DEPARTMENT OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
(RESEARCH, DEVELOPMENT AND ACQUISITION)
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WASHINGTON DC 20350-1000

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MEMORANDUM FOR DISTRIBUTION

SUBJECT: Naval Acquisition Competency Council

Reference: ASN (RD&A) Memorandum of September 20, 2007, "Navy Acquisition Competency Council"

The Department of the Navy (DoN) Acquisition Team relies heavily on in-house acquisition and technical expertise to ensure that the Department has the capabilities and the capacities necessary to develop and procure material capability and readiness for our Navy and Marine Corps warfighters. Additionally, as budget pressures continue and further efficiencies are pursued, ASN (RD&A) has made it a priority to ensure the long term competency of the Naval Acquisition workforce is sustained.

With these priorities in mind, I am re-establishing the Naval Acquisition Competency Council (ACC). The ACC is tasked with providing broad oversight, stewardship and policy recommendations over implementation of DoN-wide Workforce Competencies and Quality initiatives. Detailed information can be found in the revised ACC Charter attachment.

The first meeting of the ACC will be scheduled in the third quarter FY10. The meeting will focus on identifying the duties and responsibilities of the DoN National Competency leads for each of the following:

Program Management - ASN (RD&A), DASNs on a rotational basis
Contracting - ASN (RD&A), DASN A&LM ED
Logistics - ASN (RD&A), DASN A&LM
BUS-FM - ASN (RD&A), DASN M&B
BUS-CE - ASN (FM&C), DASN C&E
Systems Engineering - ASN (RD&A), CHENG
Facilities Engineering - NAVFAC
T&E - ASN (RD&A), T&E Manager

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James E. Thomsen
Principal Civilian Deputy

Attachment(s):
As stated

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CHARTER FOR THE NAVAL ACQUISITION COMPETENCY COUNCIL

1. Purpose: This charter documents the mission, membership, organizational relationships and operating procedures of the Acquisition Competency Council (ACC), and establishes DoN Competency leads for the Acquisition Workforce.

2. Mission: To enhance the quality of the acquisition workforce (military and civilian) by attracting quality personnel, improving the skills and knowledge of the Acquisition Corps, and maintaining the very highest professional standards throughout the Acquisition Workforce.

3. Membership: The Naval Acquisition Competency Council membership includes:

- Principal Civilian Deputy Assistant Secretary of the Navy (Research, Development and Acquisition), ACC Co-Chair
- Principal Military Deputy Assistant Secretary of the Navy (Research & Development and Acquisition), ACC Co-Chair
- Chair, Navy Laboratory and Warfare Centers Competency Group
- Director, Acquisition Career Management (DACM), ACC Executive Secretary
- Deputy Assistant Secretary of the Navy (Management and Budget)
- Deputy Assistant Secretary of the Navy (Acquisition & Logistics Management)
- Research, Development and Acquisition (RD&A) Chief Systems Engineer (CHSENG)
- Naval Facilities Engineering Command (NAVFAC) Chief Engineer
- Finance, Management & Comptroller (FM&C) Deputy Assistant Secretary of the Navy (CE)
- Acquisition Systems Command Total Force Managers
- Other Deputy Assistant Secretaries of the Navy, invited on a rotational basis
- University Affiliated Research Center (UARC) Executive Agent, when the ACC agenda includes UARC related items.
- Program Executive Officers (PEO) and Deputy PEOs, invited on a rotational basis.
- Office of Naval Research (ONR)

4. Authority and Responsibility: The Acquisition Competency Council (ACC) functions as an advisory Council to ASN (RD&A). This Charter establishes the ACC for the purposes of guiding and monitoring the implementation of ASN (RD&A) competency management efforts and ensuring qualified personnel are available to fill acquisition and technology positions. The ACC will:

- Recommend Naval Policy to ASN (RD&A) to ensure policy, procedures and resources are sufficient to develop and maintain a healthy pipeline of entry-level, journeyman and senior-level personnel, both military and civilian, with the professional skills, knowledge and experience needed to meet acquisition and technology program requirements
- Advocate for the acquisition and technical community competencies.
- Provide oversight for the Department of the Navy Acquisition Enterprise competencies and capabilities to include acquisition workforce health assessments, strategic planning, policy, and coordination with OSD (AT&L).

