Note from the DACM Director

This quarter, the DACM Office is eager to announce the deployment of our new and updated DACM web site! We’ve redesigned our page in order to facilitate user-friendly navigation and expand our focus to include “Strategy and Policy” like In-sourcing and Section 852, DAWIA Operating Guide, and the DoN Acquisition Workforce Strategic Plan. Our goal is to streamline and improve all aspects of AWF policy by utilizing a back to basics strategy across the enterprise. The new web site is meant to serve the AWF as a comprehensive source of knowledge, as well as feature what’s new from the DACM. We are always looking for ways to improve the web site, and you, the AWF member, are our greatest source of feedback! Email at dacm.desk.fc@navy.mil with your comments and suggestions! Bookmark our new URL today: https://acquisition.navy.mil/rda/home/acquisition_workforce.

René Thomas-Rizzo
Director, Acquisition Career Management
Naval Laboratories & Warfare Centers Presented at DAU Service Day

Adam Nave, PCD Staff

Leaders from ASN(RD&A), Naval Research Laboratory, Naval Air Warfare Center, Naval Surface Warfare Center, and SPAWAR Systems Center shared an afternoon discussing the mission, capabilities, and technical expertise of the Naval Labs and Warfare Centers with PMT401 students. These future Program Managers and Program Executive Officers held an open discussion with ASN(RD&A) leaders and Lab Directors regarding the technical capabilities and expertise that exists with the Navy to support platform, combat system and weapon system acquisition. The genesis of this inaugural event was the findings and observations from a recent Naval Research Advisory Committee (NRAC) study on the Naval R&D Establishment that noted the Navy needs to educate the AWF and increase awareness of the in-house resources and capabilities that exist within Navy Labs and Warfare Centers.

Each Director provided a high-level overview of the mission and technical capabilities of their Lab/Centers and provided recent examples where their scientists and engineers were able to support Navy acquisition programs with technical solutions and guidance prior to Milestone B. Making the acquisition experts aware of the in-house technical resources and infrastructure strengthens and adds flexibility to the Program Managers decision tool-box. The Labs and Warfare Centers, in conjunction with DAU and DACM, intend to continue these sessions with future PMT401 classes.
The Defense Acquisition Corps

CDR Ron Bishop, DACM
Military Acquisition Workforce Manager

What is the Acquisition Corps and why is it important? You’d be surprised at how many people in the Acquisition Workforce (AWF) cannot answer that basic question. The information below can help you with this answer, or at least serve as a refresher!

The Defense Acquisition Corps, or simply the Acquisition Corps (AC), was established in 2005 under the DoD Directive 5000.52 (dated Jan.12 2005) and has its authority from Chapter 87, Title 10 of the US Code. Formerly known within the Navy as the Acquisition Professional Community, the purpose of the AC is to create a pool of highly qualified AT&L personnel to fill Critical Acquisition Positions (CAPs) and Key Leadership Positions (KLPs) within DoD. Achieving membership into the Acquisition Corps is a critical step in preparation for acquisition leadership because CAP and KLPs are positions with significant responsibility; often involving supervisory or management duties within a program office and the AWF at large. Figure 1 below shows that approximately 24% of the DON Acquisition Workforce (AWF) is in the AC.

Membership into the AC requires the right mix of education, certification, experience, and position/rank. Table 1(see right) provides a summary of the requirements for AC membership. The complete list can be found in the DON DAWIA Operating Guide.

Quick DACM Fact!
Acquisition Corps membership is becoming increasingly important in distinguishing between candidates for major acquisition commands. Critical Acquisition Positions (CAP) and Key Leadership Positions (KLP) should only be filled by Acquisition Corps members unless this requirement is waived by the Director, Acquisition Career Management (DACM), ASN(RD&A) prior to assignment.

