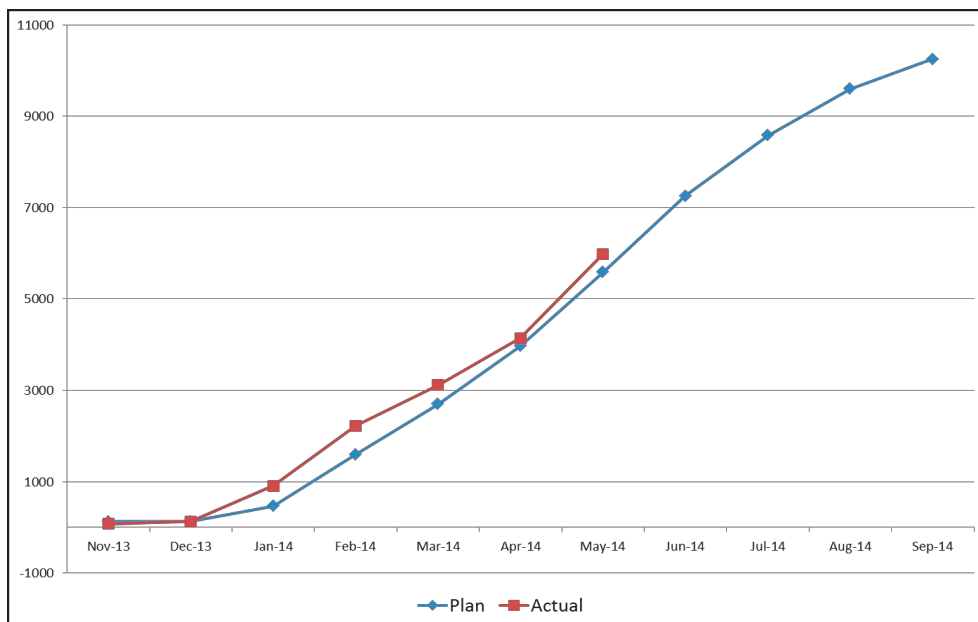
website will provide the detailed framework of the program, a list of courses that have been mapped, and training aids on how to use the LMS.

In closing, here are a couple of key points:

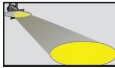
- **Once brought into the program, attaining certification is a condition of employment for civilians.** No one will be grandfathered into the program. Your position description or military orders will be amended to include a standard statement noting the certification level required. All employees will have two years to attain, with a start date no earlier than 1 July 2014 or the date you enter the program, whichever is later. Example: brought in 1 May 2014, your two-year clock doesn't start until 1 July 2014. Another example: brought in 1 September 2014, your two-year clock starts that day.
- **Every employee in the program, and all supervisors, should develop a plan for the employee to attain certification within the two year window.** For DAWIA coded positions much of the DAU training will map to FM requirements. There are a few additional requirements but should be attainable on line via the LMS.
- **Should there be extenuating circumstances to attaining the required level in two years, there is a waiver process that is documented in the DoDI.** Waivers will be reviewed by higher headquarters to ensure they are appropriate.
- **Employees assigned a certification level do not have to complete the lower levels.** (e.g. assigned certification level 2; do not have to complete level 1 requirements)
- **FM civilian position vacancy announcements will require that the individual attains the requisite certification level within the two-year period.** This does not preclude employees from applying for a vacancy assuming they comply with other applicable personnel requirements.
- **Employees may find a class they have taken hasn't been mapped and is not in the system.** There is a process to get it mapped and employees should see their CA for the process.
- **The LMS is cumbersome and requires too many key strokes to record an event, but it is the solution we have for now.** Don't give up if you can't get it to work the first time.

When implementing something new, there are always going to be some growing pains and some issues that will pop up. I am confident that there is a solid governance structure in place to address these issues. Let me assure you that there is vocal and active involvement from the office of the ASN(FM&C) with OUSDC(C) on concerns that have been raised to date. Should you have questions about the program you can contact your CA or send questions to

FM_cert_program@navy.mil.



DON FM Certification Implementation Plan — data as of 5/31/2014



SYSCOM SPOTLIGHT

NAVAIR launches University

Emily Funderburk

NAVAIR Total Force communications support

The Naval Air Systems Command (NAVAIR) recently launched NAVAIR University to enable technical, leadership and professional excellence in naval aviation.

