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

CDR Chris Gahl
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
• Helpful Links
• OCM Contact Info
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
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

Table 4-6

<table>
<thead>
<tr>
<th>Certification Tier</th>
<th>Practitioner</th>
<th>Advanced</th>
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<tbody>
<tr>
<td>Experience</td>
<td>4 years of relevant acquisition experience with evidence of demonstrated proficiency in PM competencies.</td>
<td>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).</td>
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<tr>
<td>Training</td>
<td><a href="https://icatalog.dau.edu/onlinecatalog/CareerLvl.aspx">link</a></td>
<td>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.).</td>
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<tr>
<td>Education</td>
<td>Technical degree preferred</td>
<td></td>
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<tr>
<td>Assessment</td>
<td>Comprehensive Exam</td>
<td></td>
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<tr>
<td>Certification/Currency</td>
<td>80 CL points every 2 years</td>
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<tr>
<td>Grace Period</td>
<td>5 years</td>
<td>4 years</td>
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• 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
• 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)

• 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**
  CAPT Tyson M. Young
  Program Manager - DDG 1000 Integrated Combat Systems (IWS 9)
  SWO AP URL Community Manager
  tyson.m.young.mil@us.navy.mil

• **SWO AP OCM Assistant Manager**
  CDR Christopher A. Gahl
  PEO IWS 80 Portfolio Director
  christopher.a.gahl.mil@us.navy.mil

• **SWO AP OCM**
  Kara K. Sartain
  kara.k.sartain.ctr@us.navy.mil
Questions?