



ACQUISITION,
TECHNOLOGY
AND LOGISTICS

THE UNDER SECRETARY OF DEFENSE

3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

MAR 29 2007

MEMORANDUM FOR: SEE DISTRIBUTION

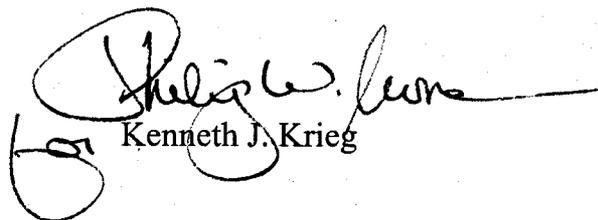
SUBJECT: Review of Acquisition Support Contractor Workforce Data

Section 814 of the FY 2006 National Defense Authorization Act directed the Secretary of Defense to undertake a review of its acquisition structures and capabilities and assigned the Defense Acquisition University (DAU) the mission of accomplishing this review. Key to this effort will be assessing gaps, shortfalls and inadequacies concerning acquisition capabilities and identifying recruiting, retention, training or professional development steps that may be needed to address such shortfalls.

Though the DoD-wide AT&L Total Force is largely comprised of military and government civilians, it also includes the support contractors who provide augmentation, additional capacity and the ability to rapidly address critical skill imbalances. As we respond to this congressional requirement, we need to accurately depict the civilian, military and contractor support portions of the DoD-wide AT&L Total Force.

Request your assistance in the collection of this additional information. Instructions and clarifying information for submitting acquisition support contractor data are in the three attachments: Acquisition Support Contractor Workforce (Attachment 1), Organizations Designated AT&L Organizations for the Purposes of an Acquisition Organization Workforce Count (Attachment 2), and AT&L Workforce Position Category Descriptions (Attachment 3).

Please submit your response to your DAU Section 814 Study Team point of contact (Attachment 1) no later than April 15.


Kenneth J. Krieg

Attachments:
As stated



DISTRIBUTION:

SERVICE ACQUISITION EXECUTIVES

COMPONENT ACQUISITION EXECUTIVE, U.S. SPECIAL OPERATIONS
COMMAND

COMPONENT ACQUISITION EXECUTIVE, U.S. TRANSPORTATION COMMAND

COMPONENT ACQUISITION EXECUTIVE, DEFENSE ADVANCED RESEARCH
PROJECTS AGENCY

COMPONENT ACQUISITION EXECUTIVE, DEFENSE CONTRACT AUDIT
AGENCY

COMPONENT ACQUISITION EXECUTIVE, DEFENSE CONTRACT
MANAGEMENT AGENCY

COMPONENT ACQUISITION EXECUTIVE, DEFENSE COMMISSARY AGENCY

COMPONENT ACQUISITION EXECUTIVE, DEFENSE INFORMATION SYSTEMS
AGENCY

COMPONENT ACQUISITION EXECUTIVE, DEFENSE INTELLIGENCE AGENCY

COMPONENT ACQUISITION EXECUTIVE, DEFENSE LOGISTICS AGENCY

COMPONENT ACQUISITION EXECUTIVE, DEFENSE SECURITY
COOPERATION AGENCY

COMPONENT ACQUISITION EXECUTIVE, DEFENSE SECURITY SERVICE

COMPONENT ACQUISITION EXECUTIVE, DEFENSE THREAT REDUCTION
AGENCY

COMPONENT ACQUISITION EXECUTIVE, MISSILE DEFENSE AGENCY

COMPONENT ACQUISITION EXECUTIVE, NATIONAL GEOSPATIAL
INTELLIGENCE AGENCY

COMPONENT ACQUISITION EXECUTIVE, NATIONAL SECURITY AGENCY

COMPONENT ACQUISITION EXECUTIVE, ARMED FORCES
INFORMATION SERVICE

COMPONENT ACQUISITION EXECUTIVE, DOD EDUCATION ACTIVITY

COMPONENT ACQUISITION EXECUTIVE, TRICARE MANAGEMENT
ACTIVITY

COMPONENT ACQUISITION EXECUTIVE, WASHINGTON HEADQUARTERS
SERVICES

Acquisition Support Contractor Workforce

1. General Instructions:

- Provide, to the best extent possible, the total number of personnel as of the end of FY06 for each of the DoD Acquisition, Technology and Logistics (AT&L) Total Force Categories below.
- Provide the total number either in terms of head count, number of Full Time Equivalents (FTEs), and/or amount of funding in dollars. Responses should include a count of each to the extent there is information available (e.g., just total funding and estimate of FTEs that funding bought alone would not be a complete answer).
- Include in both categories personnel employed by Federally Funded Research and Development Centers.

