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ISSUE 11 | VOLUME 1 | JULY 2013

DACM

Corner

QUARTERLY NEWSLETTER FOR THE ACQUISITION WORKFORCE

Note from the Assistant Secretary of the Navy (Research, Development & Acquisition)



One of the most rewarding aspects of this job is the opportunity to recognize the outstanding efforts of the Acquisition Workforce, particularly by meeting you and your families at the Acquisition Excellence Awards ceremony each year when we highlight a

few of our best to the Secretary of the Navy. Although budget constraints and the cost of travel led us to cancel this year's Pentagon ceremony, we ought still pause to mark the achievements of those individuals and teams who, in upholding your profession's highest standards, ensure our Sailors and Marines are the best equipped fighting force in the world.

This year's award winners, whose names and accomplishments you'll find on pages 8 and 9, faced tough competition with more than 75 nominations received. They represent the best

and the brightest of the AWF, and in this current fiscal environment, it's more important than ever that we learn from their successes.

We've talked a lot in recent years about changing the way we do business, and to do that, we need leadership teams at the head of our major programs that understand instinctively what needs to be done and drive their programs in that direction. Their organizations must assert firm control over the number of developments and deliveries needed to deliver that thing they're responsible for delivering. Since getting requirements right, determining 'should cost', manufacturing, testing, and ultimately, putting ordnance on target are hard core technical matters, that organization needs to be laden with technical competence at every level.

Those receiving recognition through our DON Acquisition Excellence Awards—and many more of you—are meeting these challenges even as you face the difficulty of an

extended hiring freeze and civilian workforce furloughs. I thank each of you for the professionalism with which you are responding to these uncertain times. As we move forward through the end of this fiscal year, we rely on your continued dedication to keep the AWF performing at its most efficient so that our warfighters deployed around the world are equipped to meet the mission of defending our freedom.

Please take the time to congratulate your local winners for this significant achievement and read about the others in this newsletter and also at https://acquisition.navy.mil/home/acquisition_workforce.

Again, congratulations to our award winners, and thank you all for all you do to make ours a better Navy and Marine Corps.

Sean J. Stackley

Hilarides takes NAVSEA helm, McCoy retires after 35 years of naval service

Chris Johnson, NAVSEA Corporate Communication

WASHINGTON — Vice Adm. William H. Hilarides relieved Vice Adm. Kevin M. McCoy as commander, Naval Sea Systems Command (NAVSEA) during a June 7 ceremony at the Washington Navy Yard.

Hilarides graduated from the U.S. Naval Academy in 1981 with a Bachelor of Science in physics, and also holds a master's degree in Engineering Management from the Catholic University of America. He served aboard the submarines USS Pargo (SSN 650), USS Gurnard (SSN 662) and USS Maryland (SSBN 738), and commanded USS Key West

(SSN 722). Ashore, he served as flag lieutenant to commander Submarine Force, U.S. Atlantic Fleet; personnel assignment officer at the Bureau of Naval Personnel; action officer on the Joint Staff in the Force Structure, Requirements and Assessment Directorate (J8); and, Requirements and Acquisition branch head on the staff of the chief of naval operations, where he served as the Navy representative to the Joint Requirements Panel.

Since becoming an acquisition professional in 2002, he has served as Director, Advanced Submarine Research and Development, as well as the program manager of the SSGN Program. Most recently, he served as

program executive officer for Submarines, responsible for all new construction submarine programs along with the acquisition and life cycle maintenance of submarine weapons, countermeasures, sonar, combat control and imaging systems.

"Everyone who reads the Wall Street Journal or the Washington Post knows we have some daunting challenges ahead of us," said Hilarides. "And I look forward to tackling those challenges."

Following the ceremony, McCoy retired from the Navy after serving 35 years, including five as the NAVSEA commander.

"Most of you know about what we do for ships and

weapons systems here at NAVSEA, but I also want to brag briefly about the vast expanse of what this

team does for our Navy and nation on a regular basis,"

See NAVSEA page 2



From left, Chief of Naval Operations Adm. Jonathan Greenert, outgoing NAVSEA Vice Adm. Kevin M. McCoy and new NAVSEA Commander Vice Adm. William H. Hilarides salute during the NAVSEA change of command ceremony held June 7 on the Washington Navy Yard. Hilarides relieved McCoy to become the 43rd NAVSEA commander.

DASN receives highest civil service award

Jerry Ray, DACM Office

For more than nine years, Ms. Allison Stiller has led the construction, modernization and maintenance of the nation's naval fleet as the Deputy Assistant Secretary of the Navy (DASN) (Ship Programs). She was honored April 25 as a Distinguished Executive recipient of the 2012 Presidential Rank Award, by the Senior Executives Association (SEA) at the group's 28th annual black tie Distinguished Rank Awards Banquet held at the State Department Diplomatic Reception Rooms.

Stiller, one of 46 senior executives honored as Distinguished Executive for 2012, said, "I'm extremely humbled by this award.

Shipbuilding is a team effort, and I'm blessed to work with so many dedicated civilian and military people to deliver the finest warships to our sailors and Marines."

Stiller has also been actively engaged in leading shipbuilding contract development and restructuring efforts. Shipbuilding contracts are very complex because they involve large sums of money and a period of performance that extends over several years within a highly capitalized and specialized industrial base with low production rates.

Sean Stackley, Assistant Secretary of the Navy for Research, Development and Acquisition, commended Stiller's performance: "Allison is a remarkable public servant who has in-

vigorated Navy shipbuilding over the last decade. She has shaped the current and future Fleet while formulating the respective strategies for design, development and procurement of every shipbuilding program in the Navy. In the course of doing so, she has served our Sailors and Marines with great distinction while similarly serving the American taxpayer. It has been our great fortune to have her leading this great effort."

One specific example is Stiller's direct role within DON and the Department of Defense in revising the Littoral Combat Ship award for a dual block buy of 20 ships, with ten ships awarded to each of two bidders. This single effort has and will result in nearly \$2.9 billion in



savings over the period of fiscal years 2010-2015.

Stiller also oversees the integration, acquisition strategy and planning, research and development of ever-more-complex integrated warfare combat systems, including new radars, weapons, and advanced capabili-

ties for the Navy's future Fleet.

The Presidential Rank Award of Distinguished Executive is the nation's highest annual civil service award. Only one percent of the Senior Executive Service is eligible to receive the rank of Distinguished Executive.

Note from the DACM

Happy Summer Everyone,

I want to join Mr. Stackley in congratulating all of our DON award winners this past quarter. It's only fitting that you continue to receive these accolades for all the great things you are doing!

A constant theme throughout our newsletter this quarter is recognizing our superior AWF members who are making a difference. Please take the time to read through the newsletter and read about all the Navy and Marine Corps team members and their accomplishments. It's an impressive story!

Speaking of taking time, I hope everyone takes some time off this summer to relax with family and friends, be it through vacation or long weekends. All of your hard work and accomplishments need to be balanced with some quality playtime, so make sure you are maintaining a healthy balance.

Again, congratulations to all the winners and thanks to everyone for all you do for our acquisition workforce.



René Thomas-Rizzo
Director, Acquisition Career Management

NAVSEA from page 1

said McCoy. "This is the team that responds to collisions, groundings, fires and other adverse events. This is the Navy's 911 force for problem solving — everything from locating downed airliners, to protecting our shores during the Deep Water Horizon disaster, to opening up damaged ports in Haiti, to pumping out the numerous tunnels in New York following Hurricane Sandy. This is the team that has such awesome engineering capability and recognized credibility to represent the Navy on the world stage."

The largest of the Navy's five systems commands, NAVSEA engineers, builds, buys and maintains the Navy's ships and submarines and their combat systems. With a workforce of nearly 60,000 civilians and service members, NAVSEA has 33 field activities across 16 states.

Navy's ERP is Acquisition Logistics Team of the Year

The Chief of Naval Operations announced the 2012 Admiral Stan Arthur Award winners, June 17, in Naval Administrative Message (NAVADMIN) 159/13. The Navy's Enterprise Resource Planning (ERP) Business Process Financial Information Team won the *Acquisition Logistics Team of the Year* award. This Program Executive Office (PEO) Enterprise Information Systems team standardized Navy business processes re-

sulting in major contributions to enterprise financial audit readiness. The team led a Service-wide effort to deliver 219 sizeable work products supporting a to-the-penny reconciliation. This was made possible through innovative development and application of a quantitative drill-down methodology to tie transactions from general ledger trial balance accounts down to the detailed level. This enabled a Navy first-ever

unqualified opinion on the E-2D Hawkeye Program financial reports. As the first Navy financial system to undergo a Federal Information System Controls Audit Manual (FISCAM) review in support of Financial Improvement Audit Readiness, the team supported a 73 percent FISCAM compliance level. This is a seven-fold increase over similar Department of Defense (DoD) systems.

Messages from the SYSCOMs' new civilian leaders

Since the beginning of the year, several Department of the Navy System Commands have welcomed new leaders to their organizations. In January Mr. Garry R. Newton became the Deputy Commander for Naval Air Systems Command, and Mr. William J. Deligne became the Executive Director (ED) for Naval Sea Systems Command. In February, Mr. Patrick M. Sullivan took over as the ED for Space and Naval Warfare Systems Command. Several months into their new positions, these leaders wanted to say a few words to the acquisition workforce.