The university, known as NAVAIRU, is open to all NAVAIR employees nationwide and is primarily accessed through an online portal which offers an integrated collection of technical and leadership course information paired with robust features that allow students to view or download the NAVAIRU catalog, search a live, integrated schedule of courses by specific date or college, self-register for classes, and view or download personal course history and student records.

“We aren’t a brick and mortar schoolhouse, so the Web portal is the front door to the university,” said Leslie Taylor, Director of Flight Test Engineering and an executive champion of the NAVAIRU project since its inception in 2013.

While the university may not be housed in a building, it incorporates nine colleges and a variety of online and classroom-based train-

ing, videos and other activities designed to apply theoretical lessons, demonstrations, practice sessions and coaching.

“The structure that we are putting into place with the colleges is also going to focus on cross training our employees so that when we put them into the team environment, they understand not just their job, but how their job relates to the people on their team,” said NAVAIR Deputy Commander Garry Newton.

NAVAIRU was built on a foundation of previous successful educational and training initiatives, such as Defense Acquisition University (DAU). All NAVAIRU colleges and schools use DAU courses to the greatest extent possible, while at the same time honing the standard curriculum to provide practical, hands-on knowledge tailored to the NAVAIR workforce.

“NAVAIRU is about taking the fundamentals of acquisition, which is a complex process, and applying NAVAIR’s practices and procedures,” said NAVAIR Commander Vice Adm. David Dunaway. “We want to take the individual practices that occur at NAVAIR, and we want to apply them uniformly across all of [our practices]. It’s really a process by which we take



what works and implement it en masse so that we get the entire force to rise and be better at doing what they are doing.”

The university will be deployed in three phases, eventually incorporating NAVAIR’s leadership development programs, mandatory training, and supervisory programs. The goal is to foster a long-term sense of individual and collective learning and knowledge sharing in an environment of rapid change and complexity.

“Per the Chief of Naval Operations, ‘individual growth is an institution’s gain.’ I completely support that precept,” Taylor said.



Test and Evaluation (T&E)

CAREER FIELD CORNER

Mike Said, DON T&E Office, DASN (RDT&E)

T&E IN CONTEXT

The role of Test and Evaluation (T&E) is to provide information to decision makers. T&E informs acquisition program development efforts using Developmental T&E (DT&E), and Full Rate Production and fielding decisions using Operational T&E (OT&E). When Live Fire T&E (LFT&E) is required, it is used to inform system development and OT&E efforts. To do their jobs right, testers need to be objective, well educated, well trained, highly motivated and good communicators. A program doesn't need a lot of testers, just the right number with the right skill sets to meet acquisition program demand. The Department of Navy (DON) T&E Acquisition Workforce (AWF), which numbers approximately 3,100, is a small but critical element of the overall DON Acquisition Workforce. The T&E workforce is also comprised of other personnel performing vital duties such as being members of the T&E Working Integrated Product Team, Integrated Test Team, LFT&E Working Group, operators at a Navy test range and laboratory, and providing Program T&E Lead support. The total T&E workforce, to include DAWIA and non-DAWIA personnel, is estimated to be over 12,000 people located at Naval System Commands (SYSCOMs), Naval Warfare/ System Centers and Operational Test Agencies (OTAs).

One indication of the viability of the DON T&E AWF is reflected in the ability to provide personnel ready to fill the T&E Key Leadership Positions (KLPs), known as Chief Developmental Testers, for Major Defense Acquisition Programs (MDAPs) and Major Automated Information System (MAIS) programs. DON is leading the other Services in ensuring our T&E KLPs meet T&E DAWIA and USD (AT&L) certification, education, and competency requirements. This is a testament to SYSCOM and program office efforts to develop and nurture the T&E talent pool. The DON T&E Office, with DACM support, has been working with SYSCOM T&E Leads to ensure that our T&E KLPs are provided the resources and training to meet certification requirements, get the needed work experience, maintain currency and be ready to support the program.

T&E PILOT FOR KLP QUAL BOARD

USD (AT&L) also has a new initiative to implement KLP Qualification Boards (Q-Boards) for career fields. The objective of USD (AT&L) is to develop a pool of "pre-qualified" candidates that meet KLP requirements and are ready to be hired by programs. The T&E career field across the Services has been selected to perform a pilot of the KLP Q-Board process. The pilot is expected to be completed this calendar year and will inform the OSD decision to expand the KLP Q-Board to other acquisition workforce career fields.

