

<p>Supply</p>	<p>Transportation</p>	<p>Planning</p>
<ul style="list-style-type: none"> • Supplier Selection and Negotiation • Supplier Relationship Management • Sourcing & Procurement Strategy • Inventory Planning • Inventory Management • Material Disposition (Disposal, Reclamation, Recycling, Repair) • Return/Retrograde 	<ul style="list-style-type: none"> • Distribution Network Analysis • Carrier Negotiation, Contract Management and Adjustment • Inbound/Outbound Transportation Management • Transportation Planning • Transportation Marketplace Knowledge 	<ul style="list-style-type: none"> • Demand Forecasting • Network Optimization in Planning • Requirements Planning (Deployment) • Sustainment Planning • Distribution Requirements Planning (DRP) • Adaptive Planning
<p>Deployment & Sustainment Optimization</p>	<p>Joint Process & Systems Integration</p>	<p>Regional COCOM Strategy & Interoperability</p>
<ul style="list-style-type: none"> • Movement Requirement Forecasting • Materiel Management/Readiness • Transportation Mode Selection • Contracting 	<ul style="list-style-type: none"> • Joint Deployment & Distribution Architecture (JDDA) • Distribution Portfolio Management (DPfM) • End-to-End Analysis (Supply-Transportation-Theater Distribution) • Joint Capabilities Development, Budgeting and Acquisition Proficiency • In-transit Visibility (ITV)/Asset Visibility 	<ul style="list-style-type: none"> • Joint Theater Logistics • Host Nation Support • Coalition Operations
<p>Organizational Relationships</p>	<p>Joint Deployment & Distribution Leadership</p>	<p>Measures and Performance Management</p>
<ul style="list-style-type: none"> • Multinational Relationship Management • Service-to-Service Interoperability • Joint Deployment and Distribution Enterprise Relationship Management 	<ul style="list-style-type: none"> • Risk Management • Understanding of Organizations, Cultures, Individuals • Joint Leadership • Deployment and Distribution Strategy 	<ul style="list-style-type: none"> • Supply Chain Performance Management • Key Performance Metrics • Budget Administration • Financial Relationship Management

Table of Contents

SUPPLY	3
Supplier Selection and Negotiation	3
Supplier Relationship Management	4
Sourcing & Procurement Strategy (Supplier Network)	4
Inventory Planning	5
Inventory Management	6
Material Disposition (Disposal, Reclamation, Recycling and Repair)	6
Return/Retrograde	6
TRANSPORTATION	8
Distribution Network Analysis	8
Carrier Negotiation, Contract Management and Adjustment	9
Inbound/Outbound Transportation Management	9
Transportation Planning	10
Transportation Marketplace Knowledge	11
PLANNING.....	12
Demand Forecasting	12
Network Optimization in Planning	12
Requirements Planning (Deployment)	13
Distribution Requirements Planning (DRP)	13
Adaptive Planning	13
Sustainment Planning	14
DEPLOYMENT & SUSTAINMENT OPTIMIZATION.....	15
Movement Requirement Forecasting	15
Materiel Management/Readiness	15
Transportation Mode Selection	16
Contracting	16
JOINT PROCESS & SYSTEM INTEGRATION	17
Joint Deployment & Distribution Architecture (JDDA)	17
Distribution Portfolio Management (DPfM)	17
End-to-End Analysis (Manufacturer-Supply-Transportation-Theater Distribution)	18
Joint Capabilities Development , Budgeting and Acquisition Proficiency	19
In-Transit Visibility (ITV)/ Asset Visibility	19
REGIONAL COCOM STRATEGY & INTEROPERABILITY.....	20
Joint Theater Logistics	20
Host Nation Support	21
Coalition Operations	22

ORGANIZATIONAL RELATIONSHIPS IN A JOINT ENVIRONMENT	23
Multinational Relationship Management	23
Service-to-Service Interoperability	23
Joint Deployment and Distribution Enterprise Relationship Management	23
JOINT DEPLOYMENT AND DISTRIBUTION LEADERSHIP	24
Risk Management	24
Understanding Organizations, Cultures, Individuals	24
Joint Leadership	25
Deployment and Distribution Strategy	25
MEASURES & PERFORMANCE MANAGEMENT	26
Supply Chain Performance Management	26
Key Performance Metrics	26
Budget Administration	27
Financial Relationship Management	28