Mr. Garry R. Newton, NAVAIR

During these tough financial times, the role of the acquisition professional is more vital than ever. Our warfighters are depending on us to stay sharp, help navigate this post-conflict budgetary "reset", and prepare for a range of future threats.



As the chart (on page 4) shows, our defense budget has declined after every major conflict. This represents an opportunity for our acquisition workforce to study, shape and deliver the capability and capacity needed in future conflicts.

Many of the acquisition decisions made in the 1990's resulted in the equipment and military capability used to fight terrorism since the attacks of 9-11. Today, NAVAIR integrated program teams are testing revolutionary capabilities, while developing, fielding and supporting existing systems to bridge the gap until new technologies are introduced to the Fleet.

Our Unmanned Combat Air System Demonstrator (UCAS-D) integrated test team continues to significantly advance UAS integration with naval aircraft carrier operations. The team recently executed the first shore-based arrested landing and shipboard taxi testing of the X-47B UCAS-D aboard USS Harry S. Truman (CVN 75). This testing resulted in the full qualification of all shipboard-installed systems for the command and control of UAS in the carrier environment — another first in naval aviation history.

In less than six months, our T-45 Goshawk Safety Risk Team developed, qualified and fielded a new blade that significantly increased engine reliability. They enhanced speed-to-the-fleet by safely releasing the redesigned blade to service before completing endurance testing, and executed risk mitigation plans that prevented unnecessary engine removals while qualifying the new blade. These efforts kept fleet assets available, avoided a potential shortfall of aviation training, and saved more than \$5 million by implementing innovative testing capabilities and processes.

NAVAIR engineers, testers, logisticians, and contracts personnel are strengthening their technical competence in areas such as rapid response/acquisition, systems-of-systems (SoS) systems engineering, open architectures, expeditionary logistics support, and networking.

On the business side, we're developing an Acquisition Best Practices

See NAVAIR page 4

Mr. William J. Deligne, NAVSEA

NAVSEA continues to design, build and deliver ships and integrated warfare systems for the U.S. Navy. Our acquisition personnel are busy and will continue to be active as we execute the 30 year shipbuilding plan and support the fleet.



In May, we awarded contracts for the DDG 51 multi-year procurement for a total of nine ships, with an option for a tenth ship. This procurement used a competitive allocation strategy, known as profit related to offers, or PRO, which uses FPIF contracts to ensure reasonable prices while maintaining the industrial base. Our Littoral Combat Ship program has seen steady performance in the past six years, with three ships currently in service and 13 ships in construction with the award of the FY 13 block buy in February.

This fall, we're launching two new classes of ships, the guided missile destroyer USS Zumwalt (DDG 1000), which provides multi-mission design and littoral capabilities, making it a 100 percent globally deployable asset to the Fleet, as well as a brand new carrier class the USS Gerald R. Ford (CVN 78), which will be the premier forward asset for crisis response and early decisive striking power. The class brings improved warfighting capability, quality of life improvements for our Sailors and reduced acquisition and life cycle costs. Additionally, the Ship to Shore Connector Program represents a turning point in naval ship design, as it is the first major naval acquisition program in more than 15 years to be designed "in-house" by the Navy, rather than by private industry. The resulting design incorporates a quarter century of Navy lessons learned from the legacy LCAC program and incorporates improvements to address maintenance intensive issues and will lower total ownership costs for the SSC.

Later this year, we will select a contractor for the next generation radar, the new Air and Missile Defense Radar (AMDR), which will replace the SPY-1D radars for the Flight III Arleigh Burke class destroyers. The AMDR, will continue to work with the Aegis combat system, but will have greater capabilities for the ballistic missile defense role.

These programs cannot be achieved without dedicated NAVSEA employees. Each day we work on complex systems and it takes a talented, experienced workforce to do that type of high end management. I'm proud to be serving as the Executive Director of an organization so dedicated to advancing the weapons, systems and ships of our Navy.

Mr. Patrick M. Sullivan, SPAWAR

While I'm new to the Space and Naval Warfare (SPAWAR) Systems Command headquarters, I am a long-time member of the SPAWAR claimancy.

Prior to taking the SPAWAR Executive Director (ED) role, I was the ED for Program Executive Office for Command, Control, Communications, Computers and Intelligence working closely with headquarters and system centers professionals to ensure our acquisition programs met the requirements of the fleet. In my new role, I've gained even broader perspective and appreciation of the efforts of our workforce to develop, deliver and sustain Information Dominance capabilities for warfighters.

SPAWAR is the Navy's Information Dominance Systems Command that provides the systems required to Command & Control Naval Forces, enable integrated fires, and understand the business of the Navy. At SPAWAR headquarters, along with our two Systems Centers, our Space Support Field Activity and teamed with three Program Executive Offices, our team consists of more than 9,500 active duty military and civil service professionals located around the world and close to the fleet. Of those, more than 5,000 are members of the acquisition workforce, a number that is growing while the training and certification of those members also continues to improve. Our team relies heavily on this expanding expertise to meet the challenge of acquiring Information Dominance capabilities.

Like our partner SYSCOMs, over the past year the SPAWAR workforce has been focused on managing requirements and delivering required warfare capabilities within tighter funding lines. In spite of the challenges imposed on us all through sequestration and the impending civilian furloughs, I am extremely proud of the continuing accomplishments and professionalism of our team.

We are delivering systems such as the Consolidated Afloat Network Enterprise Services (CANES) that will be the foundation for more effective afloat Information Dominance capabilities for years to come. On the shore side, we're laying the groundwork to take the Navy Marine Corps Intranet (NMCI) to the next level with the Next Generation Enterprise Network (NGEN). We're also preparing to launch the second Mobile User Objective System (MUOS) satellite in late July 2013, adding to the UHF constellation and bringing enhanced global voice and data capability to the warfighter.

See SPAWAR page 4

Professionalizing the Small Business Workforce

DoD Small Business Programs

ARLINGTON, Va. — Department of Defense (DoD) Small Business Programs (SBP) continues to champion America’s small businesses on behalf of taxpayers by providing leadership and guidance to the military departments and defense agencies on creating opportunities for small business in the acquisition process, and through protecting and strengthening the defense industrial base. Each day small business professionals throughout DoD are charged with leading the acquisition workforce to make the best use of small business opportunities by maximizing the contributions of small business in DoD acquisitions. These professionals perform a wide range of functions, including but not limited to:

- * Market research
- * Formulation of acquisition strategies
- * Managing innovation research and technology programs
- * Acting as subject matter experts on socioeconomic programs
- * Performing advocacy and outreach
- * Influencing small business legislation
- * Providing business advice to small businesses owners and entrepreneurs

Other activities related to growing the DoD small business industrial base.

Small business professionals are responsible for influencing over twenty percent of the Department’s annual discretionary spending and guidance set forth in legislation and directives such as the FY13 National Defense Authorization Act, the FY12 National Defense Reauthorization Act, the FY11 Ike Skelton National Defense Authorization Act, the 2010 Jobs Act, and the Defense Planning Guidance, amongst others, has focused attention on ensuring small business professionals do their jobs with excellence.

The rapid expansion of requirements and changes to legislation and policy has propelled the Department to keenly address the size and improve qualifications and training of the small business

workforce. In fact, the recently published Better Buying Power 2.0 Implementation Guidance from USD(AT&L) includes a specific action for Mr. André Gudger, SBP Director and Small Business Functional Leader to work with DAU to develop a small business certification curriculum. Additionally, Mr. Gudger identifies “Professionalization of the Small Business Workforce” as one of his top strategic priorities, outlining improvement of proficiency and performance; shaping the workforce, and; bolstering DoD readiness through small business as critical components of the initiative. Mr. Gudger firmly believes that as the roles and responsibilities of small business professionals expand, that they must receive the training and experience necessary to be effective participants throughout the acquisition process.

SBP Workforce Development efforts to date have provided needed direction for the acquisition community to engage for the first time in the development of certification, qualification, and workforce shaping requirements for small business professionals. Working through the Small Business Functional Integrated Product Team (FIPT), Mr. Gudger has set the foundation for development of a framework that supports the strategic vision for professionalizing the small business workforce and aims to address the needs of the acquisition community at large. In May 2013, the Small Business FIPT completed validation of competencies for the Small Business Professional career field. FIPT leadership is working with DAU to crosswalk the competencies into learning objectives that will aid in determining what kinds of courses must be developed for the curriculum. Additionally, Small Business FIPT leadership aims to continue to improve the quality of small business workforce data. A crucial element of the workforce development initiative includes working with the DACM community to develop the appropriate mechanism to ensure the small business workforce can be effectively shaped and trained.

Mr. Gudger expects to fully implement the Small Business career field, along with the associated training and qualification requirements in FY17.

For more information about the DoD Office of Small Business Programs visit their website at: <http://www.acq.osd.mil/osbp/>.



NAVAIR from page 3

framework and methodology for evaluating, documenting and sharing practices and lessons learned across programs. And we continue to emphasize mentoring, leadership and communication skills as fundamental enablers to success.

As career acquisition profes-

sionals, we have the opportunity and responsibility to shape future military capabilities for decades to come. I encourage you to view this budgetary reset period as a time to prime ourselves to achieve even Better Buying Power (BBP) for our warfighters.

I’m confident we’re up to the challenge.

