

Naval Acquisition Development Program (NADP)

The NADP is a premier program within the Department of Defense. The purpose of this up to three year management program is to train and develop the future senior leadership of the Department of the Navy. The NADP offers an extraordinary opportunity for those who desire to rapidly advance their professional career and feel a sense of pride supporting the mission of the Department of the Navy. The NADP supports our talented workforce by providing a challenging environment with opportunities to become certified in a designated career field, travel for enriching learning experiences, exposure to senior leadership, and obtain a graduate degree if desired. Many of our program graduates are now senior acquisition leaders in the Department of the Navy. This fact is a testament to the quality of our people and effectiveness of our program.

Acquisition Workforce

The Acquisition Workforce is a secure community of highly qualified and talented individuals who support the mission of the Department of Defense. Workforce members must meet established Department of Defense certification standards, formal training and education requirements for their acquisition career field. NADP participants are provided significant opportunities for continuous education and development that in turn will provide the individual greater opportunities for advancement.



Investing in Our Talent

- Education
 - Tuition assistance provided for related graduate education or certificate program
- Training
 - Structured Master Development Plan
 - Certification in a designated career field through the Defense Acquisition University
 - Opportunities to travel for external rotation assignments
 - Extensive on-the-job training
- Leadership Development
 - Two-fold mentorship support during the program
 - Structured management training
 - Opportunity for exposure at events with peers and senior Navy leadership personnel
- Rapid Promotion
 - Salary increases are customary while in the program, assuming satisfactory performance and demonstrated potential to perform at a higher level
- Full Federal Civil Service Benefits Package
 - Permanent full-time employment position
 - Flexible and alternative work schedules
 - 10 paid Federal holidays
 - 13 days vacation per year (20 after 3 years; 26 after 15 years)
 - 13 days of sick leave annually
 - Low-cost term life insurance
 - Choice of several health plans
 - Excellent 3-tiered retirement plan with tax-deferment of up to 15% of one's salary with the Department of the Navy matching the first 5% one contributes

NADP Project Opportunities

NADP participants have the opportunity to work on significantly unique projects. Here are a few examples our personnel experienced in the program.

- Contract solutions at the Executive Office of the President
- Program experience at Department of the Navy Director, Acquisition Career Management (DACM)
- Financial Management Budget project at the Pentagon
- Engineering technical training at the Massachusetts Institute of Technology
- Financial Management project at the Office of the Assistant Secretary of the Navy



NADP Salary

Typically, all positions start at the General Schedule-7 (GS-7) level with promotion potential to the GS-12 level. Individuals with directly related advanced educational degrees or specialized experience may be eligible to start at the GS-9 level. Salary ranges vary based on location of position.

- **Engineering and Computer Scientists**
 - GS-7: \$54,000 to \$61,000
 - GS-9: \$56,000 to \$67,000
- **All other positions**
 - GS-7: \$38,000 to \$45,000
 - GS-9: \$47,000 to \$56,000

Salary increases are customary while in the program, assuming satisfactory performance and demonstrated potential to perform at a higher level.

Upon successful completion of the program, individuals will be promoted to the GS-12 level with salaries ranging from \$68,000 to \$81,000. Recruitment incentives are offered for engineering and computer scientist positions.

Please visit the Office of Personnel Management's (OPM) website for the most up-to-date pay tables

- <http://www.opm.gov>
- Click on "View Salaries and Wages"



Facilities Engineering

Facilities Engineers are involved with the design, construction, and life cycle maintenance of military installations, facilities, civil works projects, airfields, roadways, and ocean facilities. It involves all facets of life cycle management from planning through disposal,



including design, construction, environmental protection, base operations and support, housing, real estate and real property maintenance.

Acquisition Career Fields and Available Positions

Positions are available in locations across the country and in some overseas locations. Visit our website for more detailed information on Acquisition Career Fields.

Contracting

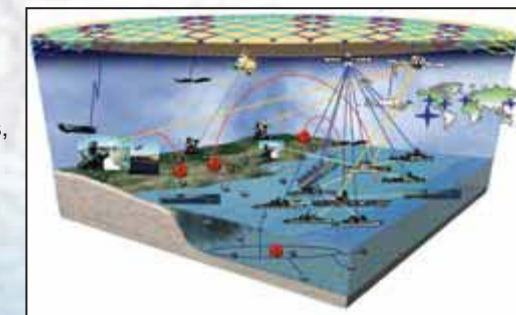
Contract Specialists create effective, efficient, and proper business arrangements, have a strategic focus on acquisition, and leverage DoD spending to use taxpayers' money prudently based upon customer's needs.