2. DoD AT&L Total Force Categories:

CATEGORY (1)

Support Contractors, Total for Acquisition Organization: Provide, estimating as necessary, the total number of contractors supporting the acquisition organization(s) within your Component, without regard to whether they are performing acquisition duties.

CATEGORY (2)

Acquisition Support Contractors, Analogous to DoD AT&L Workforce: Provide, estimating as necessary, the total number of contractors who are supporting your Component's acquisition process(s) by performing duties that correspond to those of the DoD civilians and military who are identified as members of the DoD AT&L workforce. The DoD "AT&L workforce" is defined as those individuals who occupy AT&L positions in DoD.

If an acquisition support contractor were a government employee performing the same function(s) and thus would be a member of the DoD AT&L Workforce as a government employee, (i.e., by performing duties analogous in whole or in part to one of the existing AT&L Position Category Descriptions (PCDs)), then that contractor should be considered part of the acquisition support contractor workforce. If a contractor was a government employee performing the same function(s) and would *not* be a member of the DoD AT&L workforce as a government employee, then that contractor should *not* be

considered part of the acquisition support contractor category (#2), but should be included in category #1.

PCD descriptions are attached. They may also be accessed at <http://www.dau.mil/workforce/PCDs.asp>.

3. Exclusions:

Exclude from Category #2, but include in the Category #1:

- Information Technology support contractors
- Administrative, secretarial and clerical support contractors

Exclude from both of the above named categories:

- Contractors directly engaged in the research, development, test, evaluation, production, fielding, support and sustainment of hardware and information management systems in accordance with DoDI 5000.1 and DoDD 5000.2.
- Contractors engaged in the delivery of installation support services for base, post, camp, and station.

4. DAU Section 814 Study Team Points of Contact:

Army	Mr. Brad Brown	703-805-4979
Air Force	Mr. Bill Erie	703-805-3742
Navy	Dr. Paul Alfieri	703-805-5282
Combatant Commands	Mr. Mark Lumb	256-722-1072
DoD Agencies	Mr. Mark Lumb	256-722-1072
DoD Field Activities	Mr. Mark Lumb	256-722-1072

**Organizations Designated AT&L Organizations for the Purposes of an AT&L
Organization Workforce Count
(Includes all subordinate organizations)**

Army

Army Contracting Agency
Acquisition Support Center
Army Test and Evaluation Command
Army Corps of Engineers (Limited)*
Office of the Secretary of the Army (Limited)*
Space and Missile Defense Command (Limited)*
Army Materiel Command

* denotes limited number of acquisition positions

Air Force

Air Force Materiel Command
Air Force Program Executive Officer Organization
Assistant Secretary of the Air Force (Acquisition)
Air Force Space and Missile Center
Air Force Office of Scientific Research
Air Force Research Lab

Navy

Naval Sea Systems Command
Naval Air Systems Command
Naval Supply Systems Command
Naval Facilities Engineering Command
Space and Naval Warfare Systems Command
Assistant Secretary of the Navy (Research, Development and Acquisition)
Office of Naval Research
Marine Corps Systems Command
Navy Program Executive Officer/Direct Reporting Program Manager
Organization
Navy Strategic Systems Program Office
Naval Research Laboratory

4th Estate

Defense Logistics Agency

Missile Defense Agency

Office of the Under Secretary of Defense (Acquisition, Technology and Logistics)
(Including the Defense Acquisition University)

Special Operations Command Acquisition Center

Defense Contract Management Agency

Defense Contract Audit Agency

Defense Information Systems Agency

Business Transformation Agency

Others (to include Defense Threat Reduction Agency, Defense Advanced Research Projects Agency, Defense Security Cooperation Agency, Defense Security Service, Uniformed Services University of the Health Sciences, TRICARE Support Office, Department of Defense (DoD) Inspector General, Defense Finance and Accounting Service, Defense Commissary Agency, DoD Education Activity and the Office of the Secretary of Defense (and DoD Field Activities not separately listed))

