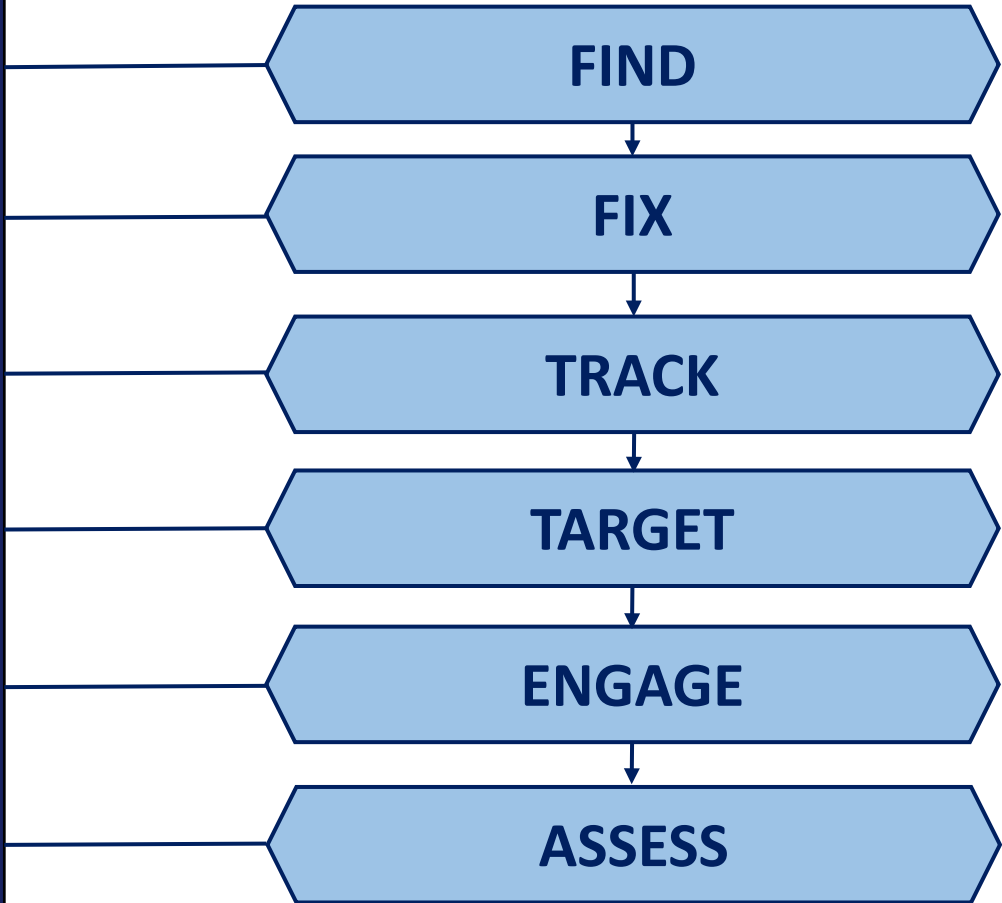




Aerospace Engineering Duty Officer (AEDO) Overview



NAVAL AVIATION “KILL CHAIN”



What steps were required to ensure that the proper weapon system was delivered to the war-fighter?



ACQUISITION PROCESS

User Needs

Technology Opportunities
and Resources

Material Solution

Technology
Development

Engineering and
Manufacturing

Production and
Deployment

Operations and
Support



The Navy has a dedicated corps of Naval Aviators with relevant Fleet experience integrated into this process:

Aerospace Engineering Duty Officers (AEDO)



AEDO MISSION & VALUES

- **Who We Are and What We Do:**
 - We are skilled Acquisition professionals with a combination of technical and business knowledge. We possess up-to-date and applicable Fleet experience and leadership, which we apply to the whole life-cycle of our military systems
- **How We Do It:**
 - Our role is to offer both technical and business guidance to connect the acquisition workforce with the Fleet, guaranteeing that the warfighter receives the necessary resources promptly and within the allocated budget.
- **3 Lines of Effort**
 - Program Management – Complete life-cycle support for aviation products (NAVAIR, NAVWAR, ONR)
 - Test & Evaluation – Developmental and Operational Test (Patuxent River, China Lake, Point Mugu)
 - Fleet Support – Fleet Readiness Centers (FRC), Defense Contract Management Activities (DCMA), and Type Commanders (TYCOM)





WHO WE ARE

- ✓ Fleet experienced
- ✓ Aviation qualified
- ✓ Technical and business educated
- ✓ Acquisition Managers
- ✓ An essential part of the NAE



