THE UNDER SECRETARY OF DEFENSE

3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

ACQUISITION,
TECHNOLOGY
AND LOGISTICS

JUN 22 2007

MEMORANDUM FOR SECRETARY OF THE ARMY
SECRETARY OF THE NAVY
SECRETARY OF THE AIR FORCE
PRESIDENT, DEFENSE ACQUISITION UNIVERSITY
DIRECTOR, DEFENSE TECHNOLOGY AND SECURITY ADMINISTRATION

SUBJECT: International Acquisition Career Path

The first goal of the AT&L *Strategic Goals Implementation Plan* for FY 2007 is to achieve and sustain a high performing, agile and ethical workforce. A metric for this objective is to develop an international acquisition career path and training for DoD personnel. The rationale is to ensure cognizant officials (e.g., Program Managers) are more knowledgeable of various processes and the implications for international programs, through improved training and education, and professional development

Under, the Core Plus framework described in AT&L Human Capital Strategic Plan (Version 1), I hereby establish this Program Management International Acquisition Career Path under chapter 87 of title 10, United States Code, initially aligned with the Program Management Career Field and approve the attached Functional Area Charter. For the Program Management International Acquisition Career path, the "core" includes basic acquisition and Program Management training and experience. The "plus" will include the appropriate targeted training and specialized experience in International Acquisition beginning at Level II and continuing through Level III. In the future, I expect the same approach will apply to International Acquisition specialties in other acquisition career fields.

I also hereby designate Mr. Alfred Volkman, Director, International Cooperation, as the Functional Advisor for International Acquisition Career Paths. The Functional Advisor will, in turn, establish a Functional Limited Integrated Process Team comprised of organizations listed in the Charter. The point of contact for Mr. Volkman's office will be Mr. Richard Kwatnoski at (703) 697-1130, ext. 6 Richard.Kwatnoski@osd.mil.

Kenneth J. Krieg

Attachment:
As stated

FUNCTIONAL AREA CHARTER

INTERNATIONAL ACQUISITION MANAGEMENT

A. PURPOSE: This charter describes the mission and responsibilities of the Functional Advisor (FA) for the International Acquisition Management career path and the membership and duties of the FA's Functional Limited Integrated Process Team (FLIPT)*. This charter is issued under DoD Directive 5000.52, Defense Acquisition, Technology, and Logistics Workforce Education, Training, and Career Development Program, January 12, 2005. The FA is designated by the Under Secretary of Defense for Acquisition, Technology, and Logistics (USD(AT&L)).

B. MISSION: The mission of the FA is to advise and support the USD(AT&L). The FA shall act as the subject matter expert on the qualifications and career development requirements for the International Acquisition Management career path, and as the proponent for the interests of the functional community.

C. ORGANIZATIONAL RELATIONSHIPS:

1. The USD(AT&L) chairs the AT&L Workforce Senior Steering Board (SSB) that is chartered to oversee the execution of the Defense AT&L Workforce Education, Training, and Career Development Program. The FA International Acquisition Management shall participate in the meetings of the SSB.

2. The AT&L Workforce Management Group (WMG) is chartered to guide the daily execution of the Defense AT&L Workforce Education, Training, and Career Development Program, advise the SSB on workforce issues, and develop performance measures (metrics) to facilitate and enhance oversight by the SSB. The FA International Acquisition Management shall provide a representative to participate in the WMG.

3. The FA will convene working/advisory groups, as required, to assist in carrying out his/her responsibilities, ensuring the input of field expertise.

4. The FA shall collaborate with the Office of the Deputy Assistant Secretary of Defense (Civilian Personnel Policy) and the Office of the Deputy Assistant Secretary of Defense (Military Personnel Policy) where issues might involve Departmental personnel law, regulation, policy, resourcing, and management affecting civilian employees or military members.

---

* The International Acquisition Management FLIPT is "limited" as it will not include participation from the Director of Acquisition Career Management (DACM) Offices. DACM matters will be addressed by existing DACM representation in the Career Field FIPTs.

D. RESPONSIBILITIES: The FA International Acquisition Management shall:

1. Establish and oversee a Functional Limited Integrated Process Team (FLIPT). The FLIPT Leader will be the FA or designated by the FA. FLIPTs should meet at least annually.

2. Advise the President, Defense Acquisition University, about education, training, and career requirements necessary to implement special reports or directives approved by USD(AT&L).

3. Recommend initiatives for career development and rotational assignments between various DoD Components, as well as with other U.S. Government Agencies, and foreign defense establishments, and/or industries, consistent with applicable law and DoD regulations.

4. Make recommendations to augment existing Career Fields with international career paths to reflect the specific academic disciplines, technical functions, experiential and developmental assignments and leadership competencies to be emphasized in the career path. Promote and enable international career paths. Identify and encourage opportunities for broadening and rotational assignments to permit crossflow of acquisition workforce members seeking multiple career path experience.

5. Establish and periodically review the DoD criteria for designation of position category description(s) and career path certification standards for the target audience: acquisition workforce positions that have or are anticipated to have international responsibilities.

6. Annually certify to the USD(AT&L):

    a) Experience, education, and training standards for the target audience.

    b) Position category description(s) as current, complete, and accurate.

    c) Content and quality of DAU (resident and on-line) courses as current, technically accurate, and consistent with DoD acquisition policies.

7. Oversee education and training requirements:

    a) Identify the competencies required by the target audience.

    b) Periodically review requirements, allocation, quotas, student attendance, course critiques, priorities, funding, and reports.

    c) Make recommendations on the modifications, establishment, or disestablishment of mandatory courses.

d) Consider continuous learning needs and resources as part of the FA's requirements review process.

e) Assist the DAU Program Director and Course Director(s) as necessary with routine updates to the content of established courses to maintain currency.

E. FUNCTIONAL LIMITED INTEGRATED PROCESS TEAM (FLIPT): The FLIPT will assist the FA International Acquisition Management.

1. The mission of the FLIPT is to support the FA in carrying out his/her responsibilities. As appropriate, the FA will task the FLIPT to perform support activities and will direct the work of the FLIPT.

2. The FLIPT will include:

   a. The FA or a leader appointed by the FA.

   b. A functional expert from each MILDEP.

   c. A functional expert from OUSD(Policy), International Security Programs Directorate.

   d. A functional expert from OUSD(Policy), Defense Security Cooperation Agency, which may be delegated to the Defense Institute of Security Assistance Management.

   e. Functional experts from other DoD Components as determined by the FA.

   f. The DAU Program Director for this functional area as determined by the President, DAU.

3. Advisors to the FLIPT may be invited by the FLIPT Leader on an ad hoc basis depending on the needs of the FLIPT.