SPAWAR from page 3

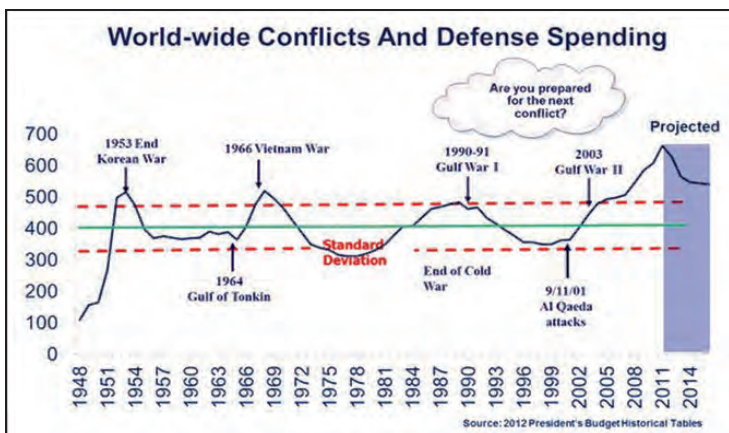
This is just a small sample of Information Dominance capabilities we are delivering and supporting every day.

The Navy has been working to enable its networks to be a key weapon system. A key ingredient in resolving the Navy’s critical cyber readiness gaps is the stand up of IT Technical Authority (TA) under SPAWAR by the end of the fiscal year. IT TA will improve warfighting effectiveness by increasing the Navy’s more defensible cyber architectures; providing more responsive cyber command and control; and standardizing processes ranging from IT requirements and resourcing to integration and interoperability.

While these new systems and processes will have revolutionary impacts on our Navy, our first priority remains keeping the fleet

ready to fight by fielding and sustaining the systems that the warfighter needs today. Our Fleet Readiness Directorate is approaching its second full year in operation supporting this priority by focusing on baseline reduction, delivering the right capabilities and robust sustainment of fielded systems.

Whether supporting fleet requirements today or developing new capabilities for the future, the SPAWAR workforce is dedicated, capable and ready to tackle every challenge. To sustain this tradition of excellence, it is my personal charge to support and focus on the continued development of our workforce and the acquisition integrity that is central to our mission for the Navy. I am excited, honored and privileged to take on this new role with the tremendous team of professionals at SPAWAR.



Highlighting PM-Focused Initiatives

Career Field Corner

Sylvia Bentley, Acquisition Workforce Manager, DACM

The acquisition of Navy systems is extremely complex and requires a highly skilled workforce to successfully accomplish the mission. As such, the Department of the Navy has made a concerted effort to develop several PM-focused initiatives to prepare our Program Managers for success in the execution of their Programs. One of those initiatives is our PMT 401 Navy Service Day, an event held in conjunction with our future PMs and DPMs attendance in the PMT 401 Program Manager’s Course offered at Ft. Belvoir.

The Navy has conducted the PMT 401 Navy Service Day eight times since March 2011, with our most recent Service Day being held on Monday, May 20, 2013 at the Defense Acquisition University. The day included a “Student/Leadership Meet and Greet” which provided students the opportunity to have one-on-one discussions with our acquisition executives from multiple areas that are key to a PM’s success, including: Contracting and Financial Management, as well as our top ASN(RDA) leadership. The event was kicked off with students receiving leadership guidance and expectations of them as leaders of our Navy acquisition programs directly from the Honorable Sean Stackley, ASN (RDA). The event included a Q&A session with Mr. James Thomsen, Principle Civilian Deputy, ASN (RDA), as well as briefings from Ms. Gaye Evans, Director of Budget and Policy and Procedures Division and Special Assistant for Human Capital within ASN (FM&C), and Mr. James Meade, Director for Program Analysis and Business Transformation and Senior Services Manager within ASN (RDA). An added feature this time, the event included a Program Managers Panel that consisted of sitting PMs and the Executive Director of one of our major Systems Commands. Dr. John Burrow, Executive Director, MARCORSSYSCOM; RDML (Sel) Dean Peters, PM, of the Presidential Helicopters Program (PMA-274); and CAPT Mark Vandroff, DDG 51 Class Shipbuilding PM provided students with sage advice and real examples of how they are executing some of our key initiatives such as Should Cost Will Cost and Better Buying Power 2.0. The event concluded with an Acquisition Workforce discussion with Ms. Rene’ Thomas-Rizzo, the Director, Acquisition Career Management (DACM) within ASN (RDA).

The overarching goal of our PMT 401 Navy Service Day is to address relevant, targeted topics to ensure our future leaders leave with a well-equipped toolset to assist them in their future assignments. Based on student feedback, the goal was accomplished!



PMT 401 Class with ASN (RD&A)

An Overview of PM AQS

Sylvia Bentley, Acquisition Workforce Manager, DACM

Over the last year, DON has participated in an OSD (AT&L) led initiative, along with members from the other Services, to pilot a program called Program Manager Acquisition Qualification Standards (PM AQS). Primarily geared toward the Program Management (PM) community, PM AQS is an acquisition workforce on-the-job-training and development program that will assess gaps in program management knowledge areas, and provide our workforce members with a comprehensive, structured approach to fill those gaps through targeted work experiences.

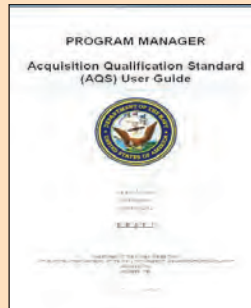
PM AQS consists of: a User Guide, which is a Service-unique document that describes the Service’s implementation of the PM AQS Program; a Placement Survey, which is used to assess a workforce member’s baseline program management knowledge/proficiency; and a Workbook that will help guide and document the workforce member’s targeted efforts to increase their knowledge and proficiency throughout the continuum of their PM career. The workbook contains 3 sections: Fundamentals, Applications and Experiences. Fundamentals refer to knowledge of key policy, principles, practices, process and background information required in a typical acquisition program setting. Knowledge gained in the Fundamentals section will be accomplished through the completion of online and in-residence Defense Acquisition University (DAU) courses. Applications allow for the integration of multiple learning objectives covered in Fundamentals and transitions “classroom” training to demonstrated “on the job” application. It specifically involves examina-

tion by a designated qualifier (supervisors and/or subject matter experts) of acquisition functions relative to program office interests and objectives. The Experience portion of the workbook is a feature of PM AQS that clearly enhances acquisition workforce development in that it requires candidates to demonstrate thorough understanding and skills through the physical performance of specific, significant acquisition program functions.

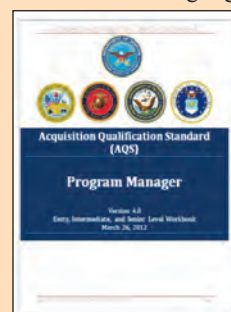
Navy participants in the pilot found PM AQS to be a useful OJT and career development tool, especially for those seeking a development roadmap and structure for PM. As DON moves forward with its implementation of PM AQS, we will emphasize the structured training and career development aspects of the program. Some of the expected benefits include:

- Provide a scope of the expected proficiencies of our PM workforce
- Provide a “roadmap” and structure for PM workforce development (very useful to those new to the PM workforce or interested in transitioning to the PM workforce)
- Provide a means to create a strong “bench strength” in PM workforce
- Provide a means for leadership to assess and focus on key training and experience needs across the PM Workforce
- Raise the quality of dialogue between PM workforce and supervisors or other SMEs
- Promote the use of individual development plans
- Promote learning organizations

Our overall skill level and ability to manage complex systems of systems in the DON is second to none, but we must continually strive to provide the best tools and opportunities for our workforce to develop these skills over the course of their career. AQS is one of those tools and represents a steady, deliberate investment in the quality of our acquisition workforce.



PM AQS Documents



Understanding the BUS-FM competency framework

DASN M&B Staff

The Department of Navy's Business-Financial Management (BUS-FM) competency (including Budget/Program Analysts and Earned Value Management Analysts) enables Navy and Marine Corps acquisition programs to meet mission objectives more effectively and efficiently by applying an understanding of our core business competencies combined with a broad application of the DoD acquisition process. The BUS-FM Competency Framework and Career Roadmap provide a common framework and a typical developmental career roadmap to support the enduring BUS-FM workforce across all SYSCOMs and PEOs.

The Competency Framework provides a comprehensive overview and understanding of the core skill sets, knowledge and proficiencies of the BUS-FM workforce. The Career Roadmap is a tool to help members of the Department of Navy's (DON) acquisition

BUS-FM community identify professional development paths to help them mature their technical capabilities and develop their professional acumen toward achieving their career goals. Individuals should consider personal choices and the availability of opportunities in developing realistic career expectations. The typical career path makes it incumbent on the individual to take advantage of training, educational and experiential opportunities. Though this may not guarantee an individual an exceptional career, failure to pursue them may reduce opportunities for progression to the upper levels.

With this tool, the BUS-FM community can deliver competency excellence to all stakeholders facilitating achievement of the DON's mission while developing its BUS-FM workforce.

More information about the BUS-FM Competency Framework and Career Roadmap can be found at <http://acquisition.navy.mil/busfm>.

DACM Chalice Recognition: "Most Improved" DAWIA Goals



This quarter's "DACM Chalice" will be awarded to the command with the most overall improvement towards achieving our DAWIA Goals.