Supplier Selection and Negotiation	
Identifies qualified Defense suppliers by using qualitative and quantitative analysis and the information contained in submitted proposals. Selects potential suppliers that can achieve results which support sourcing strategies and Defense business objectives.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
1	Guides the supplier selection process by facilitating sourcing team discussions.
2	Integrates supplier analysis data with sourcing strategies to identify gaps and/or feasibility of the strategy.
3	Evaluates potential suppliers using both qualitative and quantitative measures, in order to select qualified sources for the desired commodity.
4	Evaluates a supplier's ability to keep up with industry trends, in order to rate its performance against peers.
5	Stays current regarding supplier capabilities and communicates changes to the organization.
6	Generates Requests for Proposals and/or understands when they are required as opposed to renewing current contracts.
7	Collects and analyzes qualitative data regarding a supplier's technical, operational, financial, and service performance against DOD requirements, in order to identify qualified suppliers.
8	Assesses a supplier's ability to respond to surge demand, in order to identify sources for commodities with an unstable demand.
9	Researches a supplier's ability to meet global stock positioning objectives, in order to identify sources that can preposition stock to optimize readiness.
10	Revises or deletes outdated requirements to ensure that suppliers are being evaluated against valid requirements.
11	Monitors potential supplier characteristics to ensure that diversity requirements will be met.
249	Evaluates trade-offs between price, responsiveness and risk relative to the customer mission.
250	Identifies mission critical characteristics related to the commodities required and force protection, country clearance or confirm requirements.

Supplier Relationship Management

Builds mutually beneficial relationships between Defense and service suppliers (customers, plants, distribution centers). Characterized by a high degree of collaboration (information sharing), mutual trust, risk and gain sharing.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

12	Reviews agreements to anticipate barriers to developing relationships with suppliers.
13	Establishes the trust and confidence of suppliers and develops mutually beneficial relationships.
14	Uses collaboration software with suppliers to allow for information sharing such as access to supplier stockage levels, backorders, orders on hand, etc.
15	Shares demand/supply forecasts with suppliers in an effort to align production.

Sourcing & Procurement Strategy (Supplier Network)

Leveraging the DOD's buying power to efficiently obtain goods & services at the best price, with the most favorable terms and conditions.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

17	Synthesizes industry analysis, customer need analysis, criticality analysis, business knowledge, competitive analysis, and procurement expertise to develop written strategic sourcing strategies.
18	Analyzes key metrics to assess whether strategy changes are needed.
19	Negotiates favorable rates with suppliers for the purpose of identifying preferred vendors.
20	Coordinates across Army, Navy, Air Force, and/or other agencies to leverage purchase volumes and ensure supplier price uniformity for comparable services.
21	Utilizes knowledge-sharing mechanisms across the Department of Defense to exchange supplier intelligence, market analysis, and acquisition best practices.
22	Studies supply market activity and adjusts internal purchasing based on anticipated market changes (such as shortages, strikes, etc).
23	Evaluates suppliers on criteria such as continuous improvement trends, long term viability, damage rates, competitiveness, and technical ability in order to determine the overall best value with the appropriate level of risk.
24	Analyzes customer needs, the supplier community, internal competition, and substitute products in order to assess supply market conditions.

Sourcing & Procurement Strategy (Supplier Network)

Leveraging the DOD's buying power to efficiently obtain goods & services at the best price, with the most favorable terms and conditions.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

25	Uses past experience and knowledge of successful sourcing strategies as a basis for identifying areas for improvement.
52	Explains how Defense Logistics Agency receives and processes requisitions from Services.
53	Explains difference between wholesale and retail supply.
251	Identifies market trends and benchmark prices, levels of services for specific commodities and locations.

Inventory Planning

Forecasts the materiel demands in order to replenish store rooms; set appropriate minimum / maximum Authorized Stocking Level (ASL) and reorder points. Understands and quantifies optimal inventory levels for required materials in order to match supply with demand.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

26	Compares multiple inventory planning techniques (dollar cost banding, historical, econometric, and statistical) in order to select the most appropriate method for the situation.
27	Forecasts materiel demands in order to determine Authorized Stocking Levels (ASL) and reorder points.
28	Performs inventory planning using in at least one inventory planning technique.
29	Calculates optimal inventory levels for required materials in order to match supply with demand.
30	Categorizes products using Inventory Segmentation in order to determine appropriate stocking levels.
31	Uses tools to set inventory levels that meet customer service levels with a minimum amount of inventory.
32	Analyzes and predicts in theater common user item stock levels. Makes recommendations for theater forward supply points.
252	Negotiate target inventory objectives with customers to balance readiness and cost at levels to meet the mission.

Inventory Management

Optimizes inventory by determining processes for storage and management of incoming shipments.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

33	Develops inventory segmentation plans to optimize the use of storage locations.
34	Reviews processes and performs QC/QA practices to ensure conformance to inventory requirements and criteria.
35	Develops plans to optimize the movement and storage of materials throughout the warehouse.
36	Analyzes node capacity and is able to use IT systems to obtain visibility on movements.

