



Aerospace Engineering Duty Officer (AEDO) Community Overview

May 2018



Naval Aviation “Kill Chain”



Find

Fix

Track

Target

Engage

Assess



This is the end of the story, what had to happen to get the right weapon system into the hands of the war-fighter?



Acquisition Process



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

Aerospace Engineering Duty Officers (AEDO)



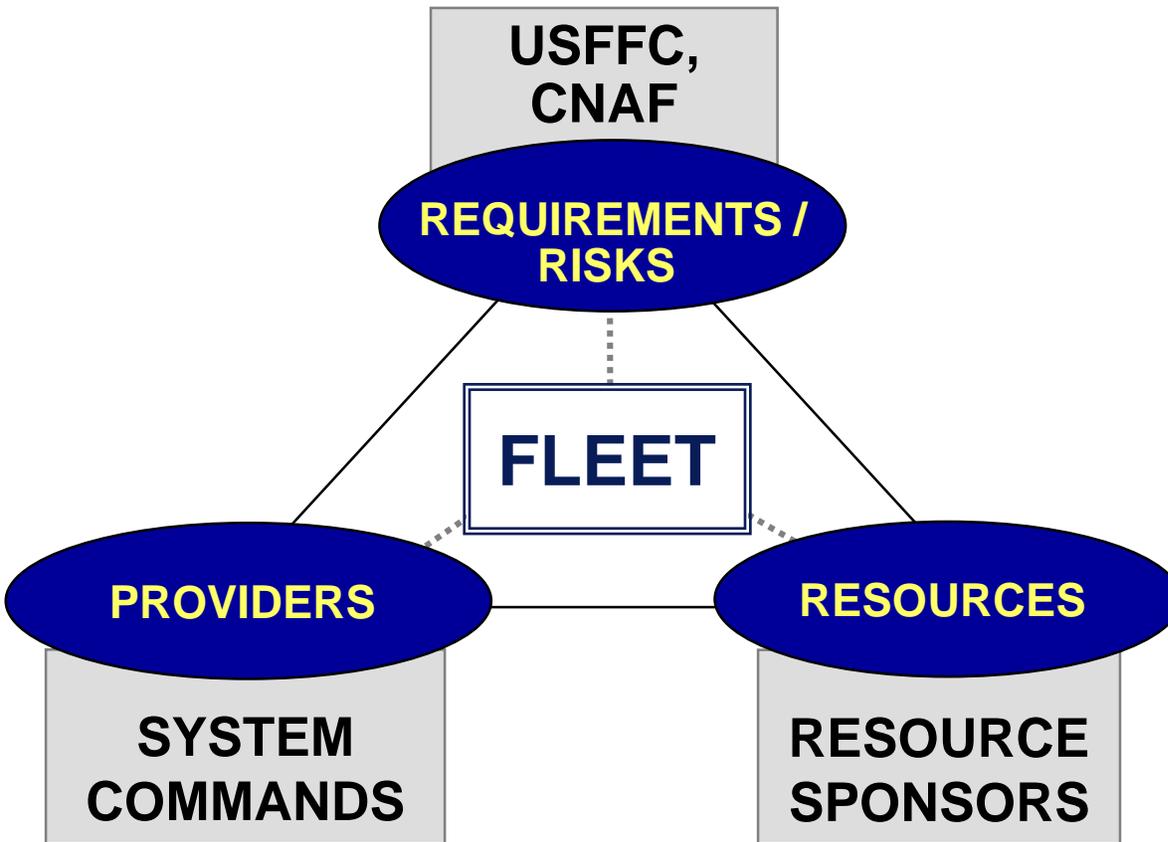
AEDO Mission & Value

- **Who We Are and What We Do:**
 - Acquisition professionals with technical and business expertise who bring recent and relevant Fleet experience and leadership, both pre- and post-Department Head, to the life-cycle of our defense systems
- **How We Do It:**
 - Provide the technical and business leadership to bridge the gap between the acquisition workforce and the Fleet ensuring the warfighter gets what they need – on time and on budget
- **3 Lines of Effort**
 - Program Management – Complete life-cycle support for aviation products (NAVAIR, SPAWAR)
 - 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)