COMBINING ACQUISITION AND FLEET EXPERIENCE TO LEAD THE
DEVELOPMENT, ACQUISITION AND LOGISTICS SUPPORT OF FLEET
AEROSPACE SYSTEMS

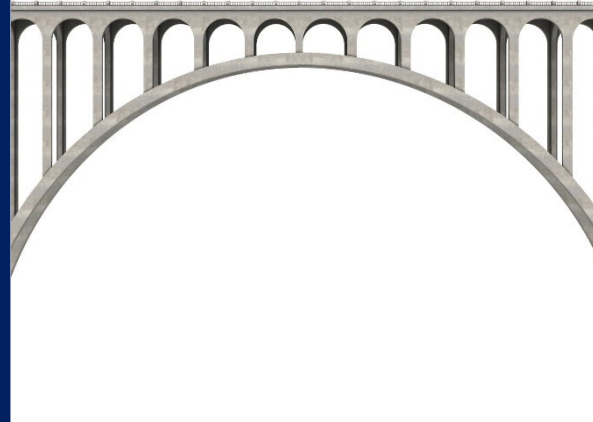


What Do AEDOs Do? We Bridge The Gap

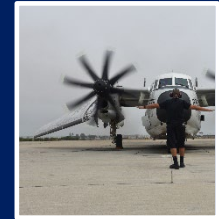
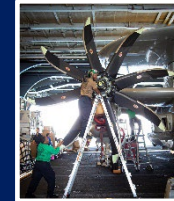
DEFENSE ACQUISITIONS WORKFORCE



AEDOs



FLEET



AEDO's

- Understand the USN/USMC mission requirements because we have performed the mission
- Are trained acquisition professionals that understand the Defense Acquisition Process
- Serve as the fleets representative in the acquisition process bridging the gap between the acquisition workforce and the fleet ensuring that the warfighter receives the necessary resources.



AEDO LINES OF EFFORT & COMMAND OPPORTUNITY

Program Management

Test & Evaluation

Fleet Support



NAVAIR

NAVWAR

ONR

TEST ACTIVITIES

FRCs

DCMAs

40+ MAJOR O-6 SYSCOM CMDs

PAX RIVER

CHINA LAKE

PT MUGU

2 O-6 CMDs
7 O-5 CMDs

5 O-6 CMDs
2 O-5 CMDs

5 O-6 CMDs
3 O-5 CMDs

Competition from other designators, services, and civilians



PROGRAM MANAGEMENT

- Cradle-to-grave life cycle support for aerospace systems:
 - Aircraft & associated weapon systems
 - Avionics
 - Space systems
- Responsible for \$ billions in Research, Development, Test and Evaluation (RDT&E), Procurement, and Sustainment
- Interface with OPNAV sponsors, defense contractors, ASN(RDA), Congress, inter-service and multi-agency



Major Program Manager = Potential Flag Maker



TEST AND EVALUATION

- **Naval Air Warfare Centers (NAWC)**
 - **Weapons Division (NAWCWD) - China Lake, CA**
 - NTWP: VX-30 (Pt. Mugu) & VX-31 (China Lake)
 - **Aircraft Division (NAWCAD) – Pax River, MD**
 - NTWL: VX-20, HX-21, VX-23, UX-24 & USNTPS
 - **Training Systems Division (TSD) – Orlando, FL**
 - **NAVAIR Lakehurst, NJ**
- **Operational Test at VX-1 (Pax River) & VX-9 (China Lake)**
- **ONR, DARPA, NRL (Washington, D.C.)**





PRODUCTION

FLEET READINESS CENTERS (FRC)

- **Hands-on production facilities:**
 - Hundreds of civilians
 - Dozens of military
 - Budget: \$ millions
- **Responsible for Aircraft Modifications, Depot Level Maintenance (PMIs / ISRs), Systems Engineering**
- **Fleet Readiness Centers (FRCs):**
 - Mid-Atlantic (Oceana, VA) *
 - East (Cherry Point, NC) *
 - Southeast (Jacksonville, FL) *
 - Southwest (North Island, CA) *
 - West (Lemoore, CA) *
 - Northwest (Whidbey Island, WA)
 - Western Pacific (Atsugi, Japan)



