



Career Development



Sgt. 1st Class Roger Felix explains the warrant officer application process to a group of interested candidates during a warrant officer briefing at Fort Benning, Ga. Felix, now a first sergeant, is a recruiter with the U.S. Army Recruiting Command.

Photograph by Sgt. 1st Class Tammy M. Jarrett, USA

ARMY NEWS SERVICE (JAN. 18, 2005) ARMY SEEKING WARRANT OFFICER CANDIDATES

Sgt. 1st Class Tammy M. Jarrett

WASHINGTON—The Army is looking for candidates to fill some of its 45 different warrant officer specialties, including the new military occupational specialty 923A petroleum systems technician, authorized for Oct. 1.

With the Army's transformation of "units of actions" and retirement, the Army Recruiting Command expects to fill more than 1,200 warrant officer slots this year, said Chief Warrant Officer 3 Anthony L. Edwards.

"The need has always been there," said Edwards, who is the officer in charge of Headquarters, Army Recruiting Command, Fort Knox, Ky. "As the UAs increase, warrant officer slots increase."

Interested soldiers serving in the enlisted feeder MOSs of 92F, 92L, or 92W with a minimum of five years of experience may now apply for the 923A specialty, which will hold its first board in November.

There are also five warrant officer specialties now open to all MOSs, three being in the signal field, said Edwards.

They are: 153A rotary wing aviator, 250N network management technician, 251A information systems technician, 254A signal systems technician, and 882A mobility officer, which was authorized two years ago.

"If you already have a degree in the information systems field (250N, 251A and 245A), you already have what they [warrant officer recruiters] are looking for: experience in the information systems world," Edwards said.

Edwards said they are looking for active-duty personnel, regardless of Service, with five to 12 years of experience.



If a person has more than 12 years, then "we can get a waiver," he said.

Interested candidates must be eligible for and meet the minimum qualifications of the warrant officer MOS for which they are applying. Some candidates may also be able to request a prerequisite waiver.

However, Edwards said, there are five non-waiver criteria every candidate must meet before applying for the Warrant Officer Program:

1. Be a U.S. citizen or naturalized citizen
2. Have a general technical (GT) score of 110 or higher
3. Pass the standard three-event Army Physical Fitness Test and meet height/weight standards
4. Pass a physical for technicians or for aviators
5. Have a secret clearance (interim secret acceptable to apply).

The maximum age for applying for any of the warrant officer MOSs is 46, except for aviator, which is 29. Edwards said the maximum age for aviator will soon change to 32.

For more information on the Warrant Officer Program, board and briefing schedules, and required forms and documents, visit the U.S. Recruiting Command Web site at www.usarec.arm.mil/warrant.

DAU AND NDIA TO SPONSOR DEFENSE SYSTEMS ACQUISITION MANAGEMENT COURSE OFFERINGS FOR INDUSTRY MANAGERS

DAU and the National Defense Industrial Association will sponsor offerings of the Defense Systems Acquisition Management (DSAM) course for interested industry managers May 9–13, at the Pan Pacific Hotel, Vancouver, BC, Canada; and July 18–22, at the Hyatt Regency, Long Beach, Calif. DSAM presents the same acquisition policy information provided to DoD students who attend the Defense Acquisition University courses for formal acquisition certification. It is designed to meet the needs of defense industry acquisition managers in today's dynamic environment, providing the latest information related to:

- Defense acquisition policy for weapons and information technology systems, including discussion of the DoD 5000 series (directive and instruction) and the CJCS 3170 series (instruction and manual)
- Defense transformation initiatives related to systems acquisition
- Defense acquisition procedures and processes

- The planning, programming, budgeting, and execution process and the congressional budget process
- The relationship between the determination of military capability needs, resource allocation, science and technology activities, and acquisition programs.

For further information see "Courses Offered" under "Meetings and Events," at <http://www.NDIA.org>. Industry students contact Christy O'Hara at (703) 247-2586 or e-mail to cohara@ndia.org. A few experienced government students may be selected to attend each offering. Government students must first contact Bruce Moler at (703) 805- 5257, or e-mail Bruce.Moler@dau.mil prior to registering with NDIA.

Online registration is available at: http://register.ndia.org/interview/register.ndia?PID=Brochure&SID=_1CW0YYQ5H&MID=502B.

RELEASE OF THE INTEGRATED DEFENSE AT&L LIFE CYCLE MANAGEMENT FRAMEWORK CHART

The Integrated Defense AT&L Life Cycle Management Framework Chart Version 5.1 dated December 2004 has been approved and is available for viewing and downloading at the AT&L Knowledge Sharing System (AKSS) Web site. Print a copy or view the 2004 chart and the accompanying description definitions at <http://akss.dau.mil/jsp/default.jsp>.