We want to recognize and congratulate SPAWAR as the "Most Improved" SYSCOM for all five DAWIA Goals. In the past quarter, SPAWAR has increased the command's certification compliance rate by 2 percentage points, current CL certification by 7.4 percentage points, CAPs filled by Acquisition Corps members by 3 percentage points, and fully qualified KLPs by 7.4 percentage points. SPAWAR's deliberate focus on DAWIA goals, highlighted in last October's DACM Corner quarterly newsletter, has paid off!

Bravo Zulu to SPAWAR for their outstanding efforts to ensure their acquisition workforce continues to improve in all areas!

EARNED VALUE MANAGEMENT Competency Framework and Career Roadmap												
Proficiency Levels	ENTRY/APPRENTICE LEVEL Basic Knowledge/Limited Experience	INDOUBT/INITIAL LEVEL Practical Application	SENIOR/EXPERT LEVEL Recognized Expert/Applied Theory									
Technical Experience & Core Competencies	Experiences	All least three years of experience within the last five years including experience at the EVM Practitioner and experience level or equivalent typical recommendation for age of M&A Army level. Five years of experience level (1 year less) typically required for consideration for management to forward open 1 level position.	At least five years of experience within the last eight years including experience in the EVM entry and mid level or equivalent experience typically recommended for level of Specialist level. Seven years of total/total spent (10 year total) typically required for consideration for management to higher level position (i.e. an U.S. Liaison).									
	Concepts/Paradigms	Integrated Defense Acquisition, Technology, and Logistics Life Cycle Management System Operations	Competitive Strategies	Tactical Applications								
Leadership Development & Business Acumen	Leadership Skills	Interpersonal Planning	Integrally Informed Strategic Thinking	Flexibility Problem Solving								
	Business Acumen Skills	Communications (Written)	Software Application Skills	Awareness of Customer Needs Ability to Influence/Negotiate								
Training, Certification & Education	BUDGET/PROGRAM ANALYST Competency Framework and Career Roadmap											
	Proficiency Levels	ENTRY	JOURNEYMAN	ADVANCED	EXPERT							
	Experiences	Intern New Hire Analyst	Project Lead Integrated Product Team (IPT) Team Participant	BUS-FM Program Lead Supervisor IPT Leads	Manager/Supervisor BUS-FM Executive Officer/EO Level DAWA Career Field Manager Competency Manager							
	Technical Experience & Core Competencies	Less than 2 years experience in the Acquisition process. Basic knowledge of Financial Management (FM) processes, regulations and organizational structure. Ability to understand and apply FM processes.	Two years minimum experience in the Acquisition process. Basic knowledge of FM processes and regulations. Understanding of FM policies, regulations and organizational structure. Ability to understand and apply FM processes.	Minimum four years experience in the Acquisition process. Advanced knowledge and basic application of FM processes and regulations. Understanding of FM policies, regulations and organizational structure. Ability to understand and apply FM processes.	Minimum eight years experience in the Acquisition process. Advanced knowledge and application of FM processes and regulations. Understanding of FM policies, regulations and organizational structure. Ability to understand and apply FM processes.							
	ACQUISITION PLANNING FISCAL LAW & POLICIES BUDGET FORMULATION ACCOUNTING PRINCIPLES & POLICIES AUDIT READINESS											
Leadership Development & Business Acumen	FINANCIAL & ECONOMIC ANALYSIS BUDGET EXECUTION FINANCIAL SYSTEMS FUNCTIONALITIES FINANCIAL REPORTING											
	Contract Learning	Financial	Business Leadership	Accountability	Change Management							
Training, Certification & Education	BUS-FM Level 1				BUS-FM Level 2				BUS-FM Level 3			
	Associate's/Diploma's				Bachelor's/Bachelor's				Bachelor's/Bachelor's			



Acquisition Recognition CONGRATULATIONS!!



Announcement of new Principal Military Deputy, ASN (RD&A)
RADM Paul A. Grosklags (July 2013)

Announcement of new Program Executive Officer
RDML Cindy L. Jaynes, PEO (A) (July 2013)
RDML (S) C.D. "Boris" Becker, PEO (C4I) (July 2013)

Announcement of new ACAT I Program Managers
Mr. David K. Hansen, PM of Global Combat Support System (GCSS) - Marine Corps (PMW 230)
CAPT Michael C. Ladner, PM of Program Executive Office, Integrated Warfare Systems, Surface Ship Weapons (IWS 3.0)
CAPT Albert G. Mousseau, PM of Unmanned Aviation and Strike Weapons (PMA 242)

Navy Announces Award of Next Generation Enterprise Network (NGEN) Contract

Defense Media Activity-Navy

WASHINGTON (NNS) -- The Navy awarded Hewlett Packard Enterprise Services (HPES) a firm-fixed-price award fee contract for the Next Generation Enterprise Network (NGEN) June 27.

The amount awarded to HPES, based in Herndon, Va., is \$321,689,010. The contract includes four, one-year options, which if exercised, has the potential overall contract value of \$3,454,735,513. If all options are exercised, work will continue through June 2018.

"The NGEN contract represents the next phase of Navy Marine Corps Intranet (NMCI) services, providing continued IT operational support to our Sailors and Marines, and creates a path toward aligning with the DoD's JIE", Assistant Secretary of the Navy for Research, Development and Acquisition Sean Stackley said. "The NGEN acquisition approach will allow sustained competition and significant savings for the department."

The Joint Information Environment (JIE) refers to an initiative to increase operational efficiency, enhance network security and cost savings through reduced

infrastructure and manpower, achieved through the convergence of the Department of Defense's multiple enterprise networks into a common global network.

Initially, network capabilities provided under the NGEN contract will remain the same as the services provided by the NMCI contract

in 2010. However, the segmented contract structure positions the DON to re-compete subsets of NMCI's network and computing services -- such as hardware, software and transport services -- when it makes sense to lower cost or provide improved system performance.

NGEN will increase government operational and design control of the network and requisite Information Assurance enhancements to meet evolving security requirements. Other benefits include better visibility into costs, the potential for increased industry competition, and the potential for enhanced cost efficiencies and

improved innovation.

NGEN is the acquisition approach and contract vehicle that will provide enterprise network services originally consolidated in 2000 under the NMCI contract.

The NGEN acquisition approach will allow NMCI to transition from a monolithic model to a segmented business model that allows for periodic competition of segmented

services. Under the current contract, all network services were competed as a single package.

NMCI is one of the largest intranets in the world providing end-to-end secure IT services to more than 400,000 computers and 800,000 users across 2,500 locations that vary from major bases to single user locations.

The transition of Navy network services to the NGEN phase of NMCI will begin immediately and is expected to take up to 13 months. The Navy's network services will be provided under a government-owned, contractor-operated model.

The Marine Corps has taken a different approach, recently completing the transition of services from HPES to their own personnel under a government-owned, government operated model with contract support.

HPES has been the prime vendor of the DON's network services since NMCI's inception in 2000.

The NGEN contract is a Federal Acquisition Regulation Part 15 contract, and was awarded based on a lowest-price-technically-acceptable (LPTA) process. An LPTA approach is appropriate when best value is expected to result from the selection of a technically acceptable proposal with the lowest evaluated price.

The HPES NGEN team includes AT&T Government Solutions, Inc. based in Vienna, Va.; International Business Machines (IBM) Global Business Services – Federal based in Bethesda, Md.; Lockheed Martin Services, Inc. based in Gaithersburg, Md.; and Northrop Grumman Systems Corporation based in McLean, Va.

"The NGEN contract represents the next phase of Navy Marine Corps Intranet (NMCI) services..."

— ASN(RD&A) Sean Stackley



ATLANTIC OCEAN (Jan. 17, 2013) from left: Information Systems Technician 3rd Class John Erskine, Chief Information Systems Technician Jennifer Williams, Cryptologic Technician (Networks) 2nd Class Tyrone Fuller, and Information Systems Technician 2nd Class Amanda Kisner work together to assess the security of the computer networks aboard the aircraft carrier USS George H.W. Bush (CVN 77). George H.W. Bush is conducting training and carrier qualifications in the Atlantic Ocean. Photo by Mass Communication Specialist 2nd Class Leonard Adams Jr.

FY12 DON Acquisition Excellence Award Winners

Jerry Ray, DACM Office

The winners of the 2012 Department of the Navy (DON) Acquisition Excellence Awards were announced May 14, 2013 after three individuals and 10 teams were selected from a field of more than 75 nominations.

Assistant Secretary of the Navy for Research, Development & Acquisition Sean Stackley congratulated the award winners for "upholding your profession's highest standards to ensure our Sailors and Marines are the best equipped fighting force in the world."

Stackley also noted that these awards demonstrate progress in meeting the Secretary of the Navy goals for improving acquisition processes.

"We're attacking cost growth, and we're really looking at what the folks on the front lines need. It keeps coming back to the five acquisition principles that SECNAV announced in 2010: clearly identify requirements, raise the bar on performance, rebuild the acquisition workforce, support the industrial base, and make every dollar count. Because of your efforts, the Navy and Marine Corps acquisition programs and processes keep getting better," said Stackley.

Captain Paul Ghysel received the award for **Acquisition Professional of the Year**. Ghysel was the program manager for the Communications Satellite Program Office, Program Executive Office (PEO) Space Systems, Space and Naval Warfare Systems Command (SPAWAR) and led a diverse team of professionals which delivered a complex space communications system with a tenfold increase in capability.

