Surface Warfare Officer
Acquisition Professional Cadre

Spring 2021
SWO AP Core Competencies

- Significant leadership experience to include Command-at-Sea
- Acquisition experience
- The ability to bring an operator/warfighter’s perspective to:
  - Requirements definition
  - Test and evaluation
  - Sustainability
  - Risk management
- Blend of technical and tactical acumen
Established in 1990, the AP is a pool of highly qualified Acquisition Work Force (AWF) personnel that fill Critical Acquisition and Key Leadership Positions

IAW FY20 NDAA, Defense Acquisition Corps (DAC) was terminated to be replaced by Acquisition Professional Membership (APM) in 11 Feb 2020 memo

The AP Cadre is required by law. The Defense Acquisition Workforce Improvement Act (DAWIA) required DoD to establish requirements and certification processes for the Acquisition workforce

There are specific Title 10 Acquisition Corps membership requirements for education and experience

All DoD Components meet this requirement through a Certification Process that determines that a member meets the education, training, and experience standards

Additionally, the Surface and Submarine Warfare officer communities require that members must have been screened for O-5 Commander Command

Uniformed and Civilians must meet same standards

AP membership is recognized by all DoD Components. Officers who do not yet meet AP requirements may request to be screened “Acquisition Eligible” by a semi-annual Flag panel
RECRUIT
- Any SWO, regardless of rank, may express interest in the community
- Those with potential are added to roster and assigned a mentor
- No formal request required, no documentation in Officer’s record

CANDIDATE
- Officers who screen CDR CMD on 1st or 2nd look eligible for designation (~10-14 per board)
- Criteria/discriminators for designation (after CDR CMD selection):
  - Level of interest, Education, and Acquisition Experience
- Designations made post-board between PERS-41 and the SWO AP Cadre representative
- Record annotated, Flag and O-6 mentors assigned, and detailed to Program Office

ELIGIBLE
- Formal commitment to SWO AP via bi-annual Eligibility Selection Panel (chaired by Flag)
  - Applicants must be CDR CMD screened, completed ACQ 101 and commit to SWO AP in a written statement
- If selected, official record annotated and SWO AP assumes detailing responsibilities

MEMBER
- Concurrent with Defense Acquisition Professional Membership (via eDACM/DAWIA)
- Criteria for selection:
  - PM Level II, appropriate education (technical or business related) and program/Acquisition experience required

WHO WE ARE
SWO AP Cadre = Eligibles + Members
SWO AP Cadre Metrics (Demographics)

- 33 Fully Certified Members
  - 17 Eligibles
  - 51 Candidates

- 13 female (12.9%) and 88 male (87.1%)
  - Only 1 female in 2014; increasing each year
  - First female Major Program Manager seated in 2019
  - First African American Major Program Manager seated in 2020

- Nearly 50/50 split between technical and MBA or business degrees (some have both)

- Stockdale Leadership Award winners/finalists: 2

- FY21 Commander Command Board
  - 51 SWO AP volunteers, 19 screened O-5 command, 14 chosen as SWO AP Candidates
Random Facts

- **Maintain SWO 1110 designator**
  - FITREPs rankings are separate from EDO (1440)

- **Receive 18 months “acquisition related experience” for CO Afloat tour**
  - Enables SWO APs to earn Level III PM certification & compete for MPM/CO positions, reduces amount of coded acquisition billet time required

- **Common to be selected for O-5, O-6, and Major Command at first look**
  - Competed against peer groups for O-4 aboard ships, on Fleet HHQ staffs, OPNAV, SWOS, etc
  - Selected for XO/CO Afloat or Special Mission, then successfully completed those tours, ranked against peers as O-5 COs
# DAWIA Requirements (PM)

## DAWIA PM Certification Roadmap

### Level I: 1 Year of acquisition experience with cost, schedule, and performance responsibilities

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**Note:**
- ACQ101: Pre-requisite

### Level II: 2 Years in program management with cost, schedule, and performance responsibilities

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**Notes:**
- ACQ202: Pre-requisite
- ACQ101: Pre-requisite
- PMT2520: Pre-requisites
- PMT257V: Pre-requisites
- CON121: Recompletion
- CON124: Recompletion

### Level III: 4 years in Program Management with cost, schedule, and performance responsibilities; at least 2 years in a program office for system development and acquisition or similar organization (dedicated matrix support to a PM, PEO, DCMA program integrator, or supervisor of shipbuilding). These 2 years may run concurrent with the preceding 4 year requirement.

**Option:**
- DAWIA certification in another acquisition career field: 2 years in program management with cost, schedule and performance responsibilities; and 2 years in a program office for system development and acquisition or similar organization (dedicated matrix support to a PM, PEO, DCMA program integrator, or supervisor of shipbuilding). These 2 years may run concurrent with the preceding Level III or 2 year requirements.

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**Notes:**
- CLM005: Pre-requisite
- EN101: Pre-requisite
- PMT120: Pre-requisite
- ACQ101: Pre-requisite
- PMT355: Pre-requisite
- PMT360: Pre-requisite

**Legend:**
- Dashed line indicates on-line course.
- Solid line indicates resident course.
- Green indicates change effective FY21.
- Yellow indicates change during FY21.

**Effective:** 10/20/20

*Version 2*
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