AT&L Workforce Position Category Description (PCD)

Career Field: Auditing
Career Path: Not Uniquely Specified
Short Title: AUD
Category Code: U **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

Perform contract Auditing, provide accounting and financial advisory service to the Department of Defense and other Government Agencies in negotiation, administration, settlement of contracts, and subcontracts. The basic nature of auditing is to plan and scope the audit bases on an assessment of risk, perform such tests and analysis as necessary to gather sufficient evidential matter, evaluate the results, and reach logical, well supported conclusions. The contract auditor's duties include evaluating information about contractor economic assertions, comparing those assertions to established criteria, and reporting the results to interested third parties. The types of audits performed include audits of contractor proposal submissions, incurred cost, compliance with the "Truth in Negotiations Act," 10 U.S.C. 2306a (reference (w)), compliance with Cost Accounting Standards, contract terminations, claims for abnormal conditions, contract financial condition, and contractor system/operations. Contract auditors also assist Government trial attorneys in the development, analysis, and presentation of Government position before the Armed Services Board of Contract Appeals, and United States Court of Federal Claims as well as testify as factual or expert witnesses. Contract auditors function as consultants to various organizations under the Defense Acquisition Regulatory Council such as the Cost Principles, Pricing, Finance, and Contract Administration Committees. Contract auditors must comply with Generally Accepted Government Auditing Standards, which incorporate the American Institute of Certified Public Accountants' Auditing Standard on the auditor's professional qualifications, the quality of audit effort will.

Typical Line and Staff Position Titles: Besides field auditor positions, a number of financial liaison auditors are assigned at major buying commands to facilitate coordination and communication between field auditors and the procurement community. Staff auditor positions are found in the Defense Contract Audit Agency (DCAA) regional offices and HQs. Their duties involve technical guidance and audit policy formulation.

Position Locations: These positions are located at DCAA HQ, field and branch offices or may be DCAA personnel assigned to major buying commands to facilitate coordination and communication between field auditors and the procurement community.

Typical Career Codes:

Civilian Personnel	Uniformed Personnel				
	OCC Series	Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
0511	NONE	NONE	NONE	NONE	NONE

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Business, Cost Estimating & Financial Management
Career Path: Not Uniquely Specified
Short Title BCFM
Category Code: K **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Conduct business and financial planning
- Formulate financial programs and budgets
- Conduct budget analyses and execution, and earned value management
- Cost estimating and related analyses
- Advising acquisition decision makers on business and financial management of program.

Typical Line and Staff Position Titles: Business manager, financial manager, cost estimator

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel				
OCC Series			Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS	
0110	0505	1101	Not Identified	AKx	65FX	8006	8844
0301	0510	1515			65WX	8057	8850
0343	0560	1520			8058	8852	
0501	08xx	1530			8059		

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Contracting (Including Construction)
Career Path: Not Uniquely Specified
Short Title: CON
Category Code: C **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. Civilian Series 1102 and their military counterparts as noted under Career Codes are always designated as acquisition and in the Contracting Career Field IAW reference (c)
2. All positions, regardless of location, function or series, requiring a warranted contracting officer above the (Simplified Acquisition Threshold) must be designated as an AT&L position in the contracting career field per 10 USC Chapter 87 sec 1724.
3. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
4. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Develop alternatives to produce best value supplies and services, as well as manage all aspects of the life cycle of a contract or other vehicle (e.g., orders, basic ordering agreements etc.)
- Apply statutory and policy procurement-related requirements; support attainment of government socio-economic objectives; conduct market research; acquisition planning; cost and price analysis; solicitation and selection of sources; preparation, negotiation, and award of contracts through various methods to include negotiation; and perform all phases of contract administration, and terminate or close out of contracts.

Typical Line and Staff Position Titles: Administrative Contracting Officer, Contract Price and/or Cost Analyst, Contracting Officer, Contract Negotiator, Contract Specialist, Contract Manager, Contract Administrator, Contract Termination Specialist, Procurement Analyst, Procuring Contracting Officer, and Termination Contracting Officer.

Typical Position Locations: Any DoD activity/organization performing contracting functions regardless of location.