***O-6 FRC CO = Potential Flag Maker**



PRODUCTION

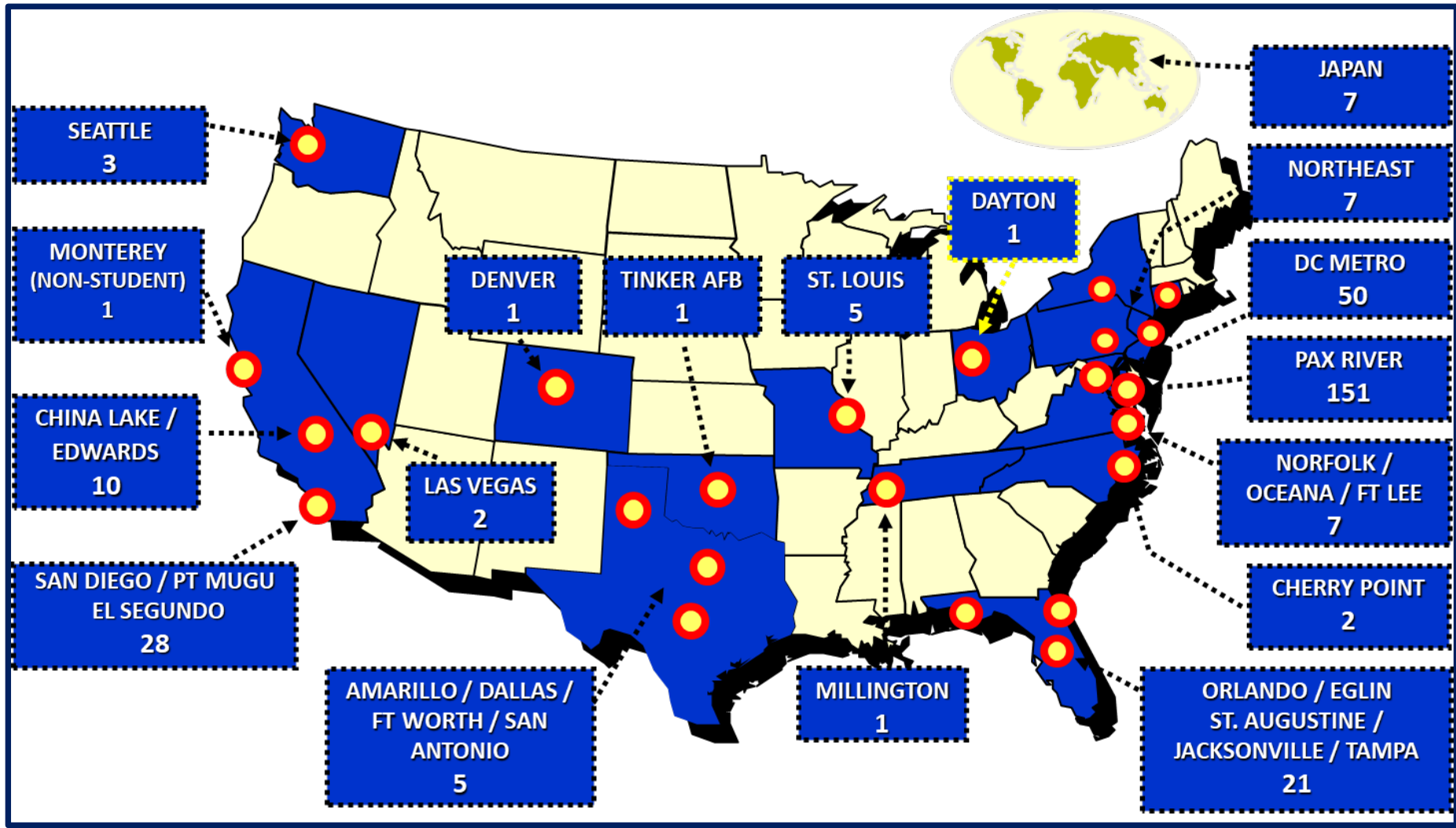
DEFENSE CONTRACT MANAGEMENT AGENCY (DCMA)

- Oversight of government contracts at major aircraft & weapon systems production facilities
- AEDOs perform acceptance test flying prior to government purchase
- Quality assurance at contractor facilities
- Program integration between NAVAIR and contractor (CONUS / OCONUS)
- Locations:
 - Amarillo, TX
 - Atsugi, Japan
 - Fort Lee, VA
 - Fort Worth, TX
 - Hartford, CT
 - St. Louis, MO
 - Owego, NY
 - San Antonio, TX
 - Seattle, WA
 - St. Augustine, FL
 - Stratford, CT