Material Disposition (Disposal, Reclamation, Recycling and Repair)

Evaluates whether material at end of lifecycle should be disposed, recycled, reclaimed, or repaired.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

42	Develops local processes for handling material at the end of its lifecycle (dispose, reclaim, recycle, or repair).
43	Participates in the Precious Metals Recovery Program which recycles and reutilizes precious metals at a reduced cost to the Government.
44	Ensures that national safety standards for hazmat transportation and disposal are met.
253	Ensure that any sensitive or classified equipment or material is properly identified and documented through the disposal and repair process.

Return/Retrograde

Plans for logistics required for items that need to be returned or moved out of theater (ex: damaged goods, excess). Reverse Transportation Planning.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

45	Provides input to theater retrograde routing plans. Identifies and inputs cargo information into corporate In-Transit Visibility (ITV) systems
46	Coordinates transportation for goods that need to be moved out of theater due to damage, excess, maintenance, etc.

Return/Retrograde

Plans for logistics required for items that need to be returned or moved out of theater (ex: damaged goods, excess). Reverse Transportation Planning.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

48	Evaluates trade-off between returning damaged goods versus repairing them or disposing of them.
49	Applies priority of return principles to transportation mode selection.

TRANSPORTATION

Distribution Network Analysis	
Understands the interactions between the supplier, plant, warehouse, distribution center, transporter and customer and determines the optimum means to service all parties.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
54	Compares military and commercial transportation options to identify best fit at best value to meet movement criteria.
55	Evaluates and derives performance measures for the distribution network.
56	Leverages intelligence resources (knowledge) as tool for overall network analysis (ex: port depth, material handling, threat assessment, etc.).
57	Explains the operations processes which support Air Mobility Command's channel system.
58	Applies Customer Relationship Management (CRM) principles to improve customer relationships by better understanding their needs and reacting to them effectively.
59	Evaluates multi-modal solutions in order to select the best choice to meet Warfighter requirements.
60	Demonstrates baseline knowledge of all accessible distribution network planning and analysis tools used on the mission, such as I2, CAPS logistics, and Single Mobility System (SMS).
61	Demonstrates in depth knowledge of links between strategic lift and theater (inter PID to intra PID) onward movement.
62	Explains the requesting and manifesting systems utilized by Services.
220	Understands the roles and responsibilities of each party (ex: supplier, plant, warehouse, distribution center, transporter, customer, etc.) involved in the Distribution Network.
254	Identify carrier capability and experience meeting cargo AIT requirements.

Carrier Negotiation, Contract Management and Adjustment

Explains basic concepts, approaches and terminologies associated with negotiations and contract management.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

63	Evaluates the portfolio of tender options available in order to correctly choose the best fit for the current situation.
64	Explains the impact of contracts and policies (ex: Commercial first, US vs. Foreign carriers) on carrier selection (grey bottom vs. black bottom boats).
65	Documents ship activation process using various tools such as logbook, STACS, newsgroups, etc.
66	Implements Commercial Airlift Review Board (CARB) process to make use/nonuse decisions regarding air carriers in the DOD Air Transportation Program.
221	Collaborates with customers (DLA, GSA, Military Service) to meet customer transportation needs and alternatives.

Inbound/Outbound Transportation Management

Manages port nodes (distribution centers, seaport). Manages deliveries brought into the node and the transportation that takes things away from the node.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

68	Monitors execution of event(s) in order to make decisions based on event status.
70	Assesses information from automated systems (JFAST, IDE/GTN, WPS, SMS, GATES, RF ITV, etc.) to access transportation information.
71	Uses Green/Purple Sheet port prioritization process to further prioritize groups of high priority (999) shipments.
72	Is well versed in current flow initiatives such as end-to-end planning and pure pallet.
73	Uses tools to analyze sea and air port throughput.(e.g. ELIST Enhanced Logistics Intratheater Support Tool)
222	Manages intermodal equipment (i.e., 463L pallets and containers) to best utilize this limited resource and contain costs.

Transportation Planning

Understands the planning and execution of materials distribution; forecasts the requirements for transportation for shipping and receiving materials. Identifies opportunities to reduce total costs and increase service levels through alternate transportation solutions.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

