

# **SWO AP Informational Brief**



## **SWO AP Cadre**

**September 2022**

**RDML Eric Ver Hage**

SWO AP Mentor Group Flag Co-Lead

**RDML Kevin Byrne**

SWO AP Mentor Group Flag Co-Lead

**CAPT Tyson Young**

SWO AP Mentor Group Community Manager

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SWO AP Mentor Group Assistant Community  
Manager

**Ms. Kara Sartain**

SWO AP Mentor Group Support

# *Agenda*

- **Competencies and Value Proposition**
- **Who We Are**
- **Career Planner**
- **SWO AP Metrics**
- **Program Management Certification Standards**
- **Initiatives**
- **AP Facts**
- **AP Service**
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# Competencies and Value Proposition

- Significant leadership experience to include Command
- Acquisition experience
- Bring significant operator/warfighter's perspective to:
  - Leadership and management
  - Product development
  - Modernization & sustainment
  - Test & evaluation
  - Risk management
- Blend of technical and tactical acumen
- A different network / fleet reach-back



# Who We Are

- Candidates

- Officers who screen CDR CMD on (1st or 2nd look) or through self-nomination and demonstrate level of interest, education, and acquisition experience are selected and added to the SWO AP Cadre
- Designations made post-board by PERS-41 and the SWO AP Cadre representative
- Record annotated, Flag and O-6 mentors assigned, and detailed to Program Office

- Members

- Formal entry during bi-annual Eligibility Selection Panel (Flag chaired and PERS41 endorsed)
- Must be CDR CMD screened, completed ACQ 1010 and commit via written statement
- If selected, official record annotated and SWO AP cadre assumes detailing responsibilities



# Rank & Last Name

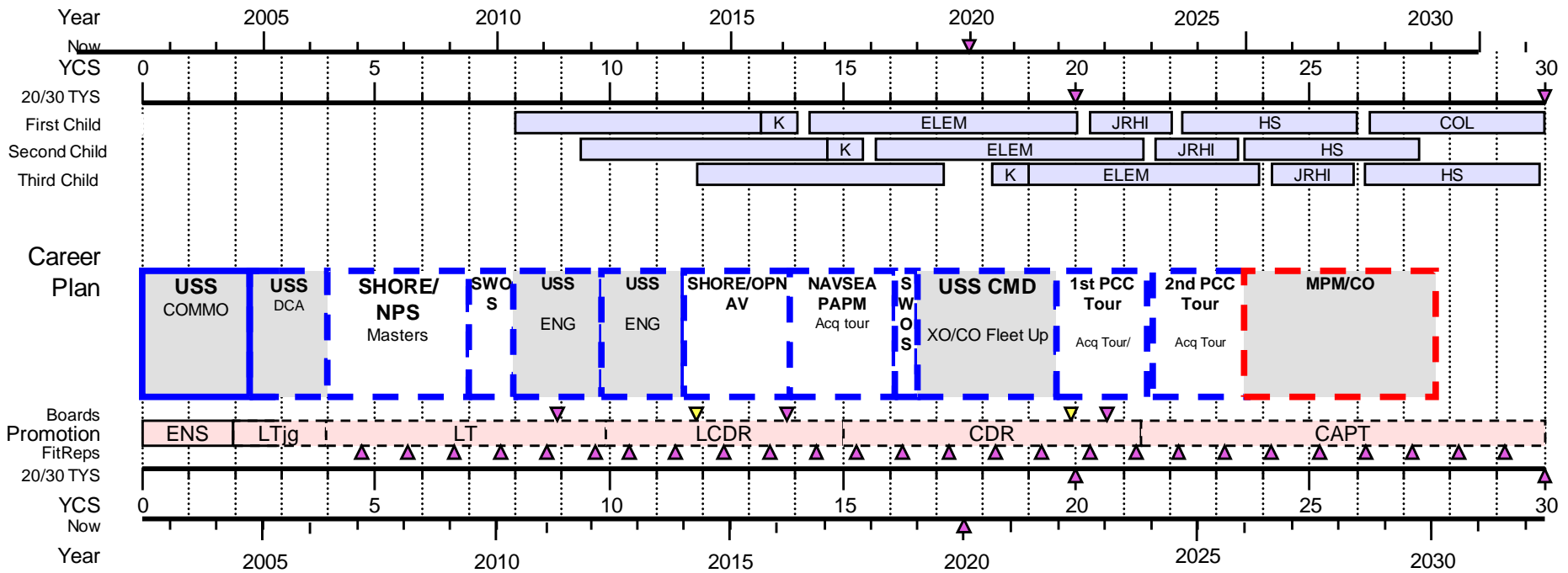
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Command