Life Cycle Logistics

Logistics Management Specialists are responsible for planning, development, implementation, and management of effective and affordable weapons, material, or information systems support strategies.

Systems Planning, Research, Development and Engineering

Engineers perform systems planning, research and development and/or other engineering tasks to support acquisition programs, projects, and activities. These may relate to the design, development, fabrication, installation, modification, and analysis of platforms (ships and airplanes), systems or systems components.



Discover the Opportunities:

Whether it's the areas you'll travel to for training or the duty stations that you'll work from, the Department of the Navy can take you places others only dream of going. The NADP will challenge you within a specialized acquisition field that is vital to our nation and support of Naval Operations. Positions are available at various national locations residing within:

- Naval Air Systems Command (NAVAIR)
- Naval Sea Systems Command (NAVSEA)
- Naval Facilities Engineering Command (NAVFAC)
- Naval Supply Systems Command (NAVSUP)
- Space and Naval Warfare Systems Command (SPAWAR)
- Military Sealift Command (MSC)
- Marine Corps Systems Command (MCORPS)
- Office of Naval Research (ONR)
- Navy International Program Office (NIPO)
- Naval Center for Cost Analysis (NCCA)
- Strategic Systems Program Office (SSP)
- Operational Test and Evaluation Force (OPTEVFOR)



Quotes from Acquisition Leadership Graduates

"The Naval Acquisition Development Program offered me an opportunity to learn about the Navy and Marine Corps operating forces. I requested and received assignments that allowed me to do just that. I gained a better understanding of the men and women in uniform, how they operated and what they needed to do their job better. My NADP assignments made me a passionate supporter of those who go in Harm's Way and because of my very positive experience in the NADP, I dedicated my professional life to a career in the Department of the Navy. Take it from me, there are many opportunities available in the Development Program - my advice is to get involved, ask questions, seek out interesting work opportunities and make the most of your short time as an Intern."

"Training and development are the cornerstone of NADP and are important to help interns achieve individual job success with appropriate on-the-job training, rotational work assignments, and mentoring. Personally, NADP gave me a disciplined career development structure that propelled me to upper leadership quicker than employees not involved in this 3-year internship. Since graduating in 1999, I continue my strong support of NADP in my command and other Navy agencies to build a high-quality acquisition workforce."

Dr. Carol Smith
Logistics & Fleet Support Deputy

"The Naval Acquisition Development Program (Logistics) provided me with the breadth of knowledge necessary to understand the many different aspects and interdependencies of Naval Aviation Logistics! Through rotational opportunities that included a carrier trip, squadron tour, formal training courses and an outside rotation; the Naval Acquisition Development Program prepared me to truly Support the Fleet!"

Ms. Jackie Heiner
6.7.4.4 Logistics Systems Performance Assessment Branch Manager



Ms. Rene' Thomas-Rizzo
Department of the Navy Director, Acquisition Career Management

"The Naval Acquisition Development Program is the best development program out there. The learning opportunities afforded by this program allow for rapid career advancement that can't be found anywhere else."

Mr. Brian Brock
Solid State Technologies Branch Manager

"I would not have had a successful Federal career without the guidance, training and opportunities offered by the Naval Acquisition Development Program."