The **Dr. Al Somoroff Acquisition Award** (Formerly titled Major Acquisition Activity Award) was awarded to the Maritime Patrol & Reconnaissance Aircraft Program Office, PEO (A) for reducing average procurement unit cost, to date, by nearly five percent for the P-8A Poseidon aircraft and for delivering the first Fleet aircraft on time and reducing program costs by hundreds of millions of dollars across the Future Years Defense Plan.

The **Field Acquisition Activity Award** was awarded to the Space and Naval Warfare Systems Center Atlantic, SPAWAR for developing acquisition expertise to drastically improve the effectiveness and efficiency of procurement actions by increasing the focus of two competencies on acquisition processes: Logistics Competency and Program and Project Management Competency.

The **Technology Transition Award** was awarded to two teams this year: Intelligence Carry-On Program (ICOP) team and Navy Global Environmental Model (NAVGEN) team.

The **ICOP team** — a joint Office of Naval Research (ONR) and PEO Command, Control, Communications, Computers and Intelligence (C4I) unit level Rapid Technology Transition (RTT) effort — provided a highly successful prototype system which provides multi-source intelligence, analysis, and integrated 3-D opera-



Marine Corps Systems Command and Program Executive Officer Land Systems have won the 2012 Department of the Navy Acquisition Excellence Award for Small Business Team. Led by Dave Dawson (center), associate director of Small Business Programs, team members included (from left) Jodie Shifflett, contracting officer; Dung "Zoom" Phan, lead engineer; Judy Campbell, contract specialist; and Austin "A.J." Johnson, Small Business Program deputy. Not pictured are Patrick Garrard, program analyst, and Lenore Boisiere, project officer. Photo by Jim Katzaman U.S. Marine Corps

tional picture of the battlespace. The ICOP was developed in only eight months as a response to an urgent Fleet requirement. Due to a highly successful operational assessment, the prototype was transitioned into long-term support.

The **NAVGEN team** — an ONR/Naval Research Laboratory (NRL) Marine Meteorology Division effort — developed the Navy's new high-resolution global Numerical Weather Prediction (NWP) system which is replacing the long-serving Navy Operational Global Atmospheric Prediction System (NOGAPS). The NAVGEN system provides several orders of computational efficiency higher than older systems to produce much higher resolution models with the same computational resources.

The **Expeditionary Contracting Award** was awarded to the Command, Control, Communications, and Computers (C4), Operational Contract Support (OCS) Branch Unit, I Marine Expeditionary Force (IMEF) (Fwd). IMEF OCS developed an acquisition plan and strategy which ensured mission critical Afghan Transportation Network (ATN) services continued uninterrupted and expanded the future capability. They also identified reduced requirements, cancelled and reduced the scope of contracts at six different locations for a cost savings of more than \$50 million.

The Office of Small Business Programs (OSBP) award: **Secretary's Cup Award** was awarded to SPAWAR for its small business achievements which have shown a steady upward trend resulting in SPAWAR exceeding all

of the established targets in FY12 for small business (SB), historically underutilized business zones (HUBZone), small disadvantaged business (SDB), women owned small business (WOSB), and service disabled veteran owned small business (SDVOSB).

The OSBP **Sarkis Tatigian Award** (formerly titled OSBP Director's Award) was awarded to the Naval Surface Warfare Center, Dahlgren Division (NSWCDD), Naval Sea Systems Command (NAVSEA) for a small business program which continually exceeds Department of Defense (DoD) Small Business Targets. NSWCDD actively reaches out and inward to raise awareness of opportunities develops focused initiatives which yield measurable benefits.

Two individuals received the OSBP **Oreta B. Stinson Business Advocate Award** (formerly titled the Small Business Advocate Award): Robert B. Smith and Mark R. Schultz.

Smith led the Naval Air Systems Command (NAVAIR) Executive Small Business Council's Performance Analysis Team. Smith and his team developed an interactive electronic dashboard which allows users across the organization to look at small business performance from organizational, socio-economical, geographical, business unit, as well as several small business initiative perspectives.

Schultz was the Environmental (EV) Business Line Coordinator for the Naval Facilities Engineering Command (NAVFAC) Midwest. As a

See AWARDS page 9

List of AEA Winners

Acquisition Professional of the Year

CAPT Paul Ghyzel, Space and Naval Warfare Systems Command

Dr. Al Somoroff Acquisition Award

(Formerly titled Major Acquisition Activity Award)

Naval Air Systems Command, Maritime Patrol & Reconnaissance Aircraft Program Office. Team members were *CAPT William S. Dillon, Martin Ahmad, CAPT Aaron Rondeau, Holli Galletti, Ronald Oblen, CDR Dominic Caronello, Thomas Pillion, CDR William Coleman, Joseph Willette, James Joachim, Stephen Facini, James McDermott, David Proctor, Mark Lower, Lewis C. Cobaugh, Julie Johnston, and Robert McCall.

Field Acquisition Activity Award

Space and Naval Warfare Systems Command, Space and Naval Warfare Systems Center - Atlantic. Team members were *Kay Swann, *Brad Hoisington, Cliff Costa, Ken McCullough, Danielle Holmes, Frankie Brown, Tami Willis, Harry Bowser, Katherine Muckenfuss, Crystal Dahlia.

Technology Transition Award

Office of Naval Research/Program Executive Office (C4I), Intelligence Carry-On Program team. Team members were *Mo Kane, Tom Johnson, David Lee, LCDR Andy Hoffman, LCDR Remil Capili, CAPT Drew Caldera, Rob Connelly, CDR Chas O'Neal, Chuck Schuman, Robert Kraft.

Office of Naval Research/Naval Research Laboratory Marine Meteorology Division/ Navy Global Environmental Model Development Team. Team members were *Dr. Melinda S. Peng, Dr. Timothy F. Hogan, Dr. Carolyn A. Reynolds, Dr. Nancy L. Baker, Dr.



Acquisition Excellence Award trophy

Benjamin C. Ruston, Dr. James A. Ridout, Dr. Ming Liu, Dr. Jonathan R. Moskaitis, Mr. Timothy R. Whitcomb, Dr. Stephen D. Eckermann.

Expeditionary Contracting Award

I Marine Expeditionary Force (Fwd), Command, Control, Communications, and Computer, Operational Contract Support Branch Unit. Team members were *Maj. Donald Oliver, Capt. Jeffrey Garza, Master Sgt. Telly Renfroe, Staff Sgt. Reynan Benasfre, Staff Sgt. Antonio Whitehead, Sgt. Lindsey Sine.

**Secretary's Cup Award

Space and Naval Warfare Systems Command. Team members were *Faye Esaias, Mark McLain, Robert "Zack" Zaccaria, Aubrey Lavitoria.

* denotes team leader | ** denotes Office of Small Business Programs (OSBP) award

**Sarkis Tatigian Award

(Formerly titled OSBP Directors Award) Naval Sea Systems Command, Naval Surface Warfare Center, Dahlgren Division

**Oreta B. Stinson Business Advocate Award

(Formerly titled Small Business Advocate Award)

Robert Smith, Naval Air Systems Command; Mark R. Schultz, Naval Facilities Engineering Command

Competition Excellence Acquisition Team of the Year

Naval Sea Systems Command, AEGIS Combat System Engineering Agent Competition Team. Team members were *Michael Roberts, *Brendan O'Mara, Ann Mabe, Alex Marin, Robert Lyons, Christopher Gaffney, Ima DePietro, Katherine Moran, Robin Zapert, Alvin Murphy.

Innovation Excellence Acquisition Team of the Year

Naval Air Systems Command, Persistent Ground Surveillance Systems Team. Team members were Chyau Shen, LCDR Krista Moses, Alland Leandre, Eric Kosten, Michael Dickerson, Barbara Petrzilka, Kevin Smith, Patrick Smith, Andrew Sieracki, Stephanie Linck.

Small Business Team Award

Marine Corps Systems Command and PEO Land Systems. Team members were *David J. Dawson, Austin "AJ" Johnson, Jodie Shifflett, Judy Campbell, Patrick Garrard, Lenore Boissiere, Dung "Zoom" Phan.

AWARDS from page 8

result of Schultz's efforts, EV Business Line executed more than 80 percent of their \$9.1 million in annual environmental services through small business contracts. Schultz's small business acquisition strategies substantially improved delivery of environmental products and services to U.S. Navy and U.S. Marine Corps supported commands in the Midwest and beyond.

The NAVSEA, AEGIS Combat System Engineering Agent Competition Team was selected as the *Competition Excellence Acquisition*

Team of the Year for realizing more than \$400 million in savings for the highly complex and difficult competition for the premier Surface Navy Combat System.

The Naval Air Warfare Center Aircraft Division (NAWCAD), NAVAIR, Persistent Ground Surveillance Systems Team was selected as the *Innovation Excellence Acquisition Team of the Year* for delivering a smaller, more mobile, affordable surveillance system which, in its initial three competitive orders, yielded savings between 28-32 percent below a government estimate based on previous sole-source efforts.

The *Small Business Team Award* was award-

ed to Marine Corps Systems Command (MCSC) and PEO Land Systems for achieving all of its DON small business targets for the first time in FY12.