## SWO AC Career Planner

Career Goal: Major Program Manager

AP Status: Full AP Member



- PM Level 1 AC Candidate
- PM Level 2 AC Eligible
- PM Level 3 Full AC Membership
- Major Program Manager



Enter/Edit Data

# **SWO AP Metrics**

## **Cadre Demographics - 123 Total SWO APs**

- **62 Members; 31 Fully APM qualified**
- **61 Candidates; 26 selected**
- **15 MPM / NSWC COs**
- **35 Commanded Afloat (15 twice)**
- **6 CO SM (BMU, NRD, NECFC, MSRON)**
- **Stockdale Award winners / finalists: 3**
- **Close to 50/50 split between technical, MBA or Business Degrees (some have both)**
- **2 RDMLs, 33 CAPTs, 57 CDRs, 27 LCDRs, 4 LTs**

### **FY22 CDR CMD Board (1st/2nd Look Screened):**

**51 SWO AP volunteers, 19 screened O-5 command,  
14 chosen as SWO AP Candidates**

# Program Manager Certification Standards

ASN (RD&A) | DON DAWIA Operating Guide | 07 July 2022

Table 4-6

PROGRAM MANAGEMENT (PM)		
Certification Tier	Practitioner	Advanced
Experience	4 years of relevant acquisition experience with evidence of demonstrated proficiency in PM competencies.	8 or more years of relevant program management experience, with at least 2 of these years with cost, schedule, and performance responsibilities in a program management office (must be in a PEO, PMA, PMS, PMW, PMM, IWS, SUPSHIP, PMR, MDA, or NRO).
	AWF personnel in PM coded positions may count prior acquisition experience in other non-PM functional areas as credit toward the experience requirements for certification in the PM functional area. This includes experience from legacy career fields (i.e., IT, PQM, etc.).	
Training	<a href="https://icatalog.dau.edu/onlinecatalog/CareerLvl.aspx">https://icatalog.dau.edu/onlinecatalog/CareerLvl.aspx</a>	
Education	Technical degree preferred	
Assessment	Comprehensive Exam	
Certification Currency	80 CL points every 2 years	
Grace Period	5 years	4 years



# *Initiatives*

- **Continue to strengthen relationships and presence across the acquisition enterprise**
  - Expansion into maintenance, shipbuilding, NAVWAR, PEO MLB
  - Sustain IWS, In-Service, Warfare Centers, DASN RDT&E, etc.
  - TDY opportunities for growth/experience
- **Sync with RDA, PMD, NAVSEA, CNSF, PERS41, and PEOs to ensure balance/alignment with Navy needs**
- **Embed Warfare Tactics Instructors (WTI) into three IWS Program Offices starting in FY23 (IWS 1.0, 5.0, X)**
- **Coord w/ unfilled billet owners to facilitate reallocation**
- **Continue incorporation of SWO(N) APs**
- **Strengthened community metrics**



# ***AP Facts***

- **Maintain SWO 1110 designator (SWO first)**
- **Successful CDR CMD tour required**
- **Goal to serve in at least one MPM / Warfare Center CO**
- **Will serve with CIV/1440s (and compete for MAJCMD)**
- **To obtain APM (earn AQD of APM once qualified):**
  - **O-4 or above**
  - **DAWIA Certified (in Program Management)**
  - **Baccalaureate or grad degree (w/ at least 12 credits in business/technical degree) \*12 months acq related credit can be awarded**
  - **48 months of documented acq exp**
  - **URLs can obtain credit for O-5 / O-6 Commanding Officer Tours**

# ***AP Service***

- **Health of SWO AP Cadre is strong in terms of both numbers and talent**
- **Top talent throughout cadre (1st/2nd look screen for milestones, promote and serve as Major Program Managers and Commanding Officers)**
- **More than half had early command**
- **Earn certifications/qualifications in Program Management**
- **Serve in NAVSEA / NAVWAR / NSWCs**
- **Compete and serve as MPMs / COs**
- **Potential for geographic stability – Positions available in San Diego and DC area.**

# Helpful Links

- **Defense Acquisition Workforce Improvement Act, Title 10 (2013)**

<http://uscode.house.gov/view.xhtml?path=/prelim@title10/subtitleA/part2/chapter87&edition=prelim>

- **Navy eDACM**

<https://www.atrrs.army.mil/Channels/navyedacm/Public/Login>

- **DAU iCatalog**

<https://icatalog.dau.edu/>

- **DAU Back-to-Basics**

<https://www.dau.edu/back-to-basics>

- **Defense Acquisition Credentials**

<https://www.dau.edu/faq/Pages/DAU-Credentials.aspx>

- **Officer Quick Reference Guide V4, Nov 2021**

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Acquisition/>

# Cadre Management Team

- **SWO AP OCM Military Lead**  
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# SWO AP



Questions?