- Establish National DoN Leads by Competency (Closely aligned to DAWIA), to include the following:
  - Business-Cost Estimating - ASN FM&C DASN CE
  - Business-Financial Management – ASN RD&A DASN M&B
  - Contracting and Purchasing – ASN RD&A DASN A&LM ED
  - Facilities Engineering – NAVFAC CHENG
  - Industrial/Contract Property Management - TBD
  - Information Technology - TBD
  - Life Cycle Logistics – ASN RD&A DASN A&LM
  - Production, Quality and Manufacturing - TBD
  - Program Management – ASN RD&A DASNs (rotating basis)
  - Systems and Engineering – ASN RD&A CHSENG
  - Test and Evaluation – ASN RD&A T&E
  - Science and Technology – ONR

- Assign Competency Lead's responsibilities.
- Promote Acquisition professional development through DAWIA and other force development programs.
- Validate the adequacy of acquisition training and education structure and programs.
- Oversee and coordinate among acquisition competency sub-groups:
  - Review and approve products
  - Assigning actions
- Establish annual resource plans and advocacy for resource requirements to support career development/force development.

5. Organizational Relationship: The ACC sub-groups serve as action groups for the ACC and falls under ASN (RD&A) purview. These groups will present issues and recommendations for ACC consideration and report data, trends and metrics for use by the ACC. These sub-groups are:

- Program Management Competency Board (PMCB): Responsible for establishing an integrated military and civilian career management policy for the Program Management career field. The Competency Board ensures career management goals and objectives are addressed strategically for the Program Management career field in support of overarching DON requirements and use the ACC as a forum to discuss overarching issues and coordinate policy to support common acquisition objectives.

- Technical Workforce Competency Board (TWCB): Responsible for establishing an integrated military and civilian career management policy for the Systems Engineering career field.. The Competency Board ensures career management goals and objectives are addressed strategically for the engineering and technical career field in support of overarching DON requirements and, use the ACC as a forum to discuss overarching issues and coordinate policy to support common acquisition objectives.

- Naval Contracting Career Management Board (NCCMB): Responsible for establishing a civilian career management policy for the Contracting career field. The Community

Management Board ensures career management goals and objectives are addressed strategically for the Contracting career field in support of overarching DON requirements and, uses the ACC as a forum to discuss overarching issues and coordinate policy to support common acquisition objectives.

- Navy Laboratory Centers Competency Group (NLCCG): Responsible for recommending and coordinating implementation of broad improvements in technical capabilities, processes and long term health of the Naval Research Laboratory and the Naval Warfare Centers led by ASN (RD&A) PCD.

There is an "Other" category as provided below:

- Cost Estimating Stakeholders Group (CESG): Provides a forum for sharing best practices in cost analysis and for addressing workforce issues. The Stakeholders Group interfaces with other functional communities and organizations on cost and management analysis efforts to ensure consistency and preclude redundant efforts, throughout the Department of the Navy.

Additional ad-hoc boards in other such competencies as Business – Financial Management (BUS-FM), Information Technology (IT), Logistics (LOG), Facilities Engineering (FE) and Production, Quality and Manufacturing (PQM) will be forthcoming; their respective leads will be identified at a later date.

6. Operating Procedures: The ACC Co-Chairs determine the meeting schedule, solicit agenda items from the members, and approve the final agenda. The ACC Co-Chairs review and accept agenda items proposed by the ACC members and sub-groups. The Co-Chairs invite additional participants beyond ACC members as needed to address agenda items.

The ACC charters sub-groups and special task groups as needed to provide studies and analyses, and to address areas of interest to the ACC.

The Council will meet quarterly or more frequently, as required, at the call of the co-chairs.