<table>
<thead>
<tr>
<th>Education</th>
<th>Baccalaureate Degree from an accredited educational institution with, either</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>• 24 semester hours in: accounting, business, finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management</td>
</tr>
<tr>
<td></td>
<td>or</td>
</tr>
<tr>
<td></td>
<td>• 24 semester hours in the person’s career field and 12 semester hours (or training equivalent) from above disciplines</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Certification</th>
<th>Certified at Level II or above in acquisition career field (PM, T&amp;E, SE, LOG, etc)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position/rank</td>
<td>Military</td>
</tr>
<tr>
<td></td>
<td>• LCDR or above</td>
</tr>
<tr>
<td></td>
<td>• CDR command screen required for Submarine and Surface Warfare Officers</td>
</tr>
<tr>
<td></td>
<td>Civilian</td>
</tr>
<tr>
<td></td>
<td>• Must occupy a designated DON AT&amp;L position requiring Level III certification</td>
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| Experience    | • 4 years of service in a acquisition coded billet                                  |
|               | • Up to 12 months of training or education in acquisition may be substituted for experience |
|               | • For Unrestricted Line Officers: up to 18 months for operational command tour       |

Once you have met the DON Defense Acquisition Corps Membership Requirements, the final step for acceptance into the Acquisition Corps is to formally apply for membership. Application procedures differ depending on whether you are a Flag/General/SES, civilian, Naval Officer or USMC Officer. Please refer to: https://acquisition.navy.mil/home/acquisition_workforce/career_management/acquisition_corps for specifics. Naval Officers are unique in that in addition to an application, they must also be board selected for AC membership. Since this board only meets semiannually, Naval Officers may be considered “AC Eligible” pending the completion of some portion of the qualification standard (usually experience). Once complete, the officer then notifies PERS 447 for full membership into the AC without an additional board action.

Membership into the Defense Acquisition Corps is an important milestone in an AWF member’s career. It opens the door to higher levels of acquisition positions and requires greater acquisition expertise, responsibility and trust. Get certified! Join the Acquisition Corps!
Mr. James Thomsen, Principal Civilian Deputy to ASN(RD&A) and VADM Mark Skinner, Principal Military Deputy to ASN(RD&A) co-chaired the first Department of the Navy Acquisition Competency Council (ACC) Jan. 12. The ACC is administered by the DACM, meets quarterly, and serves as an oversight and an advisory council to ASN(RD&A) chartered with the following responsibilities:

- Recommend naval policy to ensure the acquisition workforce can meet acquisition and technical program requirements
- Advocate for acquisition and technical community competencies
- Provide oversight to the Navy Acquisition Enterprise competencies and capabilities
- Promote acquisition professional development
- Validate adequacy of acquisition training and education

This first meeting established the Navy’s National Competency Leads for 9 key acquisition competencies. The competencies and the designated National Leads are:

<table>
<thead>
<tr>
<th>Competency</th>
<th>National Lead</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Management</td>
<td>Mr. William DeLigne, NAVSEA</td>
</tr>
<tr>
<td>Systems Engineering</td>
<td>Mr. Ricardo Cabrera, ASNRD&amp;A CHENG</td>
</tr>
<tr>
<td>T&amp;E</td>
<td>Ms. Amy Markowich, DT&amp;E</td>
</tr>
<tr>
<td>Logistics</td>
<td>RDM David Baucom, DASN A&amp;LM</td>
</tr>
<tr>
<td>Contracting</td>
<td>Mr. Elliott Branch, DASN A&amp;LM</td>
</tr>
<tr>
<td>BUS-FM</td>
<td>Ms. BJ White-Olson, DASN M&amp;B</td>
</tr>
<tr>
<td>BUS-CE</td>
<td>Ms. Wendy Kunc, DASN, M&amp;B</td>
</tr>
<tr>
<td>S&amp;T</td>
<td>Mr. Walt Jones, ONR</td>
</tr>
<tr>
<td>Facilities Engineering</td>
<td>Mr. Joe Gott, NAVFAC4</td>
</tr>
</tbody>
</table>

Mr. Thomsen stated that the strategic vision for the National leads and the ACC is to be the “voice” of the DON acquisition workforce with regards to competency and career paths issues, concerns and policies. While not directly involved with the execution of these policies, the ACC plays an important role in influencing them and the workforce towards achieving the DONs acquisition workforce strategic plan. The first meeting was successful in establishing the scope for each competency and setting the baseline for roles and responsibilities for each lead. The next meeting, scheduled for April 13, 2011, will examine new or existing policies that may impact our acquisition workforce. Charts from the most recent ACC can be found at the DACM web site under Career Management> Acquisition Competency Council. Acquisition Workforce members are encouraged to contact their respective competency leads with any specific issues, concerns or initiatives that might affect the entire competency.