An Essential Part of the Naval Aviation Enterprise



AEDs in Naval Aviation Enterprise (NAE)



- ~ 310 AEDOs (1510) from O-3 to O-9
- ✓ Fleet Experienced
- ✓ Aviation Qualified
- ✓ Technically Educated
- ✓ Engineering Experts
- ✓ Acquisition Leaders

AEDOs are Leaders in All NAE Areas

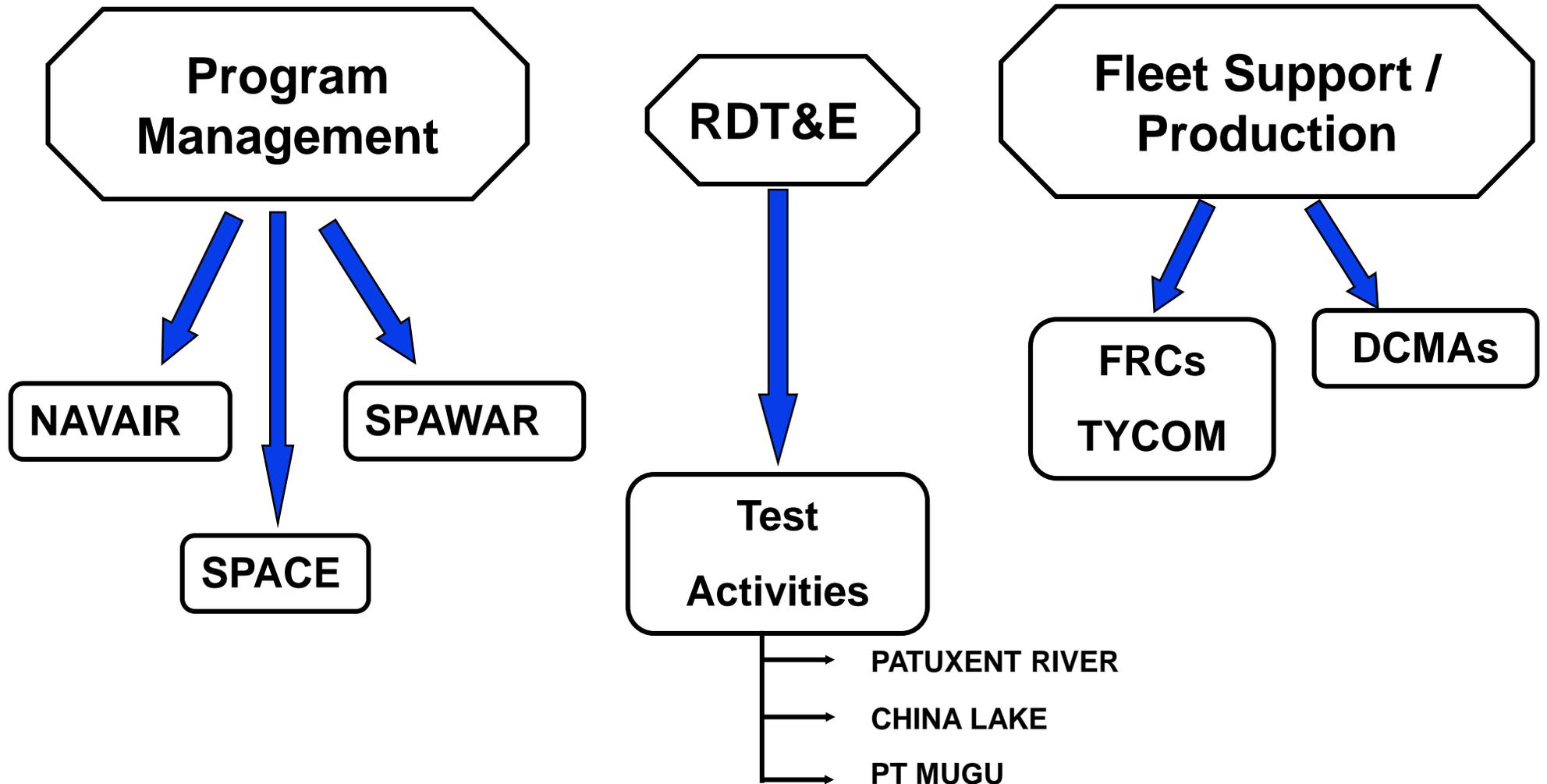


NAE AEDO Community Leaders

- | | |
|--------------------------|------------------------|
| 1. VADM Winter | PEO (JSF) |
| 2. VADM Peters | NAVAIR |
| 3. RADM Sohl | COTF |
| 4. RADM Becker | SPAWAR |
| 5. RDML Gahagan | NAWC AD |
| 6. RDML Dillon | NAWC WD |
| 7. RDML(s) Lemmon | NAVAIR VICE CDR |



AEDO Lines of Effort