Typical Career Codes:

OCC Series	Uniformed Personnel				
	Army AOC	Navy AQD	Air Force AFSC		Marine Corps MOS
1102	FA 51C MOS 51C	ACx	64PX	6C0X1	3006 8057 8060 3044 8058 8856

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Facilities Engineering
Career Path: Not Uniquely Specified
Short Title: FE
Category Code: F **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

All aspects of acquiring life cycle management (from concept development through ultimate disposal) of DoD installations, facilities, civil works projects, airfields, roadways, and ocean facilities that support military missions. Includes design, construction, environmental management, base operations and support, housing, real estate, and real property management.

Typical Line and Staff Position Titles: Various engineering, architect, planning, real estate, and environmental job titles. Also includes facility manager, maintenance, inspection, and public works job titles.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel			
OCC Series			Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
0018	04xx	1170	51A	AFx	NONE	NONE
0020	0690	1171				
0028	08xx	13xx				
0193	1008					

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Industrial and/or Contract Property Management
Career Path: Not Uniquely Specified
Short Title: IND
Category Code: D **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. Civilian Series 1103 and their military counterparts noted under Career Codes are always designated as acquisition and in the Industrial and/or Contract Property Management Career Field IAW reference (c).
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Develop policies and procedures for Government property management.
- Oversee and manage life cycle processes for Government-owned property being utilized by contractors (i.e., Government property in the possession of contractors and, in some instances, Government-owned contractor-operated plants.)
- Provide advice and assistance on property-related matters during acquisition planning, contract formation, and contract management.
- Review contractor's purchasing system as it pertains to property management.
- Perform investigations of instances of lost, theft, damage or destroyed government property and grant relief or recommend liability.

Typical Line and Staff Position Titles: Industrial Property Management Specialist, Property Administrator, Industrial Plant Clearance Specialist, Plant Clearance Officer, Contract and Industrial Specialist (if assigned contract property management responsibilities).

Typical Position Locations: DCMA and other acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations).

Career Codes:

Civilian Personnel	Uniformed Personnel				
	OCC Series	Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
1103		FA 51C MOS 51C	ADx	NONE	NONE

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Information Technology
Career Path: Not Uniquely Specified
Short Title IT
Category Code: R **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Provide direct support for acquisitions that use Information Technology (IT), including National Security Systems.
- Apply IT-related laws, policies, directives, and provide IT-related guidance throughout the total acquisition life-cycle.
- Support Global Information Grid compliance activities, Information Assurance certification efforts, Information Support Plan preparation in accordance with DoD 5000 and 8000 series, Chapter 7 of the Defense Acquisition Guidebook and service-unique information management policies.

Typical Line and Staff Position Titles: Information Technology Specialist or Officer, Software or Automation Specialist or Officer, Information Systems Staff Officer, Computer Scientist and Systems Engineer, Software Engineer, Information Assurance Specialist, Electronic Engineer, Architect (enterprise, systems, software, data), Computer Engineer, Computer Systems Analyst, Materiel Acquisition Office, Computer Communication Specialist or Officers.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions, such as: DCMA; DISA; Product Centers; Software Development and Support Centers; CIO offices.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel			
OCC Series			Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
0301	0801	1550	51A	ARx	33Sx	0602 8060
0343	0855	2210	51R		3COxx	8057 8846
0391	1101		53B			8058 8848
0392	1515					8059

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Life Cycle Logistics
Career Path: Not Uniquely Specified
Short Title LCL
Category Code: L **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Plan, develop, implement and manage effective and affordable support strategies throughout the life cycle for weapons, materiel, or information systems, as addressed in the DoD 5000 series.
- Perform a principal joint and/or Component logistics supportability role during the acquisition and sustainment phases of the system life cycle.
- Develop and implement a performance-based approaches for logistics systems support.
- Deliver logistics products and services to sustain system operational readiness.