**Reinvigorating the Program Management Competency Board**

Successfully managing complex programs is critical to the overall success of the Navy’s contribution to our National Defense. The acquisition workforce must develop and maintain the highest skill level to manage cutting edge Combat Systems, from Aviation Systems, C4ISR Systems, Amphibious Assault Systems and Unmanned Systems to Nuclear Powered Submarines and Aircraft Carriers. The health of the program management workforce across the Department of the Navy (DON) is a critical element to successfully planning and executing these complex systems. As part of the Naval Acquisition Competency Council under the leadership of the Principal Civilian and Military Deputies to the ASN(RD&A), Mr. Jim Thomsen and VADM Mark Skinner, a Program Management Competency Board (PMCB) has been established to address national program management policies and procedures across the DON.

Representatives from MARCOR, SPAWAR, NAVAIR, and NAVSEA representing nearly 90% of the program management personnel in the Navy, along with a DACM representative, assembled March 23 to begin work on addressing the overall health of the program management workforce across the DON.

“In preparing for the Naval Acquisition Competency Council of Jan. 12, we learned a tremendous amount about how each of the System Commands handles the Program Management (PM) Competency within their respective organizations,” said Mr. William Deligne, chairman of the Program Management Competency Board. NAVSEA, NAVAIR, SPAWAR and MARCOR all had strengths, including best practices, in the way they managed their PM Competencies. “The PMCB will offer a tremendous opportunity to share these best practices and address national program management competency matters. We certainly feel this will lead to a stronger program management workforce,” said Mr. Deligne.

While other competencies such as contracting, financial management, engineering, and logistics are very much aligned with specific career fields, program management tends to be a blend of talents that originate in other competencies/career fields. Unlike other competencies, most program managers start out in engineering or business/finance for example and at some point migrate into program management. This inextricably links the program management competency with many of the other competencies creating many possible paths to a career in program management. Career Path management inside the program management career field will be an initial focal area for the PCMB.
NAVSEA Enterprise-Wide Review of DAWIA and DAWDF Programs

Joy Bird, DAWIA and Competency Management Branch

Over the past few years we have seen a significant increase in the vital importance of the acquisition workforce. This raised awareness has enabled program funding to be directed to augment the recruitment, training and development and retention of our acquisition workforce (AWF) members. As a result, NAVSEA Executive Director Mr. Brian Persons authorized Enterprise-wide reviews of the Defense Acquisition Workforce Improvement Act (DAWIA) and the Defense Acquisition Workforce Development Fund (DAWDF/Section 852) programs. The DAWIA and Section 852 programs are managed under the Total Force Directorate at NAVSEA Headquarters. The reviews, conducted by the NAVSEA Inspector General’s office, will look at the implementation of the full range of programs that fall under the AWF umbrella: career field certification, Critical Acquisition Positions (CAPs), Key Leadership Positions (KLPs), position designation, Continuous Learning, position waivers, the funding stream provided for training and development, and Student Loan repayment and incentives for recruitment and retention. Each program review takes approximately 120 days to complete the extensive three phase process: Survey, Fieldwork and Reporting.

During the Survey phase, auditors collect and review existing policy documents, gather data/metrics, and interview Subject Matter Experts. The Fieldwork phase, where selected sites are visited, involves focus groups and interviews with AWF members, supervisors and leadership. Subsequently, the IG establishes workforce surveys and analyzes cause and effect relationships to determine each program’s strengths and weaknesses. Finally, during the Reporting phase, internal audit findings are documented in a comprehensive report outlining how AWF programs – DAWIA and Section 852 – operate across the NAVSEA enterprise.

The overall intent of the program reviews is to take a proactive look at the comprehensive NAVSEA AWF programs to ensure that adequate controls are in place that currently established controls operate effectively to ensure the right positions are designated into the AWF that positions are coded into the correct career fields and that Section 852 funding is properly utilized. We anticipate that the results gleaned from this Enterprise-wide review of programs will be completed around June 9 and serve as an integral stepping stone to achieve the ultimate goal our command, which is to enhance the capabilities of NAVSEA’s growing AWF and continue to meet and exceed the highest standards necessary to develop, deliver and maintain the U.S. Navy’s ships and systems.