Approximately one-third of billets are flying billets



Program Management - NAVAIR

- **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) and procurement**
- **Interface with OPNAV sponsors, defense contractors, ASN(RDA), Congress, inter-service and multi-agency**

Major Program Manager = Potential Flag Maker



Program Management - Space

Space Cadre: “Operationalize” Space

Subspecs: 5500, 6206

AQDs: VR1-3, VS5-8

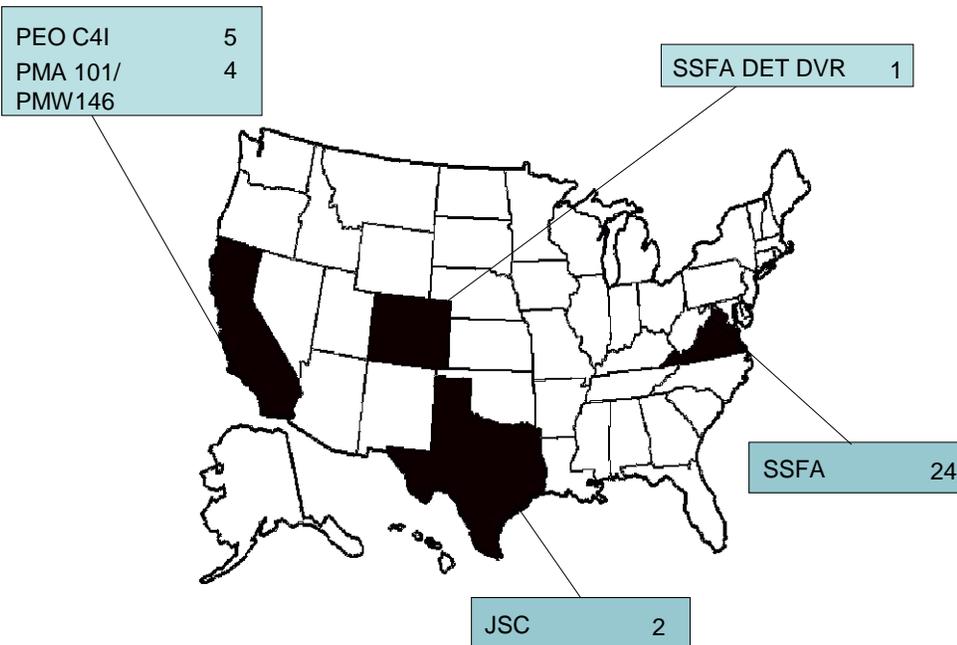
Space Track:

- O-3/O-4: NPS (MS in SSE / SSO)
- O-4: Space tour
- O-4/O-5: NAVAIR tour
- O-5: Space DPM tour
(2yr breakout prior to IZ for CAPT)

Space Rotation (Excursion):