ACCOMPLISHMENTS & INITIATIVES

The DON T&E Enterprise has continued to improve communication and collaboration across the Navy and Marine Corps workforce and programs. This has involved establishing active and productive working relationships between DON T&E Office (DASN (RDT&E) and N84) and T&E leadership in Naval SYSCOM T&E Offices (i.e., NAVSEA, NAVAIR, SPAWAR, MARCOR) and OTAs (i.e., Commander Navy Operational T&E Force (COTF) and Marine Corps Operational T&E Activity (MCOTEA)) and is a reflection of the high level of integration and collaboration that has taken place over the last year.

In 2014, the DON T&E Leadership continues to share best practices, lessons learned, and establishing long term goals and objectives. A number of the ongoing initiatives in T&E are summarized below.

- **DON T&E Workforce Competency Integrated Product Team (IPT)** – Working group chaired by the DON T&E Office with participation from Naval SYSCOM/OTA T&E Working Leads and DACM. This group meets quarterly to review T&E workforce metrics, development and training, award initiatives, new policy, T&E KLP Q-Board pilot, and T&E workforce goals and

objectives. The IPT also supports the development of the annual DON DT&E Self-Assessment Report that reports on the health of the T&E workforce and T&E Infrastructure. This report is incorporated into the annual OSD DT&E report to Congress.

- **KLP Q-Board Pilot** – The T&E career field was selected to pilot the USD (AT&L) KLP Q-Board initiative. A Tiger Team comprised of DASD (DT&E), Component T&E workforce and DACM representatives developed the KLP Joint Q-Board Application, Instructions and Standard Operating Procedure. The goal is to have the T&E KLP Q-Board pilot in late Fall of 2014.
- **DON T&E Executive Summit** - Recently held on 22 May 2014 in the DC metro area with T&E Flag, Executives and Directors from DON T&E Office, NAVAIR, NAVSEA, SPAWAR, MCSC, COTF and MCOTEA. The purpose was to meet and discuss status of T&E health, identify gaps, focus areas and collaboration opportunities in the areas of Workforce, Capability and Acquisition Program Support. Dr. Dave Brown, SES, DASD (DT&E) also briefed the summit participants to provide his views on "Shift Left" and other DT&E objectives.

Summary of 2013 DON T&E Accomplishments

- DON T&E Awards for Navy and Marine Corps T&E personnel and teams
- Marine Corps Systems Command (MCSC) Standup of DT&E organization
- Naval Sea Systems Command (NAVSEA) Technical Advisor/Policy position established
- Chief Developmental Tester (T&E Key Leadership Position (KLP)) goals met or exceeded for major programs
- DON T&E Training Course fielded to SYSCOMs for T&E KLPs and Program T&E Leads
- Naval Infrastructure and Capabilities Review (NICAP) Spiral 1 completed

In closing, as we move through FY14 and into FY15, the top T&E challenges discussed at the DON T&E Executive Summit and shared for your information are as follows:

- **Make Every Dollar Count**
 - Reuse and maximization of existing T&E capabilities
 - Protect the core T&E capabilities (grow, sustain, atrophy/close)
- **Test Rigor**
 - Scientific Test and Analysis Techniques / Design of Experiments
 - Mission-based testing for DT/OT
 - Meeting OSD oversight demands
- **Shift Left**
 - Early integration/interoperability testing
 - Alignment with engineering and acquisition
- **Workforce Competency**
 - Talent Management and certification of Key Leadership Positions
 - Training - Acquisition and Technical
- **Interim DODI 5000/SECNAV 5000**
 - Updated policy and process implementation
 - Lead interpretation and implementation of new T&E requirements



CORNER

NAVSEA FM specialist accepted into Defense Civilian Emerging Leadership Program

Joseph Battista, NSWCCD-SSES Public Affairs

In March 2014, Ken Virtue, financial management specialist with Auxiliary Machinery Automation Branch at Naval Surface Warfare Center Carderock Division – Ship Systems Engineering Station (NSWCCD-SSES), began his pursuit of completing the Defense Civilian Emerging Leadership Program (DCELP). He is one of only 31 Department of the Navy civilian employees chosen to participate in this highly competitive program, which accepts only 144 participants from the DoD and intelligence agencies each year.