74	Identifies the systems available for transportation planning and determines when each system is most effectively used. (E.g. SAAM, CHANNELS, GOPAX, DENTON, JOSAC, etc.)
75	Determines appropriate airlift (frequency/requirement) channel based on volume and/or time requirements.
77	Utilizes Collaborative Force-Building Analysis, Sustainment and Transportation (CFAST) for decision making.
78	Retrieves port and airfield data and imagery for strategic plans (e.g., using TIPE-DNA or PACE).
79	Determines transportation requirements and projects delivery times of passengers and cargo traveling by air, land, or sea by using Joint Flow & Analysis System for Transportation (JFAST).
80	Plans, monitors and executes transportation for joint operations using Joint Operation Planning & Execution System (JOPES) type suite of systems.
81	Knows where to obtain Special Airlift Assignment Missions (SAAM) schedules, information processes, and points of contact within AMC.
82	Accesses GOPAX to create group movement requests for commercial transportation from any Service installation/base/post.
83	Directs privately donated humanitarian cargo transportation on a space-available basis within DTS as specified by the Denton Amendment.
85	Explains general requirements for hazardous and sensitive cargo movement.
86	Explains air clearance procedures.
223	Determines mode by comparing requirements against lift capacity, cost, and operating environment.
224	Plans for delivery at the last tactical mile (i.e., organic or commercial equipment).
255	Uses Knowledge of Sealift Transportation Policy for explaining process for assignment of ships.
256	Uses Knowledge of ship characteristics for basic cargo loading and discharging capabilities (i.e. Ro/Ro, Containership, Break-bulk).
257	Ability to evaluate cargo requirement that ocean carriage is compatible with applicable U.S. Coast Guard regulations and public laws related to the carriage of Defense cargo.

Transportation Planning

Understands the planning and execution of materials distribution; forecasts the requirements for transportation for shipping and receiving materials. Identifies opportunities to reduce total costs and increase service levels through alternate transportation solutions.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

258	Ability to effectively plan, schedule, and make modifications to ship missions.
265	Determines strategic asset plans to ensure resources are allocated in the most effective manner.
266	Aligns factors such as asset life cycle, cost, long term priorities/strategic plan when purchasing assets.

Transportation Marketplace Knowledge

Describes current service levels, availability and pricing of various forms of transportation services in a given region.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

90	Understanding labor restrictions for a given region (e.g., having to use nationals instead of US troops) and its impact on distribution.
91	Recognizes that duty rates, customs clearances, and entry processes differ from Country to Country and adapts plans accordingly.
92	Studies historical metrics in an effort to predict trends.
94	Determines appropriate carrier based on capacity, route, schedule, ability to accommodate one time only (OTO), etc.
225	Describes regional transportation considerations like brokerage options, multi-modes (air/intermodal/truckload/rail), fuel, and service/transit/cost differences.

PLANNING

Demand Forecasting	
Creates accurate demand plans by applying forecasting techniques, evaluating market intelligence, and using collaborative input from partners. Considers impact of market events on demand, such as labor strikes and droughts.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
142	Analyzes causal factors and eliminates extraneous data inputs for statistical forecasting.
143	Collaborates electronically with customers to synchronize supply and demand.
144	Calculates “true demand”, independent of seasonal peaks.
145	Understands the spectrum of events that can have an impact on demand when developing plans (e.g. labor strikes, droughts).
263	Review demand forecast inputs in conjunction with operational and contingency plan requirements.

Network Optimization in Planning	
Balances network production and distribution capabilities to achieve a supply plan consistent with operating goals and forecasted demands.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
146	Studies trends in the theater distribution network to forecast future changes in capacity.
147	Performs analysis of future infrastructure needs.
148	Creates optimal distribution plans based on production and transportation schedule analysis, shipment priorities, location of demand and supply, multi modal transport costs, inventory & costs, service requirements, capacities, and fixed, variable and volume related costs at many levels.
149	Accesses tools (such as MIDAS, ELIST, and JFAST) to determine port selection, mode selection, etc.
150	Determines optimal locations for plants and distribution centers based on customer requirements.
151	Leverage Intelligence to assess alternative APODS/SPODS route information when planned routes are not available (due to threats, environmental factors, overload, etc.).
152	Performs real time analysis of capacity/throughput issues.

Requirements Planning (Deployment)

Creates demand-based, time-phased force flow and distribution plans that drive operational execution activity.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

153	Analyzes operation plans (OPLANs) in order to prepare supporting plans and orders.
154	Generates force closure estimates for alternative courses of action in order to predict force flow into theater.
155	Adjusts Time-Phased Force & Deployment Data (TPFDD) to avoid potential threats in distribution network.
156	Monitors Time-Phased Force & Deployment Data (TPFDD) preparations to ensure that requirements are developed and sourced.

Distribution Requirements Planning (DRP)

Planning to optimize the placement, mix and quantity of goods across the supply chain in order to best meet demand.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

160	Synchronizes decisions across all levels of supply chain. Evaluate inventory at each point in supply chain when determining placement of goods and tie these decisions together with feedback loops for changes.
161	Collects inputs (including demand forecasts) to plan for inventory replenishment.
162	Looks at all nodes throughout supply chain to balance inventory stored (where, quantity, etc.).