Typical Line and Staff Position Titles: ILS Manager, Logistics Element Manage, Logistics Management Specialist, Logistics Engineer, Deputy or Assistant PM for Logistics, Director of Logistics, Weapon Systems Manager, Supply Specialist, Supply Chain Manager, Equipment Specialist, Maintenance Manager, Transportation Management Specialist.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions, such as: logistics centers, life cycle management centers, inventory control points, logistics readiness centers, warfare centers, etc. as appropriate given the general and specific duties identified above as well as the information provided in Note 1 above.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel				
OCC Series			Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS	
0301	1101	2010	88A	ALx	20Cx	6002	8060
0340	1515	2032	88B		21xx	6602	8862
0343	1670	2101	90A			8057	
0346	2001	2130	91B			8058	
0801	2003		92A			8059	

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Production, Quality & Manufacturing
Career Path: Production & Manufacturing
Short Title: PQM-PM
Category Code: G **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Monitors and manages the manufacturing and production efforts at industry or Government facilities throughout the system acquisition process.
- Assesses and reports on the availability of resources for production and realistic industry approaches to manufacturing and supply chain management.
- Conducts feasibility assessments of risk during transition period and throughout the acquisition process.
- Provides advice, assistance and recommendations to support "make" or "buy" decisions and alternative production processes.

Typical Line and Staff Position Titles: Supervisory, Production, Manufacturing, Industrial Engineer; Production Management, Industrial Specialist; Production Officer; General, Aerospace, Mechanical Engineer.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions such as DCMA, DLA and plant offices and component program offices.

Typical Career Codes:

Civilian Personnel		Uniformed Personnel				
OCC Series		Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS	
0301	1150	51A	AGx	62	6002	8058 8869
08xx	1152	51C		63	75xx	8059
					8057	8060

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Production, Quality & Manufacturing
Career Path: Quality Assurance
Short Title PQM-QA
Category Code: H **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Manages Quality Assurance (QA) processes to establish essential quality standards and controls.
- Develops, executes and evaluates policies, procedures, plans and test provisions for QA requirements throughout the various phases of the systems acquisition cycle.
- Ensures QA plans are integrated into the systems engineering process.
- Performs process and product-oriented reviews and audits to ensure compliance with QA requirements
- Provides expert support and guidance on QA-related matters to other program office and in-plant functional acquisition personnel.
- Accepts and fields Materiel for U.S. and foreign customers.

Typical Line and Staff Position Titles: QA Supervisor, Representative, or Staff Specialist; Mathematical Statistician, QA Engineer, Supervisory and/or Quality Engineer, Supervisory and/or General Engineer, Pharmacist, Physical Scientist, Chemist, Electronic Technician, Product Line Specialist (PLS), QA Director/ Chief (Division, Branch or Section); QA Surveillance Representative/Specialist, Engineer Technician, Entomologist, Computer Specialist, Product Auditor; Aircraft, Aerospace, Ammunition, Automotive, Chemicals, Clothing, Electronics, Materiel012195, Mechanical, Medical, Nuclear, Processes, Shipbuilding, Computer Software, or Subsistence.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions such as DCMA, DLA and plant offices and component program offices.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel			
OCC Series			Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
0018	0660	15xx	51A	AHx	NONE	6002 8058 8869
0028	08xx	1910	51C			75xx 8059
0414	13xx					8057 8060

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Program Management
Career Path: Not Uniquely Specified
Short Title: PM
Category Code: A **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Manage a defense acquisition program. Responsibilities may be broad (e.g., PM, DPM, or PEO) or focused (e.g., Assistant PM for a particular function), and may be line or staff in nature.
- Execute duties guided by DoDD 5000.1, DoDI 5000.2, DoD Issuances governing acquisition programs in the DoD Components, and other program management policies addressed in DoD 5000 and 8000 series. Not covered in this category are basic research programs.

Typical Line and Staff Position Titles: CAE, PEO/Deputy, Program Director/Deputy, Program Manager/Deputy, Acquisition Manager, Project Officer, Materiel Wing/Group/Squadron Commander, Systems Sustainment Manager and Project Manager, Program Analyst, Program Integrator/Representative, IPT Lead.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions, such as: DCMA; DLA.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel			
OCC Series			Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
0340	08xx	1515	51A	AAx	60CX	8057 8060
0343	1101		67		63AX	8058
06xx	13xx					8059

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Purchasing
Career Path: Not Uniquely Specified
Short Title PUR
Category Code: E **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. Civilian Series 1105 and their military counterparts noted under Career Codes are always designated as acquisition and in the Purchasing Career Field IAW reference (c).
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

Purchases, rents, or leases supplies, services, and equipment through either simplified acquisition procedures or placement of orders against pre-established contractual instruments to support operational requirements.