The formal awards presentation, usually conducted at the Pentagon, was cancelled this year due to the budgetary constraints of sequestration. The award winners are scheduled to receive their awards during presentations at their local commands.

See list of AEA winners in the award display shown above.

MCSC conducts Spring Fling stand down

Beverly Hobbs,
MCSC CT Competency Manager

For the past three years the Marine Corps Systems Command Contracts Competency entry-level employees (ELEs) — formerly called interns before Pathways implementation — have participated in a Spring Fling: a one-day training

stand down. This year we kicked it up a notch and extended the training to two full days and invited all the Contracts developmental personnel. There were a total of 25 contracting professionals that gathered April 11-12, 2013 for two days of training.

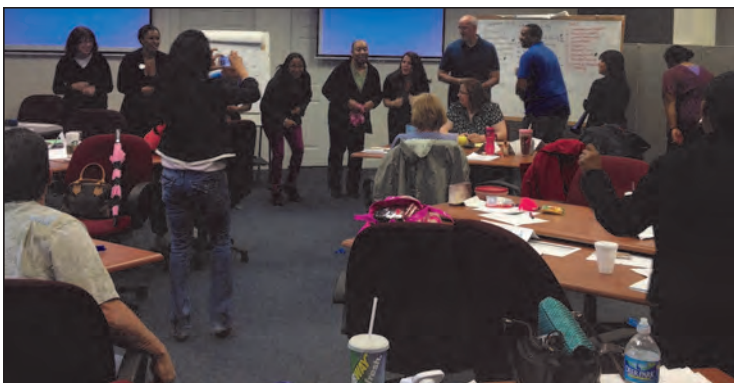
On the first day a guest speaker spoke to the group about the changes occurring in our industrial base

and motivators for business segments working with DoD agencies. It was interesting to see the "ah ha" moments that many of the competency members experienced when they learned that profit was not the only motivator for industry. Often industry is motivated when they can meet their overhead obligations, keep their employees gainfully employed and exhibit return on investment to shareholders. The first day wrapped up with a presentation on the small business perspective of contracting with the Government. The group enjoyed hearing the perspective of small businesses and learning what the Government can do to better facilitate contracts with small businesses.

We started the second day by focusing on soft skills and becoming acquainted with the Lominger International Model which contains 67 behavioral competencies. This program is currently used within the



command to facilitate the movement to a high performing organization. The discussion was spirited and concluded with the group identifying competencies which contract specialists and those in leadership should possess to create a learning agile environment. Next, Mr. Stephen Tomanelli provided a review of the Federal Acquisition Regulation (FAR) changes. His brief was further confirmation that contracting personnel are often tasked with doing the heavy lifting in acquisition. We ended the day with a team building exercise that required the participants to put their knowledge of the FAR to use. Just imagine a FAR cheer under the back drop of the "We Are The Titans" tune!



MARCORSSCOM Spring Fling participants perform a FAR cheer to the tune of "We Are The Titans."

Share your experience: NADP Corner

Gabrielle Heinzmann, NAVSUP

I am in my final year as a Naval Acquisition Development Program (NADP) entry-level employee (ELE) — formerly called intern before Pathways implementation — working for the Naval Supply Systems Command (NAVSUP) Headquarters in Mechanicsburg, Pennsylvania. While on a 54-day rotation to Defense Logistics Agency (DLA) Land & Maritime (L&M), I worked as a Customer Account Specialist to reduce backorders using DLA's Enterprise Resource Planning (ERP) system, Enterprise Business System (EBS).

Reducing backorders is a top priority of DLA's leadership, with special attention on reversing the growing trend in critically required items not immediately available. Among these critically required items are casualty reports (CASREPs) needed by DLA L&M customers. When I arrived to DLA

L&M in January 2013, I volunteered to stand up and lead a six-member tiger team dedicated to reducing the number of targeted C-2 CASREPs that degrade the primary or secondary missions of deployed, pre-overseas movement and forward deployed naval ships.

The impact of this team's efforts was nearly immediate. In six weeks' time, we improved the contract delivery dates (CDD) of 70 CASREPs by an average of 42 days, and we shrank the number of C-2 CASREPs not on contract by 14 percent. The team's success was based upon persistent and persuasive contact — coined "skillful escalation" — with internal and external stakeholders. Focused on the long-term sustained reduction of CASREPs, we implemented a "Lean Forward" stocking objective; items that commonly created CASREPs were reviewed and, where necessary, the Acquisition Advice Code was adjusted so that future requests for such items could be easily retrieved from stock.

We codified our team's best practices in training documents and circulated them to other DLA codes across the DLA Enterprise. Our CASREP Reduction Team's efforts contributed significantly to DLA's overall 20 percent decrease in the C-2 CASREP population from November 2012 to March 2013. Since March, the DLA CASREP population has continued to steadily decrease, and DLA is considering standing up other similar tiger teams throughout DLA L&M. The entire project, which I had the opportunity to brief to senior DLA and Navy leadership, was approved as my Senior Project, thereby fulfilling my final Life Cycle Logistician NADP graduation requirement.

Our team was recognized in May 2013 by the DLA Director, Vice Admiral Mark Harnitchek, for supporting his "Big Ideas" initiative in how DLA is improving customer support and delighting customers. This Strategic Goals Award came with certificates, ribbons and coins from VADM Harnitchek, and he complimented our processes and the exceptional results by saying of our team, "When the system doesn't work right, these are the folks that jump in there with hands and telephones and smart heads-up thinking and get folks the parts they need all over the world." This project was an incredible learning experience, and the most rewarding part is knowing that our team made a difference in the operational readiness of our Fleet units.



(above) CASREP Reduction Team, with Maritime Customer Operations director Navy Capt. Rachel Fant (right), from left are Dan Sommer, Gabrielle Heinzmann, Matthew Smith, Henry Crowell and Diane Michel. Team member Navy Cmdr. Jeremy Powell was not present for the photo. (upper right) DLA Director Navy Vice Adm. Mark Harnitchek presents the Director's Strategic Goals Certificate to Gabrielle Heinzmann. Photos by Teodora Mocanu, DLA

DAU's furlough training schedule



Dr. James McMichael
Acting President

As many of you know, the Department of Defense (DoD) -authorized furloughs are a

part of mandatory federal government budget cuts, which began March 1.

DAU has adjusted its training schedule to conform to DoD's sequestration furlough guidance.

From July 8 – Sept. 20, class schedules will accommodate for one furlough day per week. Please be aware that while you attend DAU training, student furlough days must adhere to DAU's

training schedule. This may differ from your normal scheduled furlough days; for details regarding your ability to comply with DAU's furlough schedule, consult with your home office/organization. We will do our best to provide the classroom training you need under these challenging circumstances, and online training will continue to be available.

As sequestration continues and is subject to change, DAU will update its [Student Furlough Information](#), [Facebook](#) and [Twitter](#) pages with further details. It's important that DAU maintains its mission and focus to provide superb training to the Defense Acquisition Workforce.

5 Day Courses		M	T	W	Th	F																							
1 Week Course	Monday Start	Green	Green	Green	Green	Red																							
Courses that Begin at the Start of a Pay Period																													
		M	T	W	Th	F	S	S	M	T	W	Th	F																
A	2 Week Course	Red	Green	Green	Green	Green	White	White	Green	Green	Green	Green	Green	Red	Bookend														
Courses that Begin at the Start on the Second Week of the Pay Period																													
		M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F									
B	2 Week Course	White	White	White	White	White	White	White	Red	Green	Green	Green	Green	White	White	Green	Green	Green	Green	Green	Red	Bookend							
4 Week Course																													
		M on	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F		
A	4 Week Course	Red	Green	Green	Green	Green	White	White	Green	Green	Green	Green	Green	White	White	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Red	Double Bookend
19 course days less 3 furlough days = Net 16 course days																													
4 Week Course																													
		M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F		
B	4 Week Course	Green	Green	Green	Green	Green	White	White	Green	Green	Green	Green	Green	White	White	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Red	Double Bookend
Assumes student takes 2 days this week																													

PMT 401	Will adjust as necessary based on military and civilian participation
PMT 402	Will adjust as necessary based on military and civilian participation
RQM 310	Will adjust as necessary based on military and civilian participation

All Courses less than 5 days will be conducted as scheduled around a Friday Furlough day



Dave Mailander,
NACC Recruiting Division Director

The Assistant Secretary of the Navy (Manpower and Reserve Affairs) approved a Department of the Navy (DON)-wide exemption to the hiring freeze, May 2, 2013, for 284 Naval Acquisition Development Program (NADP) hires for Entry and Associate level personnel.

The exemption provides the NADP and System Commands (SYSCOMS) an opportunity to fulfill the balance of fiscal year 2013 Defense Acquisition Workforce Development Fund (DAWDF) funded hires which were unexecuted when the DON hiring freeze was established Janu-

Hiring freeze exemption for 284 NADP, DAWDF-funded positions

TAKE ADVANTAGE NOW!

ary 28, 2013, as part of sequestration activities.