Adaptive Planning

Adaptive Planning is the Joint capability to create and revise plans rapidly and systematically, as circumstances require.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

163	Maintains dialogue with Key Leaders and Planners in order to refine plan during development.
164	Creates comprehensive plans that anticipate contingencies.
165	Develops plans that are flexible and offer a wide range of military options to plan for changing circumstances.
166	Explains principles of the AP process and vision for "Living Plans".
167	Leverages information technology to optimize readiness and transportation planning.
232	Uses modeling and simulation (M&S) tools to provide comprehensive distribution options.

Sustainment Planning

Sustainment planning is directed toward providing and maintaining levels of personnel, materiel, and consumables required to sustain the planned levels of forces.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

157	Balances incoming and on-hand inventory with theater requirements to optimize supply and demand levels.
158	Forecasts sustainment requirements by Service and Regional Combatant Commander(s).

DEPLOYMENT & SUSTAINMENT OPTIMIZATION

Movement Requirement Forecasting	
Using cargo and personnel movement requirements to support deployment planning.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
174	Validates Time-Phased Force and Deployment Data (TPFDD) requirements to ensure that the deployment transportation plan is feasible.
175	Uses SMS (Enterprise Storefront) to gain in transit visibility of transportation assets, and obtain movement information on passengers and cargo.
176	Explains how various changes and threats affect movement schedules.
177	Basic understanding of scheduling, allocation and manifesting procedures.
233	Troubleshoots orders not received in order to determine the cause (supply sergeants not knowing what codes mean, unit location not current in system, etc.).

Materiel Management/Readiness	
Direct materiel management operations in retail or wholesale supply activities.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
178	Determines, computes, and analyzes current projected material requirements; applies authorizations and allowances; establishes and maintains stock levels; inspects, reviews, and evaluates work methods and procedures.
179	Manages materiel management/readiness information systems and applies approved standards and criteria to ensure proper implementation, operation, and results.
180	Develops plans, programs, policies and procedures to manage material management activities, including systems design analysis, determination and computation of requirements, plans for activation and inactivation, facility requirements, equipment allowances, and material accounting.
181	Provides guidance on handling readiness material stocks, including location, type of storage, protection, security, and quality control.

Transportation Mode Selection

Determines the optimum mode for transportation based on capacity, combat power delivery, and efficiency.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

182	Explains the business rules behind determining prioritizing shipments that impact the logisticians ability to get his/her 'stuff'.
183	Utilizes capacity tools (JFAST, CFAST, Etc.) to identify constraints. Maintain visibility of worldwide movement via JOPES SMS, GTN or similar software tools.
184	Recognizes all types of lift available to ensure best choice is made when selecting transportation.

Contracting

Executes contingency contracting for commercial, host-nation, and inter-agency lift assets. Coordinates Host Nation Support (HNS), Interagency (IA), Multi-national Partners (MN), contractor & Non-governmental Organizations (NGO) distribution services (Performance Based Logistics (PBL) and Direct Vendor Delivery (DVD)).

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

185	Understands Logistics Civil Augmentation Program (LOGCAP) Skills that provides the Army with additional means to adequately support the current and programmed forces.
186	Utilizes WWX agreements in order to arrange for non-military carriers to provide international premium express delivery of small packages to meet the needs of the Warfighter.
187	Is familiar with Civil Reserve Air Fleet (CRAF) regulations, which are designed to quickly mobilize our nation's airlift resources to meet DOD force projection requirements.
188	Is familiar with Voluntary Intermodal Sealift Agreement (VISA) Programs, to provide joint planning and assured access to commercial shipping at pre-agreed rates during a national emergency.
189	Explains Ship Activation Process and the associated roles and responsibilities.

JOINT PROCESS & SYSTEM INTEGRATION

Joint Deployment & Distribution Architecture (JDDA)	
Engineers deployment and distribution business processes to optimize the entire supply chain. Implements and evolves supporting systems.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
95	Analyzes commercial best practices and determines how they can be implemented in the DOD to improve supply chain management of business processes.
96	Implements process engineering principles to define or improve business processes.
98	Explains how Information Exchange Requirements (IERs) affect how information is shared between government entities such as forces.
99	Analyzes how the regional differences of a COCOM affect theater distribution architecture.
101	Uses the SCOR Model to address, improve, and communicate supply-chain management practices within and between all interested parties.
226	Explains the process associated with recommending additions, deletions, or changes to process, procedures, and business rules (i.e., Supply Process Review Committees (PRCs)).

Distribution Portfolio Management (DPfM)	
The ability to apply DOD Portfolio Management methodologies to analyze, select, control and evaluate systems, programs & initiatives to deliver required for Distribution (Sustainment & Force Movement) IT capabilities.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
103	Defines Portfolio Selection Criteria in an effort to ensure that the organization develops and maintains IT portfolio selection criteria that support its mission, organizational strategies, and business priorities.
104	Performs Investment Analysis to ensure that all IT investments are consistently analyzed and prioritized according to the organization's portfolio selection criteria.
105	Facilitates Portfolio Development to ensure that an optimal IT investment portfolio with manageable risks and returns is selected and funded.