Wounded Warrior Program Introduced

Dave Mailander & Mike Runkel (NACC)

As a result of U.S. conflicts in Iraq and Afghanistan, over 30,000 American Soldiers, Sailors and Marines have returned home injured. The Naval Acquisition Development Program - Wounded Warrior (NADP-WW) is a great chance to bring professional opportunities to those Service men and women who have put themselves in harm’s way for their country. With official policy forthcoming, the program will be available to any Wounded Warrior that meets Office of Personnel Management qualification standards for the prospective job series beginning at the GS 05-07 level. Candidates qualify based on the following criteria:

- Honorably discharged disabled veterans who have a compensable service-connected disability of 30 percent or more and the disability resulted from injury or disease received in the line of duty as a direct result of armed conflict, or was caused by an instrumentality of war and was incurred in the line of duty during a period of armed conflict or war.
- Those with 3 years of general progressively responsible experience, 1 year of which was equivalent to at least GS-4 or completion of a 4-year course of study leading to a bachelor's degree (if required by the respective job series)
- Demonstration of the ability to analyze problems to identify significant factors, gather pertinent data, and recognize solutions; plan and organize work
- Effective communication, both orally and in writing

The NADP-WW formal development period will be up to 4 years with a minimum entry level of GS-05 and a targeted transition at the GS-12 level upon successful program completion. Furthermore, the candidate will transition to the hosting command upon program completion. Candidates will be given Veterans Recruitment Authority (VRA) appointments per 5 CFR 307 appointing authority. All disabilities must be documented by a notice of retirement or discharge due to service-connected disability from military service dated at anytime, or by a notice of compensable disability rating from the Department of Veteran Affairs, dated 1991 or later. After two years of successful performance, candidates will be converted to a career-conditional appointment in the competitive service.

NADP-WW hires will follow the established Master Development Plan for their respective career field. For more information, please contact NACC Recruiting Division Director, Dave Mailander (717) 605-1029 or Recruiting Team Lead, Mike Runkel, (717) 605-2258.
Federal Career Intern Program (FCIP) terminated; Pathways Introduced

Dave Mailander & Mike Runkel (NACC)

The President signed Executive Order 13562, “Recruiting and Hiring Students and Recent Graduates” Dec. 27, 2010 to replace the Federal Career Intern Program (FCIP) effective March 1 2011. FCIP was the cornerstone hiring authority for the Naval Acquisition Internship Program (NAIP). The new Executive Order: “Pathways Program” consists of three distinct sub-programs:

- Internship Program: Students currently enrolled in a wide variety of educational institutions (previously SCEP/COOP)
- Recent Graduates Program: Recent (within two years and within six years for veterans) college graduates and other qualifying institutions (previously intern programs like NAIP)
- Presidential Management Fellows (PMF) Program: Those with advanced degrees

To conform to this executive order, all FCIP NAIP employees were converted to a Competitive Service appointment on 1 March, and may still be in a probationary period depending upon their total length of Federal Service. Conversion will not impact salary, benefits or introduce changes to Master Development Plans (MDP) or Individual Development Plans (IDP). Personnel who were hired into the NAIP program under FCIP prior to Feb. 28, 2011, will not convert to the Pathways Program and hence there will be no changes to overall program length. Until implementation guidance for the Pathways Program is received, all hires after 28 Feb 11 to fill current program allocations will be conducted via Delegated Examining Authority (public announcements) or through other hiring authorities such as Schedule A, Veterans Readjustment Act (VRA), 30%+ Disabled or SCEP Conversion. Program length for personnel hired under these authorities will be consistent with current program design (two to three years depending on series) and successful fulfillment of the MDP/IPD plan.

In order to further expedite hiring actions of critical positions, DACM is pursuing via OCHR an expansion to the current Expedited Hiring Authority (EHA). This would result in widening the consideration of the EHA authority to hire at a starting grade of GS-5, 7 or 9. The implementation guidance for this expansion is currently under review by OCHR.

For any questions in relation to the above subjects, please contact NACC Recruiting Division Director, Dave Mailander at 717-605-1029 or NACC Recruiting Team Lead, Mike Runkel at 717-605-2258.

eDACM Help Desk Transition

Erin Fulfer, eDACM AWSP Manager, NACC

In 2009, Secretary Gates announced an initiative to rebalance the Department of Defense workforce and reduce reliance on contracted services while increasing government performance, oversight and control. As a response to this initiative and after thorough examination, it was decided to in-source the eDACM Help Desk support services from the contractor support personnel located in Patuxent River, MD to government personnel located in Mechanicsburg, PA effective March 31.