- O-4: NAVAIR tour
- O-4 / O-5: Space tour
(NSSO / SPAWAR SD / LA / DNV)
- O-5: NAVAIR DPM tour
(2yr breakout prior to IZ for CAPT)

AEDO Space Cadre Billets



Navy Space Cadre Website:
<http://www.public.navy.mil/bupers-npc/officer/Detailing/spacecadre/Pages/default.aspx>



Research, Development, Test & Evaluation (RDT&E)

- **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, systems engineering**
- **Fleet Readiness Centers (FRCs):**
 1. **Mid-Atlantic (Oceana, VA) ***
 2. **East (Cherry Point, NC) ***
 3. **Southeast (Jacksonville, FL) ***
 4. **Southwest (North Island, CA) ***
 5. **West (Lemoore, CA) ***
 6. **Northwest (Whidbey Island, WA)**
 7. **Western Pacific (Atsugi, Japan)**

*** 0-6 FRC CO = Potential Flag maker**





Production:

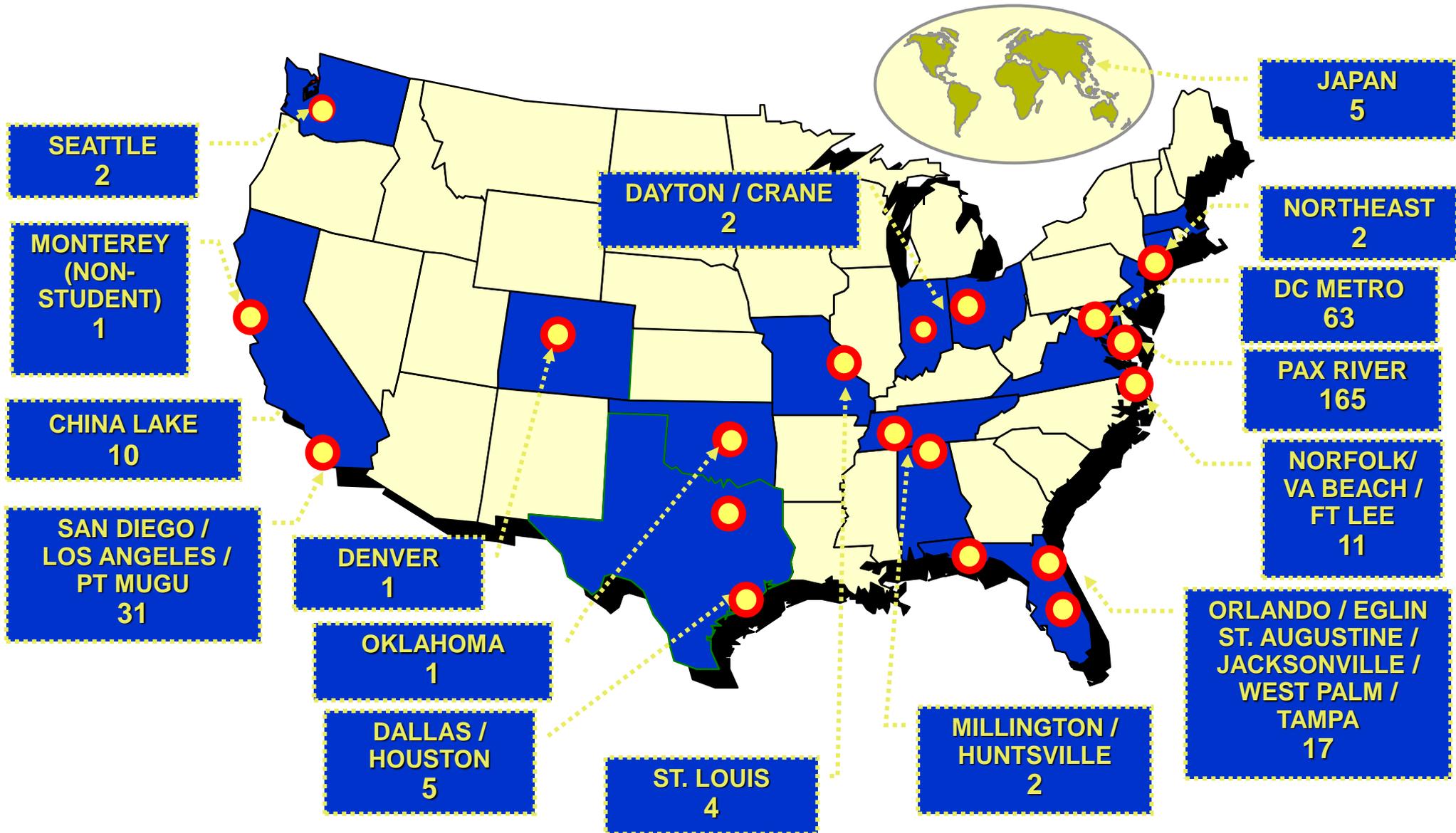
Defense Contract Management Agency (DCMA)