Typical Line and Staff Position Titles: Purchasing Agent and Supervisory Purchasing Agent

Typical Position Locations: Any DoD activity/organization performing purchasing functions regardless of location.

Career Codes:

Civilian Personnel	Uniformed Personnel				
	OCC Series	Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
1105	FA 51C MOS 51C	AEx	NONE	NONE	NONE

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Systems Planning, Research, Development & Engineering
Career Path: Systems Engineering
Short Title SPRDE – SE
Category Code: S **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties: Plan, manage, or perform analysis, research, design, development, fabrication, installation, modification, or sustainment of systems or systems components across the entire life cycle;

Apply one or more of the DoD Systems Engineering Technical Processes or Technical Management Processes (See Defense Acquisition Guide, Chapter 4, Section. 4.2) for a specific domain (analytic or engineering specialty) at a subsystem or component level

Technical Processes:

- requirements development
- logical analysis
- design solution
- implementation
- integration
- verification
- validation
- transition

Technical Management Processes:

- decision analyses
- technical planning
- technical assessment
- requirements management
- risk management
- configuration management
- technical data management
- interface management.

Typical Line and Staff Position Titles: Project officer, project engineer, scientist, supervising project engineer, computer engineer/scientist, operations research analyst, software engineer, naval architect, specialty engineers such as materials or structures engineer, reliability engineer, designing engineer, cost engineer.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions such as: DCMA; research, development, and engineering centers and laboratories; manufacturing and maintenance centers and facilities.

Typical Career Codes:

Civilian Personnel		Uniformed Personnel				
OCC Series		Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS	
0180	15xx	51S	ASx	61SX	72xx	8059 8832
04xx				62EX	75xx	8820 8836
08xx					8057	8824
13xx					8058	8826

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Systems Planning, Research, Development & Engineering
Career Path: Program Systems Engineer
Short Title SPRDE – PSE
Category Code: W **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties: Plan, manage, or perform analysis, research, design, development, fabrication, installation, modification, or sustainment of systems or systems components across the entire life cycle;

Apply most or all of the DoD Systems Engineering Technical Processes or Technical Management Processes (See Defense Acquisition Guide, Chapter 4, Section. 4.2) integrating multiple domains (analytic or engineering specialties) at a system or systems-of-systems level.

Technical Processes:

- requirements development
- logical analysis
- design solution
- implementation
- integration
- verification
- validation
- transition

Technical Management Processes:

- decision analyses
- technical planning
- technical assessment
- requirements management
- risk management
- configuration mgt
- technical data mgt
- interface management

Typical Line and Staff Position Titles: Systems Engineer, Lead/Chief Systems Engineering, System Engineer IPT Lead, Technical Director, Asst PEO/PM for SE.

Typical Position Locations: Acquisition organizations within the service components (i.e., Systems Commands, Material Commands, DRPMs, PEOs, as well as organizations/field activities directly supporting such organizations). Other DoD Components, Agencies and OSD/Service/HQ staff elements performing/supporting acquisition related functions, such as: DCMA; research, development, and engineering centers and laboratories; and manufacturing and maintenance centers and facilities.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel			
OCC Series			Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
0180	08xx	15xx	51S	AWx	61SX	72xx 8059 8832
04xx	13xx				62EX	75xx 8820 8836
						8057 8824
						8058 8826

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Systems Planning, Research, Development & Engineering
Career Path: Science & Technology Manager
Short Title: SPRDE – S&T
Category Code: I **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Develop overall program goals using S&T funds.
- Acquire the services of scientists, engineers and technical support personnel, experts in their fields, to perform science and technology research for DoD.
- Provide funds and oversee S&T performers including universities, industry, and Federal Government organizations.
- Interface with the technology customer(s) to expedite the transition of technology to the user.

Typical Line and Staff Position Titles: Technical Director, Scientist, Engineer, Project Engineer, Software Engineer

Typical Position Locations: Service component organizations such as: ARI, ARL, ARO for the Army; ONR, NRL for the Navy; AFOSPR, AFRL for the Air Force and other DoD Components such as: DTRA (DSWA), and Service Warfare Centers.