Distribution Portfolio Management (DPfM)

The ability to apply DOD Portfolio Management methodologies to analyze, select, control and evaluate systems, programs & initiatives to deliver required for Distribution (Sustainment & Force Movement) IT capabilities.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

106	Executes Portfolio Performance Management to ensure that each IT investment portfolio achieves its cost, benefit, schedule, and risk (CBSR) expectations.
-----	---

End-to-End Analysis (Manufacturer-Supply-Transportation-Theater Distribution)

The ability to view the entire supply chain process and pinpoint areas for improvement across the pipeline.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

107	Collaboratively develops and applies corrective measures to problems in the supply chain in order to optimize distribution.
108	Articulates how force flow analysis can improve the sourcing and movement process for forces (military personnel, weapon systems, equipment, and necessary support).
109	Directs Performance Based Logistics (PBLs) to contract for supplies and/or management characteristics based on incentives.
110	Analyzes the requirements and business rules of a commodity to identify potential problems.
69	Applies commercial and government best practices for distribution.
227	Conducts logistics supportability analysis in a joint operations environment to determine plan feasibility.

Joint Capabilities Development , Budgeting and Acquisition Proficiency

The ability to apply/leverage the Joint capabilities development, budgeting and acquisition processes to identify improvements to existing capabilities and develop new warfighting capabilities.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

275	Able to identify and quantify within the Concept Development & Experimentation (CD&E) process joint capabilities required to achieve military objectives.
112	Employs Functional Area Analysis (FAA) to identify the operational tasks, conditions, and standards needed to achieve military objectives.
113	Employs Functional Needs Analysis (FNA) to assess whether current capabilities can achieve identified tasks, identify a list of capability gaps.
114	Employs Functional Solutions Analysis (FSA) to assess potential approaches for closing gaps.
115	Follows the Joint Capabilities Integration & Development System (JCIDS) process to improve or update Joint DOTMLPF change recommendations and ensure materiel needs are incorporated into associated capability documents.
276	Initiate collaborative actions to transition transformational enhancements and ensure life cycle sustainment.
277	Demonstrates the ability to review organizational budgets for appropriate funding support and make recommendations to address capability gap shortfalls within the FYDP.

In-Transit Visibility (ITV)/ Asset Visibility

Has the ability to optimize tracking of identity, status, and location of Department of Defense units, and non-unit cargo (excluding bulk petroleum, oil, and lubricants) and passengers; patients; and personal property from origin to consignee or destination across the range of DOD operations.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

116	Applies process engineering principles in order to analyze unusual or unexpected ITV data.
117	Implements knowledge of automatic identification technology (AIT) (e.g., bar codes, RFID, CAC, satellite technology, optical memory cards (OMC), etc.) to enhance data capture and tracking of assets.
119	Analyzes shipment data to improve accuracy and timeliness of deliveries and obtain current status.
259	Extract and evaluate ITV data from multiple systems to determine accuracy and consistency of ITV information.

REGIONAL COCOM STRATEGY & INTEROPERABILITY

Joint Theater Logistics	
Enhances the RCC's joint warfighting capability by integrating and coordinating deployment and distribution operations in the theater. Optimizes information flow between multiple organizations, including Coalition, Agencies, Non-Governmental Organizations (NGOs) and other private entities.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
190	Monitor specific deployment & redeployment process, and recommend process improvements.
191	Identifies Intra-theater movements based on: Distance between POD & destination, required delivery date (RDD), mode-source available, and availability of HN support.
192	Explains link between strategic and intra theater Time-Phased Force & Deployment Data (TPFDDs). Tracks ULN movements from strategic to tactical arenas. Tracks intra theater movements using available tracking systems (ITARS, JTRs, etc.).
193	Explains Fragmentary Orders and impact on airlift.
194	Monitor and analyze policies and procedures for container management.
118	Demonstrates proficiency in navigating ITV systems of record as well as source systems. (IDE/GTN, BCS3, SMS, etc.).
196	Maintain contact with Division Reutilization & Marketing Service (DRMS) and assist with new retrograde requirements.
197	Identifies nodes and connections supporting the movement of sustainment cargo.
198	Coordinates with transportation providers to confirm capacity of nodes.
199	Identifies inbound Time-Phased Force & Deployment Data (TPFDD) force and sustainment flow within the Earliest Arrival Date-Latest Arrival Date (EAD-LAD) window by mode-source.
200	Identifies materials backlogs at nodes and connections.
201	Optimize retrograde movement of pallets and containers.
234	Negotiates and defines Joint Deployment Distribution Operations Center (JDDOC) reporting relationships and Lines of Communication with gaining RCC as appropriate.
235	Understands the reality and impact of site activation/beddown decisions (TPFDD) simultaneously with the need for sustainment actions (non-TPFDD).
236	Understands the use of inter-theater airlift/sealift for Time-Phased Force & Deployment Data (TPFDD) flow simultaneously with the need for an intra-theater distribution plan.