- 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:
 1. St. Augustine, FL
 2. Hartford, CT
 3. Stratford, CT
 4. St. Louis, MO
 5. Owego, NY
 6. Ft. Worth, TX
 7. Seattle, WA
 8. Atsugi, Japan





AEDO Geographic Distribution

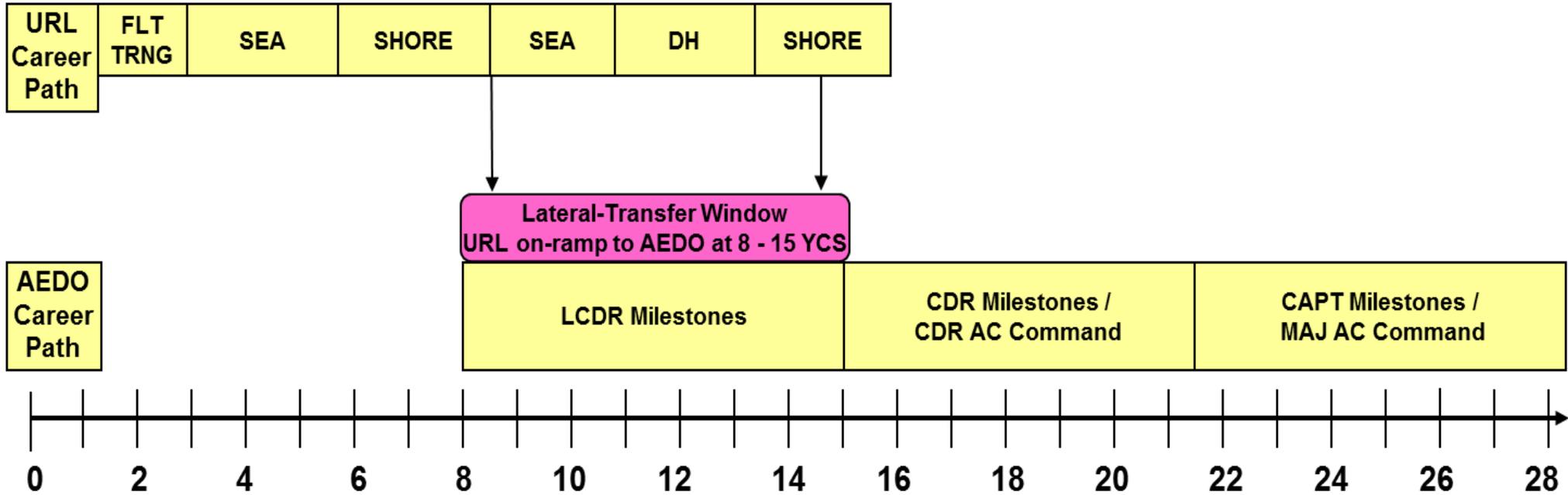




AEDO Career Progression

FY19 SECNAV Approved

Career Path



Typical Billets

<p>Fleet DH, VX/HX-DH/PC IPTL, APM, ASPO FRC PSO DCMA CFO/GFR TYCOM Class Desk</p>	<p>VX/HX-CO/CTP CDR ACQ Shore Command DPM, IPTL, APM FRC QO</p>	<p>Major Program Manager Competency Lead Senior Staff Major ACQ Shore Command</p>
<p>DAWIA Level II Test Pilot School</p>	<p>DAWIA Level III</p>	
<p>Defense Acquisition Corps Membership Masters (Technical/Business)</p>		