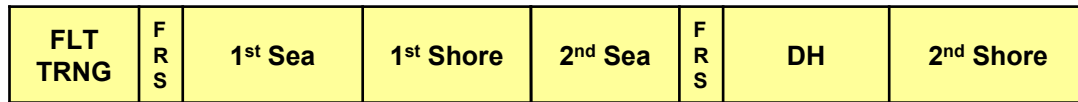


AEDO GEOGRAPHIC DISTRIBUTION





AEROSPACE ENGINEERING DUTY OFFICER CAREER PROGRESSION



URL Career Path

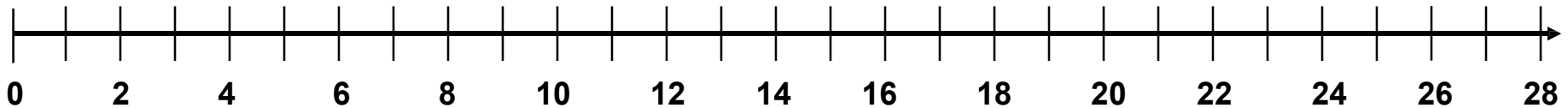
Lateral Transfer Window
URL on-ramp to AEDO at 8 - 17 YCS

DPM: Deputy Program Manager	CFO: Chief of Flight Operations
APMSE: Assistant Program Manager of Systems Engineering	GFR: Government Flight Representative
IPTL: Integrated Product Team Lead	FRC: Fleet Readiness Center (Gov't organic depot)
ASPO: Avionics Systems Project Officer	PSO: Production Support Officer
Proj O: Project Officer	DCMA: Defense Contract Management Agency
DH: Department Head	QAO: Quality Assurance Officer
PC: Platform Coordinator	FTD: Flight Test Director

AEDO Career Path



AEDO career paths are tailored based on accession timing, diversity of experience, and acquisition lines of effort



Typical Billets / Quals

<p>Fleet DH</p> <p>FS&P: DCMA CFO, GFR, FRC PSO</p> <p>PM: APMSE, ASPO, IPTL</p> <p>T&E: DH, PC, Project Officer</p>	<p>Command or Screen Board: Test Squadron Command Acquisition Shore Command FRC Production Officer</p> <p>APMSE, DPM, FRC QAO or FTD, IPTL, or TYCOM class desk</p>	<p>Major Command: Major Program Manager Major Acquisition Shore Command</p> <p>Principal DPM Senior Flag/ASN Staff SYSCOM Military Director</p>
<p>DAWIA Practitioner or Foundational</p>		<p>DAWIA Advanced or Practitioner</p>
<p>Acquisition Professional Membership Master's degree, business or technical preferred</p>		



AEROSPACE ENGINEERING DUTY OFFICER COMMUNITY VALUES

- **AEDO is a lateral transfer-only community with accessions solely from warfare-qualified Aviation (13XX) officers who support three major acquisition lines of effort, each of which are equally weighted and important:**
 - **FS&P: Fleet Support and Production (DCMA, FRC, TYCOM Class Desk)**
 - **PM: Program Management (ASN, F-35 JPO, NAVAIR, NAVSEA, NAVWAR, OPNAV)**
 - **T&E: Test & Evaluation (HX/UX/VX Squadron, Test Wing, USNTPS)**

- **Valued achievements prior to LIEUTENANT COMMANDER**
 - **Superior performance in operational and/or acquisition tours**
 - **Aviation Warfare qualifications and designations commensurate with community**

- **Valued achievements prior to COMMANDER**
 - **Superior performance in operational and/or acquisition LCDR experience tours**
 - **Timely completion of LCDR experience tours or acceleration to CDR leadership tour**
 - **Diversity of experience desired across operational, FS&P, PM, and/or T&E**
 - **Master's degree desired, business or technical preferred**
 - **DAWIA Practitioner or Foundational certification, commensurate with acquisition time**

- **Valued achievements prior to CAPTAIN**
 - **Superior performance in AEDO command or screen board positions (limited opportunities) and/or listed acquisition leadership tours with significant authority, responsibility, and accountability**
 - **Diversity of experience across operational, FS&P, PM, and/or T&E**
 - **Master's degree complete, business or technical preferred**
 - **DAWIA Advanced or Practitioner certification**
 - **ACQ Full Qual (APM) AQD – Acquisition Professional Membership**



FLYING / FLIGHT PAY

- Approximately one-third of AEDO billets are DIFOPS
 - Test & Evaluation / FRC / DCMA Primarily; Some PM billets
 - Flying keeps AEDOs in touch with the current technology and missions
 - Transfer to AEDO does not guarantee meeting of flight gates
 - Detailer and OCM will attempt to meet gates, but no guarantees
- **AvIP (FLT PAY) IS NOT AFFECTED BY TRANSFER TO AEDO**