The training program focuses on developing leaders from the entry-level civilian workforce (GS-7 through GS-11) in the ac-



Ken Virtue, financial management specialist with Auxiliary Machinery Automation Branch at NSWCCD-SSES, speaks at the State of New Jersey's Voice of Experience National Disabilities Employment Month program in 2012. Virtue began his pursuit of completing the Defense Civilian Emerging Leadership Program (DCELP) in March (Photo provided by Ken Virtue).

quisition, financial management, and human resources career fields. They attend six one-week residential courses at the Department of Defense Executive Management Training Center (EMTC) in Southbridge, Mass. The courses: Leadership Assessment, Team Building, Effective Writing in the Federal Government and DoD Research, Conflict Resolution, and Leadership for Non-Supervisors.

"This is a great opportunity for me to meet other people from other agencies and share experiences," said Virtue, who earned three bachelor's degrees in accounting, finance, and marketing from Rutgers University in Camden, N.J. "I will learn how NAVSSES fits into the DoD process, and I should gain a solid understanding of acquisition at the macro level."

Virtue learned about his selection in a November 2013 email. However, he admits the acceptance into the program was a surprise. "I really didn't think I would get accepted because I literally waited until the last minute to apply," Virtue said. "I saw an announcement about it in the NAVSEA Observer the day before the deadline and decided to give it a shot."

Virtue, who began his federal government service in June 2011 and began working at NSWCCD-SSES in November 2012, already knew of the program before applying, but lost track of the application deadlines when training budgets were reduced last year.

"I always felt this program would help me advance my career," said Virtue.



Students are required to participate in an online course of instruction, as well as the six residence seminars. In addition, Virtue will do two formal research papers,

numerous reading assignments, and traditional homework exercises.

"I believe Ken will gain a greater understanding of acquisition and DoD procurement and bring back new ideas of how Philadelphia may be able to grow," said Matthew Douglass, Auxiliary Machinery Automation Branch head who approved Ken's initial application.

The approval process was not as simple as Douglass' signature. Ana Maria Gulian, Steam Auxiliary Systems Division head, was next to review and approve the application. Virtue's application then went to Naval Sea Systems Command where he competed against many others to have their application forwarded to the Dept. of the Navy for final approval.

"Ken shows a great deal of dedication to work within the branch, and in the short time he's been with us, he has become a key asset," said Douglass. "Knowing that he is monitoring the financial aspects of projects and that funds are being distributed as required has allowed the project engineers in this branch to focus their attention on providing qualified products."

"I really like working with the engineers here," said Virtue. "I get to see all of their products I'm writing contracts for or moving funding for. I'm always getting to solve problems for people and it's different every day."

NAVAL POSTGRADUATE SCHOOL

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Program Delivered via Distance Learning

Sponsor Code: Open Enrollment (311-1511)

The Naval Postgraduate School's (NPS) Department of Systems Engineering (SE) is pleased to announce the offering of a three year Systems Engineering Non-Resident Master's degree program with an Systems of Systems focus beginning Tuesday 30 September 2014. The program is open to qualified uniformed officers, federal employees and defense contractors who *have already earned an SE certificate from NPS*.

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

FY14 NADP hiring update

Dave Mailander, Recruiting Division Director, NACC

Through the combined efforts of the Naval Acquisition Career Center (NACC), OCHR Service Center Stennis and the Systems Commands, we have made significant progress in executing the FY14 NADP hiring plan. As of June 30, 2014, NADP hiring execution was 72% for Entry Level and 64% for Associates. Given the fact that 75% of the recruiting year has expired, *USA Jobs* announcement requests and candidate selections are still very active amongst all of our SYSCOM's. Recruitment initiation in addition to pipeline volume remains sufficient to fulfill our intended goals for FY 14. This is due in part to effective recruitment planning, good communication and coordination between Human Resources (HR) process owners and the Command Selecting Officials.

Key metrics as of June 30, 2014 include:

- Total Entry Certificates issued: 274
- Total Associates Certificates issued: 71
- NADP Wounded Warriors Hires: 13 (76 for program)
- Pathways Recent Graduation Hires: 117
- Recruitment RPA's: 688
- Shared Certificates Issued: 28

While we are navigating the final portion of our recruiting year, commands are encouraged to continue scheduling interviews and returning selection certificates as soon as possible (no later than the due date of the certificate) to ensure that there is ample time remaining to make offers and process new hires for security and onboarding action. NADP Recruiting Working Group members are also encouraged to review the

monthly inventory of shared certificates that are sent to your designated points of contact on a monthly basis from NACC. Leveraging shared certificates can provide a viable source of applicants thus reducing the time required to produce an entirely new selection certificate. Shared certificates can be requested from your designated NACC Placement Representative.