Since 2005, the Help Desk support personnel in Patuxent River have provided extraordinary support to the acquisition workforce community through the day-to-day operation and management of the functional modules of eDACM (formerly Register Now). In addition, the support team served as the lead support for the AWF for all matters relating to Career Field Certification, Acquisition Corp Membership, Continuous Learning Events, and Acquisition Workforce Tuition Assistance (ATWAP). They have been the first line of support to the AWF and the single entry point for all questions related to eDACM and DAWIA. The exceptional customer service and mission support provided by the Help Desk personnel are unparalleled and their efforts are applauded! This tradition of customer focus will be continued with the transition to Mechanicsburg, PA.

Our goal is to continue to provide the highest level of customer service in support of the Acquisition Workforce. The new location at the Naval Acquisition Career Center in Mechanicsburg, PA assumed support duties in Jan. 2011. The Support Specialists will respond to incoming emails and phone calls, and in an effort to improve customer response times and conduct knowledge management, all incoming requests will be tracked using help desk tracking software and the customer will be provided with a tracking number. Effective April 1, the Mechanicsburg team can be reached via one central email address (eDACM_Support@navy.mil) and one phone number, 717-605-2357.
DAU Welcomes New President

Mrs. Katrina McFarland has joined the Defense Acquisition University as President. Selected for this position in December 2010, Mrs. McFarland comes to DAU from the Missile Defense Agency (MDA), where she was the Director for Acquisition. Her responsibilities include continuing to build DAU's outstanding reputation as the Department of Defense's primary learning institution while overseeing the development and expansion of acquisition curriculum and learning opportunities. This includes addressing the ever changing Defense Acquisition climate as required by the Under Secretary of Defense's ( Acquisition, Technology and Logistics) "Better Buying Power" initiatives, and the National Defense Authorization Act directions and guidance.

In an all-hands meeting with the staff and faculty on January 12, Mrs. McFarland expressed gratitude for the opportunity to serve the Defense Acquisition Workforce. She looks forward to helping the university continue to grow, thrive, and be relevant in its role in supporting the warfighter. Learn more about DAU’s courses, mission, and new president by visiting DAU’s web site, located at the following address:

MORE DAU NEWS

The Defense Acquisition University has launched a collection of online games that are educational and fun. The web site has 13 games, including “Select-A-Cell,” which explains the life-cycle process by taking gamers through a mock acquisition of cell phones. The newest game “Time Traveler,” challenges players to use their data sources and collection skills to create a portal through time named Andromeda. The University's Global Learning Technologies Center plans to release one game a month to keep players coming back. Access these games from DAU’s web site at: https://clc.dau.mil/games.

DAN Word Search
Find out more about these words by visiting the DACM web site!
https://acquisition.navy.mil/rda/home/acquisition_workforce

DON TRAINING OPPORTUNITIES
For more information, visit:

Click on Class Schedule, then View/Apply

FY11 Managing Projects
Lakehurst (NAVAIR) 5 Apr 11

FY11 NACMED/NTDSED Workshop
Lakehurst (NAVAIR) 13 Jun 11

NEW AT DAU
FY12 brings changes to Contracting Certification Requirements. For more information, visit
http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx#

DAU Adds New CL Modules
Since Feb. 8, DAU has updated their catalog of Continuous Learning Modules. For a full list of the current offerings go to:

To apply, come back to the DON eDACM site. Select Manage Career > Training > Search for DAU Training > DAU Continuous Learning Modules.

DACM Word Search
Find out more about these words by visiting the DACM web site!
https://acquisition.navy.mil/rda/home/acquisition_workforce

ACQUISITION DEVELOPMENT MANAGEMENT
CERTIFICATION EDUCATION MILITARY
CIVILIAN EXPERIENCE RECRUITMENT
DEFENSE GUIDANCE TECHNOLOGY
REQUIREMENT STRATEGY RESEARCH
**Pay Retention for Former NSPS Employees**

**Note from OPM & DoD**

The authority for the Department of Defense's National Security Personnel System (NSPS) was repealed by Section 1113(c) Oct. 28, 2009 of NDAA FY2010, and requires DOD to convert NSPS employees to the pay system that last applied or would have applied to the employees' positions if not for NSPS. **It states that under no circumstances should an NSPS employee's rate of pay be reduced due to the termination of NSPS.** The majority of NSPS employees are converting into the General Schedule (GS) pay system. Per 5 CFR part 536, employees transferring from job to job will retain their pay unless the employee declines a reasonable offer of a position in which his/her rate of basic pay would be equal to or greater than his/her retained rate.