This approval was based upon analysis of future Acquisition Workforce needs, mission critical career field priorities and the reimbursable nature of these billets. The exemption allows hiring in the following mission critical career fields:

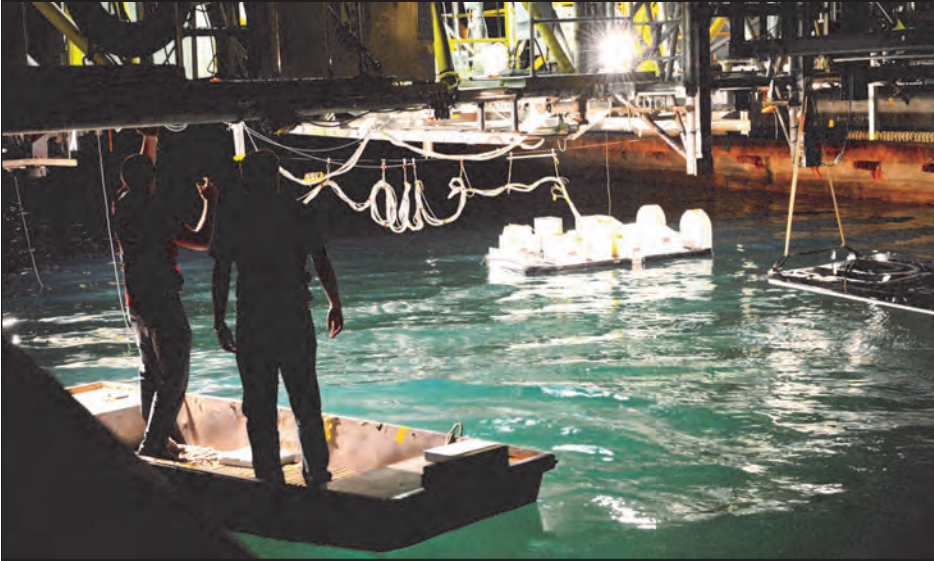
- Systems Planning, Research, Development and Engineering – Systems Engineering (SPRDE-SE)
- Contracting (CON)
- Business – Cost Estimating (BUS-CE)
- Business – Financial Management (BUS-FM)

Additionally, we are continuing to hire all career fields in our NADP Wounded Warrior Program. Furthermore, and as part of our exemption, the

NADP program received a waiver from the current restriction on the use of superior qualifications. Superior qualifications allow the hiring above a Step One in the assigned grade in the 800 and 1550 job series.

As a result of these efforts, System Commands are highly encouraged to take immediate action under this exemption to conduct required interviews of your NADP selectees and return them via the Selection Manager Application to facilitate the audit, job offer and on boarding process. Additionally, hiring managers can also request Job Opening Announcements (JOA) under the exempted career fields for continued DAWDF hiring execution, Fiscal Year 2013.

NSWCCD completes SSC tests



Naval Surface Warfare Center Carderock Division's (NSWCCD) Lawrence Snyder, naval architect; and Ben Ridenour, mechanical engineer; check on the Ship-to-Shore Connector (SSC) model connected underneath Carriage Two between tests in the David Taylor Model Basin, April 22 - May 17. Photo by Monica McCoy U.S. Navy

NSWC Carderock Division Public Affairs

WEST BETHESDA, Md. - Naval Surface Warfare Center Carderock Division (NSWCCD) engineers conducted preliminary Ship to Shore Connector (SSC) seaworthiness model tests in the David Taylor Model Basin, April 22 - May 17.

SSC is the replacement for the Navy's existing fleet of Landing Craft, Air Cushion (LCAC) vehicles, which are nearing the end of their service life. SSCs - like the LCACs they replace - will be primarily used to haul vehicles, heavy equipment, and supplies through varied environmental conditions from amphibious ships to over the beach.

"All new Navy platforms, such as the SSC, are required to undergo a comprehensive Test and Evaluation program to assess technical and operational performance prior to full-scale production. This allows the Navy to resolve any potential problems prior to deployment," said Gerald Lawler, NSWCCD Senior Vulnerability Analyst. "A platform's performance — with respect to survivability — typically falls under the responsibility of the Live Fire Test & Evaluation [LFT&E] program for the system. For SSC, we're leading a multi-year effort to assess the craft's survivability, and just completed testing on one of the craft's Key Performance Parameters, or KPPs."

Carderock's David Taylor Model Basin building is 3,200 feet long; houses high-speed-and deep-water-basins; and uses pneumatic wave makers. The SSC model — using a skirt system developed by NSWC Panama City Division — was free to drift under a moving carriage in the basin, and moved through waves of different sizes.

"For the survivability KPP test, we created a set of target wave conditions and collected

measurements as the model encountered these waves in a 'dead in the water' condition" said Larry Snyder, NSWCCD Naval Architect. "Instrumentation was used to measure the motion and global loads. Pressure panels at select locations on the craft were used to measure the pressure due wave slap. We'll compare the loads we measured in the basin to the design loads of the craft. The data generated from this tests will help us extrapolate out to the anticipated lifetime of the craft and will aid in post-test numerical predictions."

By evaluating these requirements, the Navy can determine if craft will remain structurally adequate and mission capable in the 'dead in the water' condition through its expected lifetime.

"This sea keeping and survivability test was the third major test performed for the SSC LFT&E program. Over the next several years, additional testing will be conducted to evaluate the craft's susceptibility, vulnerability, and recoverability to various threats," said Lawler.

The SSC Program requirement is for a total of 73 craft (one test and training, and 72 operational craft). Deliveries are expected to begin in fiscal year 2017, with initial operational capability projected for fiscal year 2020.

Research in ship design is tied to NSWCCD's technical capability in hull forms and fluid dynamics. Under this capability, NSWCCD provides the Navy's hydromechanics capability for surface and undersea platforms.

To learn more about the 132 technical capabilities across the NAVSEA Warfare Centers, visit: http://www.navsea.navy.mil/Organization/WFC_TECHNICAL_CAPABILITIES_%20Rev4%20FINAL_01June2011.pdf

Recapping AWF summit

Megan Behrle, DACM Office

The Director, Acquisition Career Management (DACM) office held an acquisition workforce (AWF) summit June 11 for the Assistant Secretary of the Navy for Research, Development and Acquisition (ASN (RD&A)) and the Department of the Navy (DON) System Commands (SYSCOMs) and the DON Acquisition Career Field Council (ACC) leads. This was the first since 2009.

The purpose was two-fold; to gauge where overall DON AWF is as projected through end of FY13 — given the hiring freeze, attritions, budget impacts, furloughs, etc — and to discuss future strategy moving into FY14.

The Principal Civilian Deputy, ASN (RD&A), Mr. Jim Thomsen welcomed everyone and emphasized the need for alignment between the SYSCOMs and career field leads. He noted the tremendous amount of changes affecting the AWF and the need for everyone to be moving in the same strategic direction. He then spoke to the focus of the summit — sustaining the investment in the workforce, posturing for the future, and deciding what near-term policy adjustments are necessary.

The DACM, Ms. René Thomas-Rizzo, gave an overview of the AWF, the current environment, status of the AWF achievements, the business case for mission critical career fields (BUS-CE, BUS-FM, CON, and SPRDE), and a proposed way ahead for protecting our investment in the AWF.

The presentations by the six SYSCOMs included several findings.

- All the SYSCOMs are doing fairly well from FTE perspective;
- the vacancy rate was 5-10%, which is much lower than expected given current environmental scan;
- Contracting Career Field remains a challenge across the board, in terms of hires, attrition, and pipeline for qualified individuals.

The Summit concluded with a reminder to not become discouraged by the current fiscal climate; rather, stay focused on ensuring we have the right number and right skill sets in the AWF to achieve our mission. We must continue to monitor and manage attrition as we work to protect the investments made in reshaping the AWF over the past three years.



NSWC Carderock Division's LEGO Robotics Competition

Nicholas Malay, NSWCCD Public Affairs

WEST BETHESDA, Md. – NSWC Carderock Division held its first elementary and middle school LEGO Robotics competition this spring, May 17. The competition theme was Biomedical & Biomechanical Engineering – allowing four local schools: Wood M.S.; Burning Tree E.S.; Pyle M.S.; and Barnsley E.S. student teams to compete in the LEGO Robotics Competition and accompanied research presentations.

“This year marked the first time NSWCCD hosted an event of this kind, though it has offered support to Lego Robotics Programs throughout Montgomery County for several years by providing mentors to local elementary and middle schools,” said Nathan Hagan, NSWCCD naval architect, mentor, and NSWCCD LEGO Robotics event co-coordinator. The event was also organized by NSWCCD personnel Woody Pfitch and Jonathan Hopkins.

NSWCCD mentors supported the event by judging presentations, refereeing the LEGO challenges, and providing maritime technical expertise to the aspiring scientists and engineers in attendance. The event was kicked off with opening remarks delivered by NSWCCD's Chief Technology Officer, Jack Templeton, followed by various LEGO robot matches accompanied with judging sessions, Capt. Stefan-yshyn-Piper's command overview presentation, and an array of naval-based facility tours.

“It was a pleasure seeing the teams in action



“It's very fun and a great learning experience to work with Carderock mentors,” said Valent Martinez-Cruz (L-foreground), Barnsley E.S. Red Team student. “This competition was slightly nerve-racking, but fun at the same time and is quite a large achievement to work with Carderock mentors for the LEGO competition,” said Salvri Manalansam (R), Barnsley E.S. Red Team student. Photo by Nicholas Malay, NSWCCD PAO



NSWC Carderock Division held its first elementary and middle school LEGO Robotics competition this spring, May 17. From Pyle M.S., The Boss' team: Jorge Romeu; Elias Kahn; and Eric Whyman map out their LEGO Robot for the competition held in the Herman-Melville auditorium at Carderock. Photo by Nicholas Malay, NSWCCD PAO

today. These kids are bright and inspiring. Their mentors, as well as the event organizers, should be proud to have provided this opportunity for mixing science and creativity in a team environment,” said Katie Kiernan-Williams, NSWCCD Ship Signatures, senior technical writer. “Each team clearly articulated learning communication skills, planning and commitment, and gaining knowledge from fellow teammates throughout this experience.”