AEDO TIDBITS

- **Great promotion opportunity**
 - ~ 85% to O5 and ~ 60% to O6
- **High command potential**
 - >75% of AEDO O6s have been selected for Command
- **~300 AEDOs**
 - 3 Flags
 - 61 CAPTs
- **1/3 of AEDO Billets are DIFOPS**
- **Maintain Flight Pay**
- **Smaller community = more personalized service and more direct control over your career**
- **Development of Acquisition skills and experience that will be highly valuable upon separation from Active Duty**





HOW TO BECOME AN AEDO

- **Lateral Transfer/Redesignation Board meets 2X per year: Feb/Aug**
 - Board Letter of Instruction (LOI) – published prior to each board
 - CRITICAL APPLICATION INFORMATION – MUST READ PRIOR TO SUBMITTING APPLICATION
 - <https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/>
- **Aviation officers can APPLY for Lateral Transfer / Resignation to AEDO:**
 - w/in 12 mos of MSR completion (winging obligation)
 - w/in 12 mos of AvB completion (bonus obligation)
- **Once SELECTED for LAT XFR, Aviation officers may REDESIGNATE to 1510 (AEDO) no earlier than the later of:**
 - MSR
 - Aviation Bonus (AvB)
 - PRD in URL Billet (operational flying billet, XXX1 or XXX2)
 - Additionally, if selected for promotion as URL, will not be redesignated until after their promotion date but may be detailed depending on above listed criteria
- **AEDO OCM in coordination with Aviation OCM and PERS-43 will handle redesignation timing**



Transfer/Redesignation Board

“Aligning the planets”

- Will your community let you out?
 - T/M/S, Year Group (TG), Designation community restrictions

- VFA, VAQ, VP, HSM, HSC, Etc.
- 1310 vs 1320
- Unlimited OUT Quotas for 1300

- Other aviation commitments

- MSR (Winging Obligation)
 - MUST BE WITHIN 12 MONTHS TO BE ELIGIBLE TO APPLY
- AvB (Aviation Bonus)
 - MUST BE WITHIN 12 MONTHS TO BE ELIGIBLE TO APPLY

COMMUNITIES	23	22	21	20	19	18	17	16	15	14	13	12	11	10	09	08	07	06	05	04	03	02	01	00+	
1110 (SWO)			3	2	6	3	2	2	5	3	1	3	1	1											
1110 (SWO (N))					1	2																			
1120 (SUBS)							1	1			2	1	1												
1210 (NR INST)					1	2																			
1220 (NR ENG)					2																				
1300 (GENAV)																									
1310 YFA																									
1310 VAQ									1	1	1	1	1	1	1	1	1	1	2						2
1310 VAW/VRC									1	1	1														
1310 VP																									
1310 VQ(P)										1	1			1	1	1	1	1	2						2
1310 VQ(T)										1	1	1													
1310 INSL/HSM								1	1	1	1														
1310 IN/HSC										1	1	1		2	1		1	2							2
1310 HSM																									
1320 VFA							1	1	1	1															
1320 VAW							1	1	1	1	1	1	1	1	1	1	1	1	2						2
1320 VP							2	2	2	2	2	2	2	2	2	2	2	2	2						
1320 VQ(T)							2	2	2	2	2	2	2	2	2	2	2	2	2						
1320 VQ(P)							1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
1520 (AMDO)			3	1																					
1810 (CW)																									
1820 (FP)							1	2	1																
3100 (SUPPLY)										1	1	2	1	1											
6XXX (LDO)							1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

Ex. Aug 23

- Out-quotas not published prior to board. Previous out-quotas can be found on the Transfer/Redesignation Board website

- <https://www.mynavyhr.navy.mil/Career-Management/Boards/Administrative/Transfer-Redesignation/Status/>

- Does the AEDO Community have room?