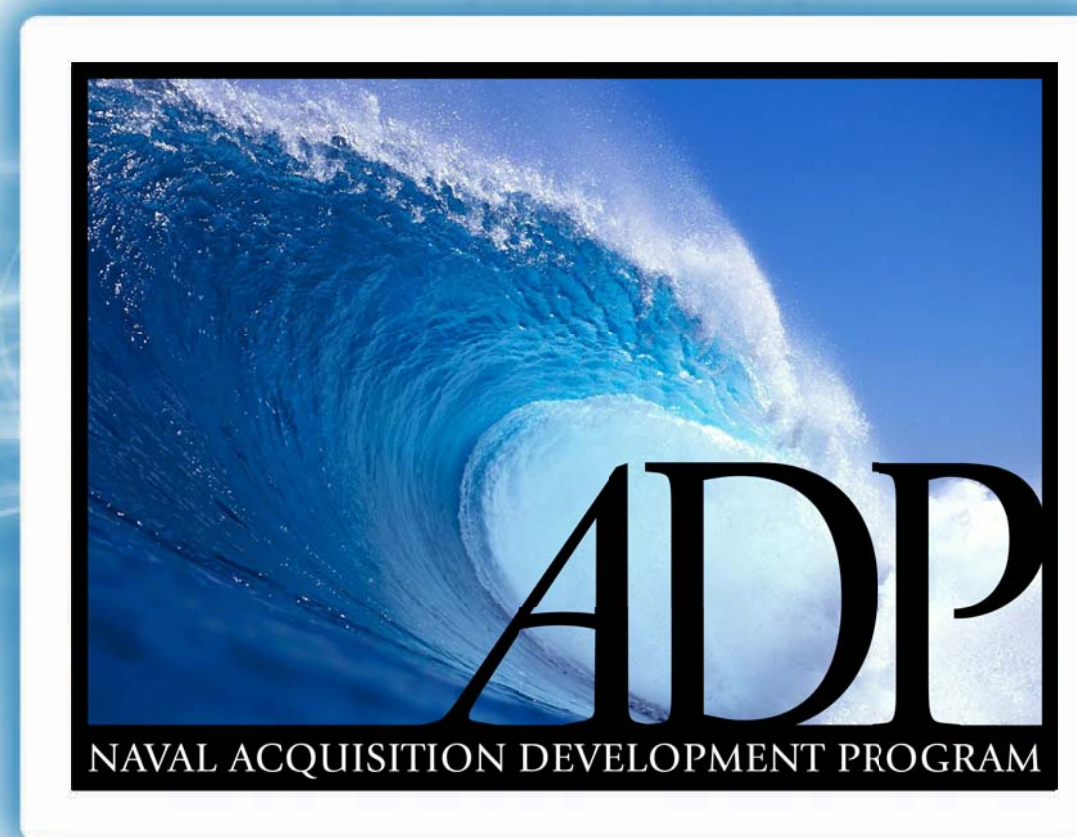
Ms. Genesta S. Belton
Director of Contracting Activity and Policy Office of Naval Research



How to Apply...

Currently all positions with the Naval Acquisition Development Program are posted on the USAJOBS website, <http://www.usajobs.opm.gov/>. Enter "NADP" in the keyword search to be able to view each position that is currently open. Click on the USAJOBS link to Application Manager. Apply online by using your existing USAJOBS account or create a new account.

Take Charge of your Future...



"Developing Tomorrow's Acquisition Workforce Leaders"

http://acquisition.navy.mil/career_management/interns

Requirements & Qualifications:

All applicants must:

- Be a U.S. Citizen (if in possession of dual citizenship or a passport issued by a country other than the United States of America, you must be willing to renounce your foreign citizenship and must return your passport upon acceptance of an official NADP job offer)
- Be registered with the Selective Service (males born after 12/31/59)
- Be able to obtain and maintain a secret security clearance (some positions require passing a drug and/or polygraph test)
- Sign a mobility agreement
- Meet at least the basic entry requirements by the date specified in the recruiting flyer/announcement including education which must be supported with a final original transcript upon selection; unofficial transcripts are acceptable to apply

Computer Scientist applicants must:

- Have a bachelor's degree in computer science or bachelor's degree with 30 semester hours in a combination of mathematics, statistics, and computer science. At least 15 of the 30 semester hours must have included any combination of statistics and mathematics that included differential and integral calculus

Contract Specialist applicants must:

- Have a bachelor's degree and at least 24 semester hours in business courses such as: accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, or organization and management (this can be obtained within the degree or in addition to the degree)

Operations Research Analyst applicants must:

- Have a bachelor's degree in operations research; or have at least 24 semester hours in a combination of operations research, mathematics, probability, statistics, mathematical logic, science, or subject-matter courses requiring substantial competence in college-level mathematics or statistics. At least 3 of the 24 semester hours must have been in calculus

Logistics Management Specialist and Financial Management Analyst applicants are desired to:

- Have a bachelor's degree in any major, although business and technical majors are preferred



Engineering applicants must:

- Have a bachelor's degree in professional engineering (not engineering technology) that is recognized by the Accreditation Board of Engineering and Technology (ABET) as a professional engineering curriculum
- Have majored in engineering disciplines to include: aerospace, chemical, computer, electrical, electronics, industrial, mechanical, ocean, marine, environmental, civil, systems, chemical, materials, architect, fire protection, and naval architecture