Please keep in mind that 75% of your FY 14 hires must be from the Engineering, Contracting, Business Financial Management or Business Cost Estimating Career Fields. Take this into consideration when you are reviewing your internal hiring plans and or re-shuffling allocations amongst your PEO's, Headquarters and Warfare Centers. Congratulations on what appears to be an excellent year for recruiting and let's keep pushing towards our goal!

One final reminder – it is in the host command's best interest to check references on all potential NADP selections. While the qualifications are determined by OCHR-Stennis, valuable insight on candidate strengths can be determined by talking with current or previous employers!

For more information on NADP Recruiting, please contact NACC Recruiting Division Director at (717) 605-1029 or the Recruiting Team Lead at (717) 605-2258.



ACQUISITION LEADERSHIP CHANGES



Welcome Aboard!

Program Executive Officers (PEOs)

RADM David Gale
PEO (SHIPS)

ACAT I Program Managers (PMs)

Mr. Douglas Dawson
PM, Tactical Airlift Adversary & Support Aircraft
(PMA-207)

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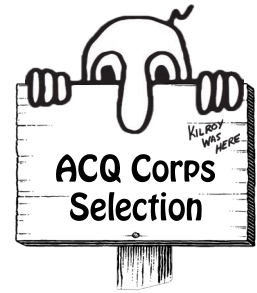
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Glimpses of recent/upcoming AWF changes

- NADP Rotational Assignments:** The Naval Acquisition Career Center (NACC) will conduct an open season to schedule Naval Acquisition Development Program (NADP) rotational assignments for the Fiscal Year (FY) 2015. The open season began June 9, 2014 and runs through August 8, 2014. All eligible NADP employees should be working with their local Career Field Managers to identify a rotational assignment to fulfill their requirement set forth in the Individual Development Plan. FY2015 rotational travel can start as early as October 27, 2014 but all travel must be concluded prior to September 30, 2015.
- DAU renames, retires courses for FY15 school year:** Courses renamed — **ACQ 201A** changes to **ACQ 202** (will be available October 1, 2014); **ACQ 201B** changes to **ACQ 203**; **SYS 101** changes to **ENG 102** (SYS 101 will continue to be available until ENG 102 is fully deployed); **SYS 202** changes to **ENG 204** (SYS 202 will continue to be available until ENG 204 is fully deployed); **SYS 203** changes to **ENG 205** (SYS 203 will continue to be available until ENG 205 is fully deployed. At this time only the 1st Qtr. Classes of SYS 203 are available for students to register.); and **SYS 302** changed to **ENG 301**. Course retired — **SAM 101** - Basic Software Acquisition Management will retire after September 30, 2014. There will be no replacement course. **IRM 101** and **SAM 101** are considered the same course. **IRM 101** will remain active.
- Acquisition Corps Membership Selection Board :** The Acquisition Corps Membership Selection Board is scheduled to convene October 29, 2014. Acquisition Corps Membership is a prerequisite for assignment to one of the approximately 1560 Department of the Navy (DON) critically coded officer acquisition billets throughout the Force. Applications (no endorsements required) must be received by Friday, September 19, 2014, to be considered by the board. Policy and guidance on Acquisition Corps membership procedures for DON Active Duty Officers may be found inside of the DON DAWIA Operating Guide located at the following address: <http://www.secnav.navy.mil/rda/workforce/Pages/StrategyPolicy.aspx>



Calendar & Events

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

August						
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

September						
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	
11 JUL	Marine Corps Systems Command Change of Command
18 JUL	Program Executive Officer for Integrated Warfare Systems Change of Command
22 JUL	DON DAWIA Operating Guide Brief w/ SYSCOM DPDs
01 AUG	Nomination packages due to USD(AT&L) for David Packard Excellence in Acquisition Award and the Defense Acquisition Workforce Awards
07 AUG	Space and Naval Warfare Systems Command Change of Command
19 SEP	Applications to Acquisition Corps Selection Board due

Federal Holidays	
04 JULY	Independence Day
01 SEPT	Labor Day

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