- YG – Available AEDO quotas
 - Senior LT – CDR (no more than 3 years as CDR)
- PERFORMANCE, PERFORMANCE, PERFORMANCE**
- Acquisition experience
- Education (Undergraduate & Graduate)



TRANSFER/REDESIGNATION BOARD MAKE YOURSELF COMPETITIVE

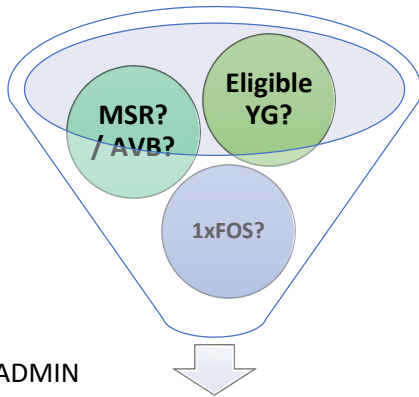
- **Performance (70%)**
 - Sustained Superior Performance
- **Experience (20%)**
 - SYSCOM, Test, DCMA, FRC involvement
 - TPS is NOT a requirement for eligibility but is a common on-ramp/source of acq. experience
 - Acquisition Experience, Special Projects
 - DAWIA training & certification
 - Acquisition Professional Membership
- **Education (10%)**
 - Pursue a Master's Degree (Technical / Business preferred)

Lateral Transfer to AEDO is HIGHLY COMPETITIVE!

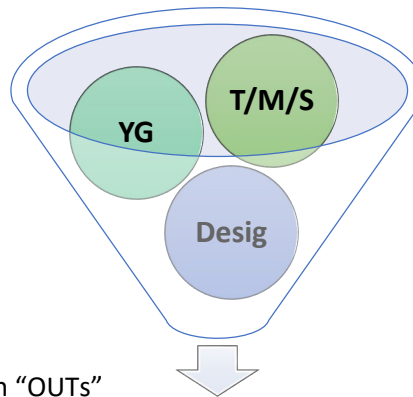


LAT XFER BOARD PROCESS

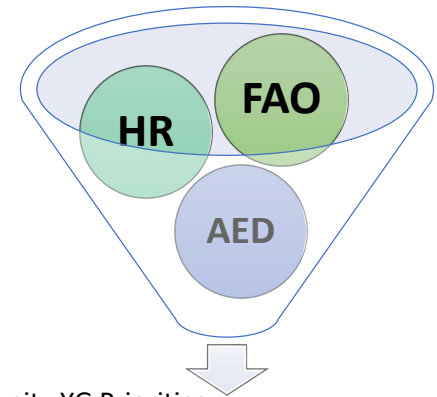
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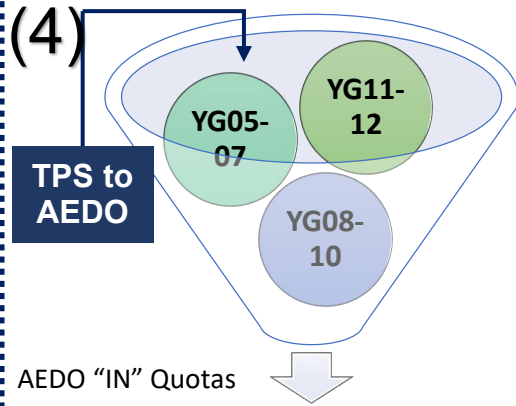
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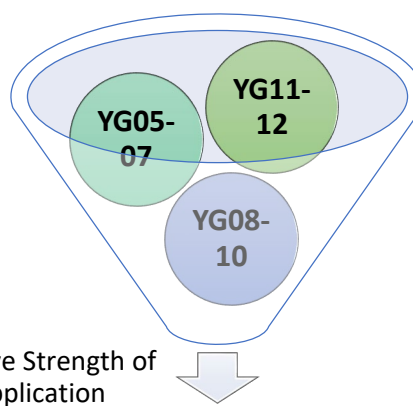
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(5)



(6)

**Board
Selects!**

Strength of Application is NOT the Sole Determining Factor in Selection vs. Non-selection