Therefore, when DOD converts NSPS employees to GS positions, employees are entitled to a retained rate equal to the employee's former NSPS rate, if the former NSPS rate exceeds the maximum rate of pay of the GS grade of the employee's position. The employee's entitlement to pay retention under the GS system will continue until a terminating event. To see the Pay Retention Fact Sheet for a complete list of terminating events, visit [http://www.opm.gov/oca/pay/HTML/pay_retention.asp](http://www.opm.gov/oca/pay/HTML/pay_retention.asp).

Specific questions regarding an employee's transition must be addressed by the employee's DOD servicing personnel office. An NSPS transition web site has been established and Information on pay retention for former NSPS employees can be found in Chapter 3 of the NSPS to GS Transition Guide for Human Resources Practitioners located at [http://www.cpms.osd.mil/nsps/transition/](http://www.cpms.osd.mil/nsps/transition/)

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**Coming Soon!**

In the next DACM Quarterly Newsletter, check out our new feature highlighting one of the Acquisition Workforce Career Fields. For more information on AWF Career Fields, visit the new and improved DACM web site:

[https://acquisition.navy.mil/home/acquisition_workforce/recruiting/career_fields](https://acquisition.navy.mil/home/acquisition_workforce/recruiting/career_fields)

**Share Your Experience! NAIP/NAAP Alumni Corner!**

I was in the Naval Acquisition Intern Program (NAIP) from 2006-2009. I had a rather unique experience as I was able to split my three year program between two commands: Strategic Systems Programs (SSP) and Naval Sea Systems Command (NAVSEA). At SSP in Sunnyvale, California, I had two responsibilities: Inventory Management and System Material Availability Analysis. Feeling a bit adventurous, I requested a transfer to NAVSEA Headquarters in Washington D.C. I appreciated the chances I received at SSP, but felt the prospects for my career were greater in the Nation’s Capitol. At NAVSEA, I was able to rotate through several Logistics departments that concentrated mainly on the life cycle portion of the Organization. The highlight of my tenure at NAVSEA as an intern was the chance to rotate through the Navy International Program Office (NIPO) in Crystal City, Virginia. Although I’m back at NAVSEA in the Life Cycle Logistics functional group, I hope someday I can return to the world of Foreign Military Sales.

The opportunity to rotate extensively within and between commands for significant periods of time was tremendous for my career. The exposure I received from such opportunities was something I’ll always keep in my tool bag of professional skills. Additionally, I’ll always be beholden to NAIP for their service. They were incredibly supportive in helping my career move forward.

**Gordon Hawley**

Naval Sea Systems Command

Maintenance Interservice Support Officer (SEA04L24)

Submit YOUR NAIP/NAA experience to dacm.desk.fct@navy.mil to share with the AWF!
Conferences & Events

13 APR  Acquisition Competency Council #2
13 JUN  SECNAV Acquisition Excellence Awards Ceremony
26-27 JUL  Intern Conference

Career Management Frequently Asked Questions
Submit questions to dacm.desk.fct@navy.mil

Q: I've been looking for the eligibility requirements for MPM, DPM and Warfare System Center Commanding Officer without success. Could you provide me with this information or source document?

Q: I am active duty Navy, and I would like to learn more about the logistics process. What would I need to proceed with DAWIA certification?
A: Please look at Navy-specific information on our updated career management web site: https://acquisition.navy.mil/rda/home/acquisition_workforce. If you decide that you'd like to apply for Defense Acquisition University (DAU) training you may create a user profile on the Navy's eDACM system and submit training applications.

DACM Quarterly Newsletters can also be found on the DACM web site under “What’s New” and under the eDACM Announcements on your Dashboard!

Director, Acquisition Career Management
https://acquisition.navy.mil/rda/home/acquisition_workforce  Ph: (703) 614-3666  Fax: (703) 614-4262
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1000 Navy Pentagon
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