Typical Career Codes:

Civilian Personnel			Uniformed Personnel			
OCC Series			Army AOC	Navy AQD	Air Force AFSC	Marine Corps MOS
0180	08xx	15xx	51S	Alx	61SX	8006
04xx	13xx		51T		62EX	8058

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090

AT&L Workforce Position Category Description (PCD)

Career Field: Test and Evaluation
Career Path: Not Uniquely Specified
Short Title: T&E
Category Code: T **Ref:** (a) DoDD 5000.52 dtd 12 Jan 2005
Date Approved: 12 Mar 2007 (b) DoDI 5000.66 dtd 21 Dec 2005
Last Reviewed: 12 Mar 2007 (c) DoD Desk Guide for AT&L Workforce Career Management dtd 10 Jan 2006

Notes:

1. This PCD is intended to assist in determining which AT&L career field/path to assign to an AT&L position per Title 10 sec. 1721. If 50% or more of the duties and responsibilities of the position match the "General Acquisition-Related Duties" described below AND the preponderance of those duties match the "AT&L Career Field/Path Specific Duties" described below, assign the position to this position category.
2. All acquisition positions require management attention with respect to certification requirements and individual development. See reference (c).
3. Critical Acquisition Position (CAPs) are a subset of acquisition positions and Key Leadership Position (KLPs), are a subset of CAPs. Both CAPs and KLPs represent positions with responsibility and authority that are critical to the success of a program or effort. These positions require management attention with respect to Acquisition Corps membership, tenure and other specific statutory requirements. See reference (c).

General Acquisition Related Duties: The conceptualization, initiation, design, development, test, contracting, production, deployment, logistical support, modification, and disposal of weapons and other systems, supplies, or services (including construction) to satisfy DoD needs, intended for use in, or in support of, military missions.

AT&L Career Field/Path Specific Duties:

- Serves as Chair, materiel developer, system evaluator, developmental tester of a T&E Working-Level IPT
- Analyzes requirements/capabilities documents to determine program testability and measurability.
- Plan, organize, manage, or conduct test and/or evaluation associated with concepts, emerging technologies, and experiments as well as prototypes, new, fielded, or modified C4ISR systems (including IT systems participating in system of systems (SoS), family of systems (FoS), and net-centric services), weapon or automated information systems, equipment or materiel throughout all acquisition phases to include developmental tests, and support to in-service tests and operational tests.
- Determine scope, infrastructure, resources, and data sample size to ensure system requirements are adequately demonstrated; analyze, assess, and evaluate test data/results; prepare reports of system performance and T&E findings.
- Develop T&E processes, modify, adapt, tailor, or extend standard T&E guides, precedents, criteria, methods, and techniques, to include M&S and Information Assurance T&E and certification.
- Design and use existing or new test equipment, procedures, and approaches.
- Write, edit, staff a T&E Strategy (TES) or T&E Master Plan (TEMP), system-level and / or detailed test plans.
- Conduct development T&E, and support operational tests, and evaluate and / or analyze test results and /or test data; and prepare and present evaluation/assessment results.
- Categorize test data, equipment, materiel, or system deficiencies and certify readiness for OT&E.

Typical Line and Staff Position Titles: Assistant PEO for T&E; Assistant PM for T&E; Lead Test Engineer; Lead Experimentation Engineer; Chief Test Engineer; Chief Test Pilot; Test Director/Manager, Test Engineer; Acquisition T&E Department Head; Director, Flight Test Engineering; Test and Experimentation Design Branch Head; and PM T&E Department Head, and Capability Test Team Chair.

Typical Position Locations: Service and Defense Agency test centers, major range and test facilities, warfare centers, laboratories as well as OSD/Service/HQ staff elements and acquisition organizations within the service components (i.e., Systems Commands, Materiel Commands, DRPMs, and PEOs).

Typical Career Codes:

Civilian Personnel	Uniformed Personnel				
OCC Series	Army AOC	Navy AQD	Air Force AFSC		Marine Corps MOS
08xx	51A	ATx	11EX	63AX	1302 8057 8824
13xx	51T		12E		1802 8058 8826
15xx			61SX		72xx 8059 8832
2210			62EX		75xx 8820 8836

Recommended Changes/Updates: Forward to: Director, AT&L Workforce Career Management (Attn: DAWIA Policy & Programs), Defense Acquisition University, 9820 Belvoir Road, Suite 3, Fort Belvoir, VA 22060-5565 or call 703-805-4090