TPS TO AEDO

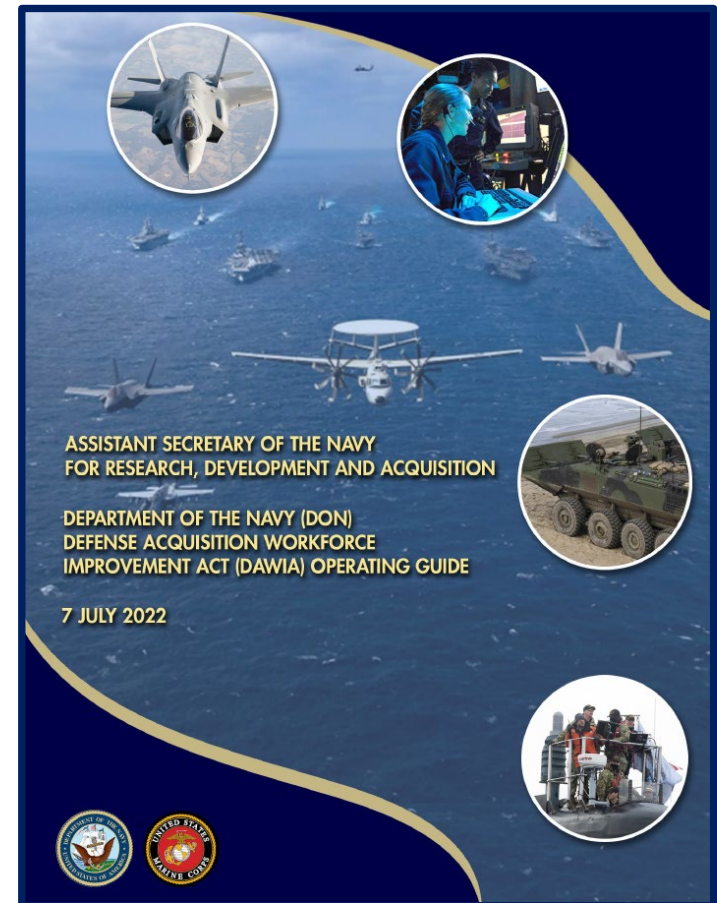
- **TPS Graduates from designated classes (see Board LOI) can apply for redesignation to AEDO regardless of MSR and subject to Aviation OCM approval:**
 - **A maximum of two (2) graduates per Lateral Transfer / Redesignation Board can be chosen for redesignation regardless of MSR commitment**
 - **Allowed out regardless of aviation out-quota with aviation community manager approval**
 - **Graduates WITH community out-quotas and no other restrictions will not count towards the 2 maximum**
 - **If selected, redesignation will occur at the completion of Test Tour**





DAWIA - WHAT IS IT?

- **Defense Acquisition Workforce Improvement Act**
 - **The Defense Acquisition Workforce Improvement Act (DAWIA) was initially enacted by Public Law 101-510 on November 5, 1990. It requires the Department of Defense to establish education and training standards, requirements, and courses for the civilian and military**
- **DoDI 5000.66 – 27 July 2017**
- **DON DAWIA Operating Guide – 07 July 2022**