Joint Theater Logistics

Enhances the RCC's joint warfighting capability by integrating and coordinating deployment and distribution operations in the theater. Optimizes information flow between multiple organizations, including Coalition, Agencies, Non-Governmental Organizations (NGOs) and other private entities.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

237	Understands the requirements for Materiel Handling Equipment and specialized personnel to accommodate site activation/beddown decisions.
202	Analyzes risk of hostile environments to reduce threat.
238	Manages surface operations such as assessing distribution infrastructure and ports, inland management of intermodal platforms, and movement control to forward supply points. (Army)
239	Establishes a joint IT environment by standardizing technologies, data formats, and associated Tactics, Techniques, and Procedures (TTPs).
240	Manages operations such as assessing distribution infrastructure and ports and establishing aerial ports. (Air Force)
241	Performs Distribution Node (physical constraint) analysis.
242	Jointly manages and optimizes air and surface processes to open a new port.
243	Links operational to tactical movements.

Host Nation Support

Determines how anticipated host nation support will impact logistics.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

168	Analyzes Host Nations Procurement (services/supplies) availability to reduce the US military logistics footprint.
169	Researches host nation strategic transportation availability and procurement processes. Considers strategic impact to neighboring countries.
170	Is familiar with Acquisition and Cross-Servicing Agreement (ACSA) in order to exchange logistics support, supplies and services (LSSS) with host nations and coalition partners.
171	Explains theater distribution plans as they affect acquisition, contracted workforce, etc.
172	Utilizes IT for coalition logistics planning, evaluates coalition resources.
173	Explains basic concept supporting requisition/movement of Foreign Military Sales shipments.

Coalition Operations

Understands the skills necessary for operations involving more than one country unified under a single command.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

214	Assesses the logistics capabilities of multinational partners in order to effectively leverage the abilities of the foreign nations
215	Coordinates with host nation customs officials in an effort to reduce red tape associated with importing cargo.
216	Integrates operations with the host nation government in order to share highways, railroads, and inland waterways for purposes of cargo and unit movements.
217	Explains agreements specific to other countries such as Acquisition and Cross-Servicing Agreement (ACSA) in order to establish logistics support.

ORGANIZATIONAL RELATIONSHIPS IN A JOINT ENVIRONMENT

Multinational Relationship Management

Demonstrates the skills necessary for operations involving more than one country through a coalition arrangement or by directly supporting a foreign nation.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

218	Studies the cultural background of a nation to ensure that local customs are respected.
247	Understands multinational involvement in US logistics systems, authority to utilize various logistics programs and foreign nation automated and technical capabilities.
267	Studies relationships with foreign nations to determine how distribution efforts may be impacted.

Service-to-Service Interoperability

Understands how services interact in a joint environment. Includes how differences in policies, procedures, and terminology are resolved.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

219	Recognizes the different strengths and limitations of each Service's capabilities and how they are applied and can integrate in an operational setting.
-----	---

Joint Deployment and Distribution Enterprise Relationship Management

Manages relationships with DOD, Non-DOD Government Agency and Commercial partners to optimize Supply Chain performance and deliver high value/precision to the Customer.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

268	Understands the roles and responsibilities of all Joint Deployment and Distribution Enterprise (JDDE) partners (DOD, Non-DOD Government Agency and Commercial).
269	Recognizes the priorities of all partners and how they affect DOD logistics.
270	Develops and manages mutually beneficial relationships with JDDE partners.

JOINT DEPLOYMENT AND DISTRIBUTION LEADERSHIP

Risk Management	
Understands the process of balancing mission needs against the hazards involved, thereby managing risk.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
203	Incorporates information provided by Intelligence into planning tasks.
244	Integrates risk control procedures into plans, orders, standing operating procedures, and training.
245	Modifies operational procedures to minimize risk exposure consistent with mission needs.
246	Assesses the effectiveness of risk management controls in order to use lessons learned to modify future missions.

Understanding Organizations, Cultures, Individuals	
Understands how the differences between and relationships with organizations, cultures, and individuals can influence joint operations.	
KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)	
204	Studies organizations to understand their differences and similarities in order to build cohesion.
205	Develops relationships with National Partners to gain knowledge of their capabilities and priorities.
206	Describes (in-depth) the capabilities of all services and how their differences affect operations.
207	Utilizes existing Intelligence resources to understand organizational and cultural agendas.
248	Understands the roles and responsibilities of logistics executive agents (e.g. fuels, subsistence, and medical).