“The best way to summarize FIRST LEGO League is to say that it is a robotics program for 9 to 16 year olds, which is designed to get children excited about science and technology - and teach them valuable employment and life skills,” according to the First Lego League (FLL). “FLL can be used in a classroom setting but is not solely designed for this purpose. Teams, composed of up to ten children with at least one adult coach, [in this case, NSWC Carderock Division mentor], can also be associated with a pre-existing club or organization, homeschooled, or just be a group of friends who wish to do something awesome.”

“It became instantly apparent the impact that it would have on the community and the students involved. Our goal is to show young people the exciting opportunities that await in a career of engineering, science and technology, and even more how a career in the Navy can make that excitement reach fruition. As someone who visited Carderock when I was in high school, the visit changed my world, and confirmed my interest in becoming a Naval Architect,” said Hagan. “I hope to see these kids here at Carderock after they graduate college, because I was once in their shoes, and now could not be prouder to call Carderock my home.

“It's very fun and a great learning experience

to work with Carderock mentors,” said Valent Martinez-Cruz, Barnsley E.S. Red Team student. “We look forward to coming back for the next competition.”

All of the young aspiring scientist and engineers from the local schools were included in a closing ceremony after the judges determined the competitions victor.

“This competition was slightly nerve-racking, but fun at the same time and is quite a large achievement to work with Carderock mentors for the LEGO competition,” said Salvri Manalansam, Barnsley E.S. Red Team student.

“If this sense of familiarity, loyalty, and support can be instilled in more students through the LEGO Robotics competition and various other NSWCCD STEM initiatives as they move forward in their life, I feel confident that the future of the Navy can rest assured that it will be in the best of hands to handle any challenge that the future may bring,” said Hagan. “We are building the Navy of tomorrow through STEM outreach initiatives.”

NSWC Carderock employs a large number of scientists and engineers and has a robust outreach program goal to collaborate with local schools to expand students and teacher's awareness and understanding of careers in science, technology, engineering, and mathematics (STEM) - to further garner student interest in future careers in science and engineering.

Carderock is the full-spectrum research and development, test and evaluation, engineering, and Fleet support organization for the Navy's ships, submarines, military watercraft, and unmanned vehicles for the Navy Fleet of the 21st Century.

NAVAIR's PDG helps develop entry level employees

Karl Flores, NAVAIR

The Professional Development Group (PDG) is an official organization of Naval Air Systems Command (NAVAIR) Lakehurst composed of entry-level employees (ELEs) — formerly called interns before Pathways implementation — in the fields of engineering, science, finance, and logistics in the Naval Acquisition Development Program (NADP) or Engineer & Scientist Development Program (ESDP). The purpose of the PDG is to develop entry level

employees into journeyman level professionals while also providing networking opportunities, training sessions, simplified work guidelines, community outreach, and fun social events and extracurricular activities.

The PDG is composed of a Chair and Deputy Chair that lead six different committees within the PDG, including Training; Media; Volunteer; and Social: Recreation and Music. Each committee is led by a Committee Chair who helps his or her committee in planning events for its members.



Michaele Dyczo, a systems engineer with NAVAIR, helps with cleanup in Little Egg Harbor, NJ Nov. 3, 2012 in the aftermath of Hurricane Sandy. The PDG Volunteer Committee coordinated more than 50 Lakehurst employees to work with Operation Blessing, a non-profit organization, during its cleanup operations following Hurricane Sandy. Photo by Nancy Boyd, NAVAIR

Some of the major events and accomplishments of the PDG include the following:

- Recognition of the PDG as an official NAVAIR organization following the approval of the PDG constitution
- Career development training sessions
- FIRO-B workshops
- Math and SAT tutoring
- Car care and maintenance workshops
- KC-10 Aerial Refueling flight for the PDG
- Pentagon tour for the PDG
- Hurricane Sandy Relief efforts
- STEM programs
- Organization of a band that performed at NAVAIR Lakehurst's holiday party
- Bi-Weekly PDG bulletin and quarterly PDG newsletters.
- Networking events including happy hours and leader "meet and greets"
- Base-wide sports tournaments and fitness challenges

These PDG events have certainly increased workplace morale and have also established professional and personal relationships between many of the employees.

One of my most memorable experiences with the PDG was the series of Hurricane Sandy Relief efforts that was coordinated by the PDG Volunteer Committee. This volunteer opportunity brought more than 50 Lakehurst employees to the town of Little Egg Harbor, NJ to work with Operation Blessing, a non-profit organization with



a mission to alleviate human need and suffering in the U.S. and around the world. We performed many tasks such as: cleaning up flood-damaged homes around the local community; cleaning up and setting up a local church's community hall so it could be used as a temporary shelter for those who were unable to go back to their homes; unloading trucks filled with donated food and other necessities into the local high school building, which was used as temporary shelter at the time. It was amazing to see these Lakehurst employees working together to perform such great and selfless deeds for help those who truly needed help.

My time serving as the PDG Chair has been a huge factor in my professional growth. It has been a stressful but rewarding experience. The events we plan and the general things we do in the PDG are performed outside of work. By holding PDG related meetings, event coordination, and presentations, I was able to further develop my leadership skills, communication skills, and time management skills.

Military Acquisition Corps Board changes

Effective immediately, the Navy Personnel Command (NPC) will convene only one Acquisition Corps (AC) Membership Selection Board per year at the start of the fiscal year. The FY14 AC board is scheduled to convene October 10. The NAVADMIN announcing the board and the due date for application submission is anticipated to be released in July.

A significant change to the AC Membership Selection Board is the elimination of AC Eligible category. Applications must now meet all AC Membership requirements to be considered by the board. AC membership requirements are listed in the DAWIA Operating Guide Chapter 9. If you are interested applying, you may obtain a copy of the AC Membership application template by sending an email to PERS-447_mail@navy.mil.



This Quarter in Naval History...

This quarter in naval history, the contract for the first operational nuclear-powered submarine was awarded. In July of 1951, Congress authorized construction of the submarine and the contract was awarded to General Dynamics in August of the same year. Under the leadership of Captain Hyman Rickover, USN, a group of scientists and engineers developed the nuclear propulsion plant which made the construction of the submarine possible. The keel of the Nautilus SSN-571 was laid by President Eisenhower in June of 1952 and, after 18 months of construction, was launched in January of 1954. In September of 1954, the Nautilus SSN-571 became the first commissioned nuclear powered ship in the United States Navy. It broke several submerged and distance records within the first few years and pioneered the practical use of nuclear power for the United States Navy.



mmowgli

play the game. change the game

BETTER INCENTIVES AND MOTIVATIONS TO CHANGE HOW WE DO BUSINESS IN NAVAL ACQUISITION!

The Business Innovation Initiative (BII) Round 2 War Game is about to start!

It's a new world where speed to fleet, affordability, and access to innovation will be propelled by better competition. How do we incentivize change?

Industry responds to margins, revenue, position, and market share, **but how can we best apply these incentives with our current downward budget pressure?**

We can't forget the government workforce in the midst of this change. **How do we find meaningful ways to motivate and reward Programs and Individuals that perform to a new standard?**

Better Buying Power 2.0 and the Naval Open Systems Architecture strategy are being adopted into Programs this year. **We will use your ideas to shape policy and change processes.**

Participation

DASN RDT&E is looking for participants from all DoD agencies, Academia, and Industry. All defense acquisition professionals are encouraged to play. Click on the link to the left to sign up!

Game Play

The BII MMOWGLI game will be played between July 15th and July 26th and will cover many topics. The game will feature a new challenge each day so participants should check in daily.

It's Easy To Play!

- You communicate your ideas using 140 character message cards.
- People play off your ideas or you play off others and you get points.
- You can play as little or as much as you like. Come back from time to time when it's convenient. The game is designed to suit your schedule.

Sign Up Here!

If you are interested in being part of the BII MMOWGLI game please visit the MOWGLI website and sign up.

<https://mmowgli.nps.edu/bii/signup>.

The MMOWGLI BII game will take place from July 15th – July 26th so please register in advance.



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
25	26	27	28	29	30	31

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 PEO (A) and PEO (C4I) Change of Command
- 26 JUL ASN (RD&A) PMD retirement ceremony (Naval Academy)
- 01 AUG DON nominations due to OUSD(AT&L) for:
 - David Packard Excellence in Acquisition Award
 - Defense Acquisition Workforce Individual Achievement Award
 - Defense Acquisition Workforce Development Award

Federal Holidays

- 4 JUL Independence Day
- 2 SEP Labor Day

Director, Acquisition Career Management

https://acquisition.navy.mil/rda/home/acquisition_workforce

Ph: (703) 614-3666 Fax: (703) 614-4262

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CONGRATULATIONS TO
THE ACQUISITION EXCELLENCE AWARD WINNERS
See pages 8 and 9 inside