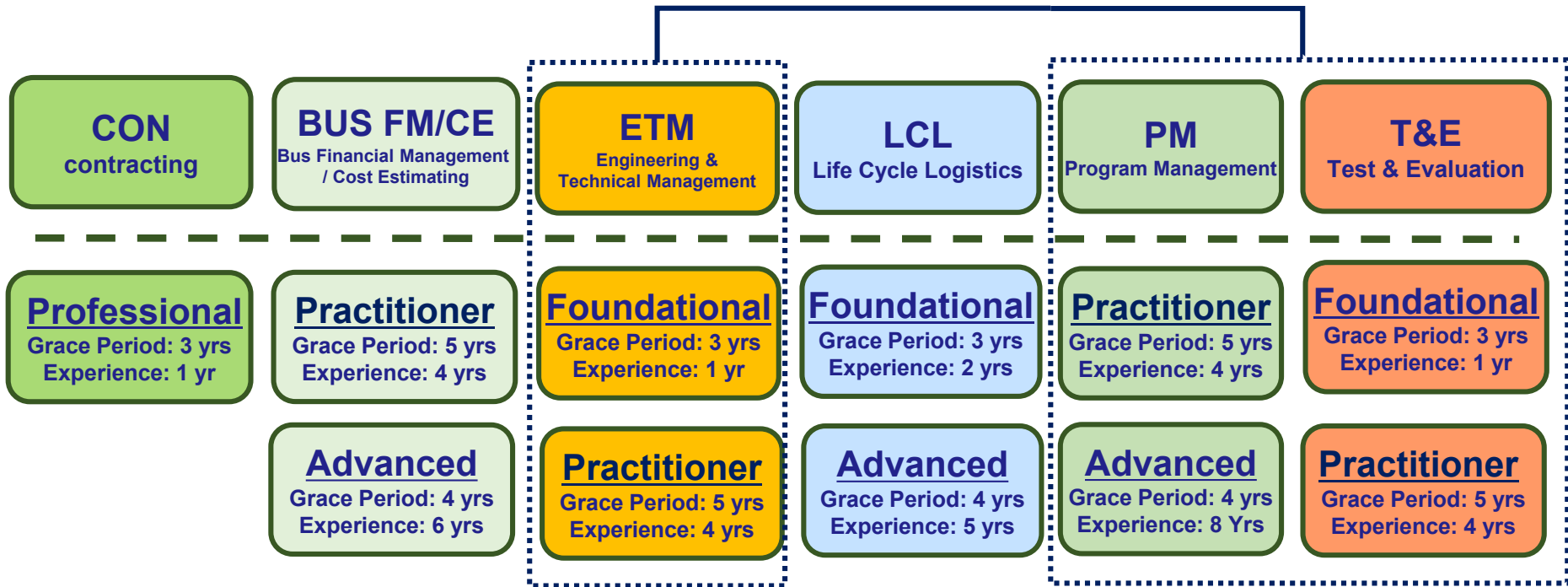




FUNCTIONAL AREAS

CERTIFICATION TIERS, GRACE PERIODS, EXPERIENCE REQUIREMENTS

AEDO Areas of Focus



- Grace periods are the maximum time permitted to achieve position certification
- Certification experience is the requirement to be certified. This will vary by Functional Area and tier assigned to positions
- Additional Information can be found: <https://www.dau.edu>

More time to certify, balance real world experience with training



ACQUISITION CORPS - WHAT IS IT?

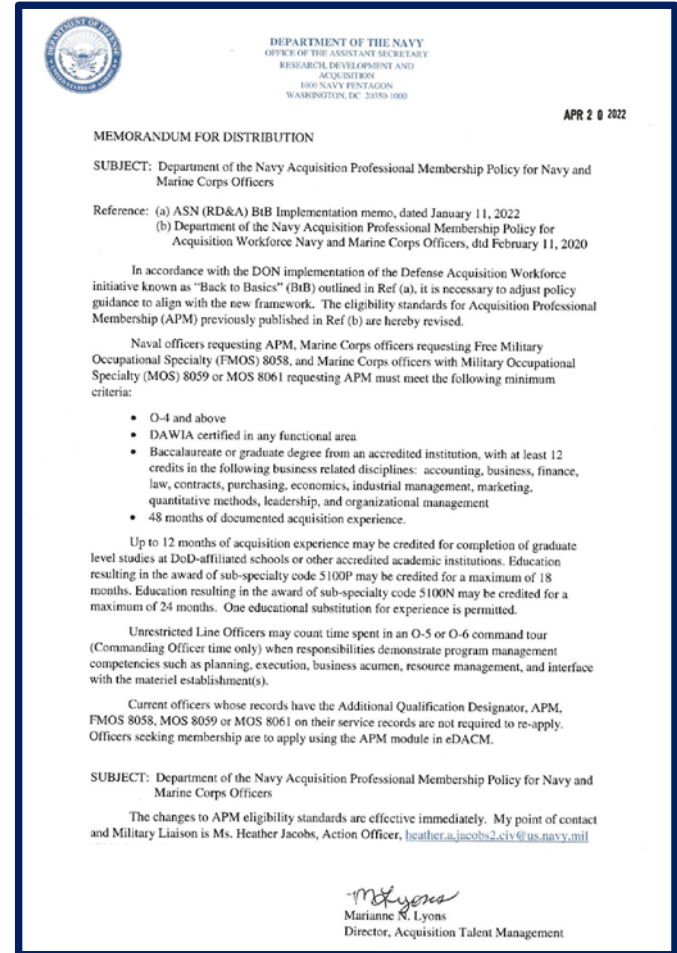
- **What is DoN Acquisition Professional Membership (APM)?**
 - Senior, acquisition experienced persons who meet education, training, and experience requirements (URL, AEDO, AMDO, EDO, Supply)
- **You must be an APM to fill Critical Acquisition Position (CAP) billets**
 - CAP billets include all AEDO O-6 & Above and some O-5 billets
 - ~ 800 total CAP billets spread across designators
- **Member must apply to be considered (eDACM)**
 - As an AEDO you **MUST** be an APM to compete for promotion and command opportunity – Get it **NOW!**
 - AEDO Increased Flight Pay: Screened DH OR APM





ACQUISITION PROFESSIONAL MEMBERSHIP (APM)

- O-4 and above
- DAWIA certified in any functional area
- Undergraduate or Graduate degree with at least 12 credits in a business related discipline
- 48 months documented acquisition experience
- 12 months credit for graduate level education
 - Up to 18 months for education resulting in subspecialty code 5100P
 - Up to 24 months for education resulting in subspecialty code 5100N





AEDO Community Manger: LCDR Anthony "Brutus" Wich
Email: Anthony.j.wich.mil@us.navy.mil