OVERVIEW OF USD(AT&L) CONTINUOUS LEARNING POLICY

Acquisition personnel in Defense Acquisition Workforce Improvement Act (DAWIA) billets who are certified to the level of their position must earn 80 continuous learning "points" to meet Continuous Learning Policy requirements issued by the USD(AT&L) on Sept. 13, 2002. Continuous learning augments minimum education, training, and experience standards. Participating in continuous learning will enhance your career by helping you to:

- Stay current in acquisition functional areas, acquisition and logistics excellence-related subjects, and emerging acquisition policy
- Complete mandatory and assignment-specific training required for higher levels of DAWIA certification
- Complete "desired" training in your career field
- Cross-train to become familiar with, or certified in, multiple acquisition career fields
- Complete your undergraduate or advanced degree
- Learn by experience
- Develop your leadership and management skills.



A point is generally equivalent to one hour of education, training, or developmental activity. Continuous learning points build quickly when you attend training courses, conferences, and seminars; complete leadership training courses at colleges/universities; participate in professional activities; or pursue training through distance learning. Continuous learning points are assigned to distance learning courses <<http://clc.dau.mil>> based on their academic credits or continuing education units. Other activities such as satellite broadcasts, viewing a video tape, listening to an audio presentation, or working through a CD-ROM or Internet course can earn continuous learning points on a 1 point per 1 hour of time devoted to that activity. On-the-job training assignments, intra- and inter-organizational, rotational, broadening, and developmental assignments may also qualify toward meeting the continuous learning standards.

ATTENTION ACQUISITION WORKFORCE PERSONNEL! ACQUISITION CERTIFICATIONS

Please be aware that if you are requesting certification in any of the acquisition career fields you must ensure that all requirements are met and are in accordance with the most recent Defense Acquisition University Catalog and the Acquisition Support Center's (ASC's) Policy and Procedures at <<http://www.asc.army.mil>>. To ensure your request and Acquisition Career Record Brief (ACRB) are up-to-date, go to <<http://www.dau.mil>>. Go to the Catalog section, select Appendix B, and follow the checklist requirements for the career field in which you are requesting certification.

DAU's Certification Checklist and ASC's Policy and Procedures change periodically, and DAU catalogs are reprinted annually. Please note that a copy of your most current résumé should accompany your request. If you are applying for systems engineering or test and evaluation certification, you must also submit a copy of your transcripts. For contracting and purchasing certification, electives are now required. All ACRB and certification questions should be directed to your acquisition career manager prior to submission. Completion of course(s) alone does not automatically certify an individual; certification must be requested and all requirements met.

For more information on certification procedures, visit <<http://www.asc.army.mil>>, or call Herman Gaines Jr., at (703) 704-0123, or e-mail: herman.gainesjr@us.army.mil.

DOD BEST PRACTICES CLEARINGHOUSE

The DoD Best Practices Clearinghouse (BPCh) is being established to provide a single source to identify, select, and implement validated acquisition-related practices for specific program needs. With sponsorship from the assistant secretary of defense for network information integration and the acting under secretary of defense (acquisition, technology and logistics), the BPCh will provide information on OSD best practices.

The BPCh consists of an integrated set of processes, tools, data, and people to maintain a continuously improving resource of best practice information. Its concept revolves around the ability to distill information about practices—lessons learned, research reports, measurement data—into a relatively small profile that is easy to comprehend and manipulate, while maintaining connectivity to the source material.

Successful practice implementation depends heavily on the target environment. While the BPCh will be publicly available for anonymous use, users may register a profile of their preferences and/or a collection of profiles that describe their programs, enabling the BPCh to filter out processes that are not applicable.

The BPCh will be a useful resource for capturing information about the characteristics of practices and for supporting practice selection. It is a combination of processes, personnel, and information technology that interacts with its community to ensure accuracy and satisfaction. It is also integrated with the expertise resident in the other major DoD-sponsored knowledge systems (AT&L Knowledge Sharing System, Acquisition Community Connection, and *Defense Acquisition Guide*).

An initial BPCh prototype is being demonstrated at the April 2005 System and Software Technology Conference. An advanced prototype for limited operational evaluation is scheduled for demonstration at the National Defense Industrial Association Systems Engineering Conference in October 2005, with full online system operation and public access planned for fall of 2006.

For more information on the BPCh, contact John Hickok at john.hickok@dau.mil.