Joint Leadership

Facilitates the achievement of DOD goals by providing direction and guidance to the joint force, focusing on strategic and operational aspects.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

208	Strives to improve cross-cultural communication by studying how people from different cultures communicate with each other.
209	Recognizes and adapts to agendas and manages perceptions in a multi-cultural environment.
210	Develops innovative solutions, thinking in time and context within the complex environment to bring about desired effects.
211	Accesses and applies resources without ownership.
212	Builds teams at the strategic level through influence, collaboration, negotiation, and consensus building.
213	Considers cultural aspects when making decisions that affect a multi-national force.

Deployment and Distribution Strategy

Considers near term requirements, long term priorities and evolving conditions when developing deployment and distribution strategies to meet customer needs.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

272	Interprets external environmental factors to determine global impacts on deployment and distribution.
273	Creates strategic and operational logistics plans based overall DOD strategic vision.
274	Determines the operational impact of emerging technologies and changing distribution channels.

MEASURES & PERFORMANCE MANAGEMENT

Supply Chain Performance Management

Understands key performance measures that drive Supply Chain results. Translates enterprise objectives into organization, directorate, branch, team and individual measurable key performance indicators.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

120	Explains the factors behind metric results such as speed, cost, reliability, responsiveness, flexibility. Explains the trade-offs and how to find the right balance point.
121	Performs Total Cost of Ownership Analysis. Identifies and analyzes total cost of ownership components of materials and services for a defined category. Understands the drivers of total cost and uses this key input to drive sourcing strategies.
122	Contributes information to the Supply Chain Balanced Scorecard, Category Scorecards, Organizational scorecard, etc.
123	Incorporates key performance measures into the Commanders Dashboard, which drive Supply Chain results such as Time Definite Delivery (TDD), Total Asset Visibility (TAV), Deployment Delivery, and Customer Wait Time (CWT).
228	Knowledge of mathematical modeling, statistical analysis, linear and nonlinear programming, simulation, decision theory, and probability theory to design, conduct and lead technical analyses and studies.

Key Performance Metrics

Identifies, develops, and analyzes the financial Key Performance Indicators (KPIs) for measurement across the supply chain. Includes both the financial and program variances and trends.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

124	Translates enterprise objectives into team and individual measurable key performance indicators.
125	Uses knowledge of Key Performance Indicator inputs to identify opportunities for improvement.
126	Compares metrics against CJCSM standards and determines cost of missed goals.
127	Develops and analyzes cargo capacity measures to provide better estimates of system capacity; uses those refinements to assess long term resource needs (aircraft, control systems, people, maintenance, etc.).
128	Assesses effect of distribution processes, for example, the confidence levels of the customers as observed through the reduction in duplicate orders and excess inventory.
129	Studies historical metrics in an effort to predict trends.

Key Performance Metrics

Identifies, develops, and analyzes the financial Key Performance Indicators (KPIs) for measurement across the supply chain. Includes both the financial and program variances and trends.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

130	Analyzes metrics that the DOD is not meeting in order to propose solutions.
229	Uses technology to perform analytical processing and data manipulation.
230	Organizes and leads teams engaged in studies of complex logistics issues and problems.
231	Ability to design and build complex, sophisticated decision models.
260	Identify DOD/Service enterprise level performance objectives and output goals.

Budget Administration

Demonstrates a basic knowledge of how budgets impact JDDE operations.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

131	Provides advice, assistance, and guidance on budgeting and related information.
133	Determines trends in spending and forecasts annual funding needs.
134	Gathers, assembles, and analyzes data to prepare budget estimates, develop alternatives, and make recommendations to resolve budget/funding problems.
135	Explains commonly used budgetary methods, practices, procedures, regulations, policies, and processes to formulate, justify, and execute the budget.
261	Incorporate command transportation distribution and Supply Chain Management requirements into unit, service, COCOM level budgets and POM process.

Financial Relationship Management

Understands the financial ramifications of everyday logistics activities and applies this knowledge to spending decisions.

KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

136	Optimizes billing processes to ensure accurate financial accountability of specific organizations within the JDDE.
138	Explains how the DOD obtains and allocates funding and the relationships involved.
139	Considers the costs associated with each shipping method when selecting transportation mode in an effort to balance expense with urgency.
140	Determines whether supplies are available locally, or within theater, before ordering from US suppliers in an effort to improve efficiency.
141	Explains transportation payment process used for payment to commercial carriers.
262	Liaison with comptroller representatives in financial accounting and accounts payable to properly setup distribution, transportation and supply chain business activities.