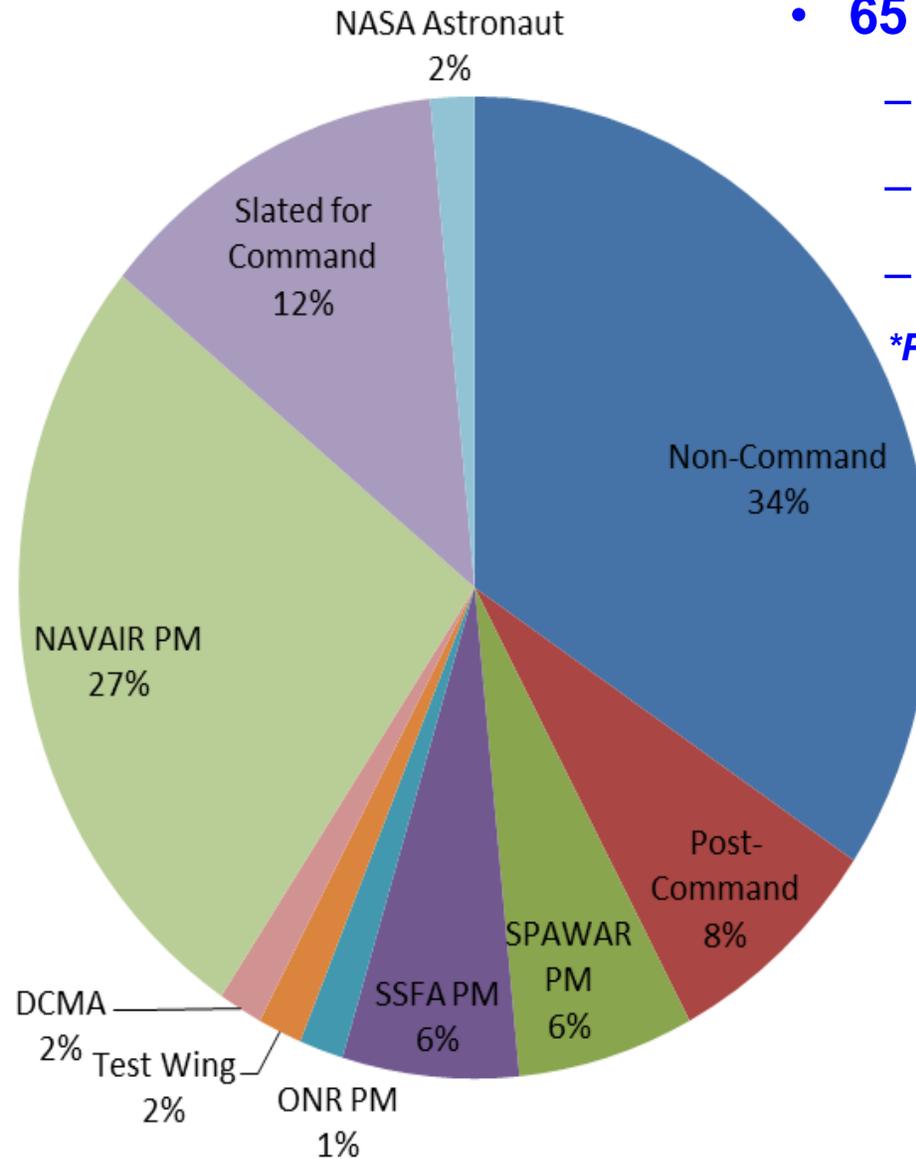
AEDO Community Values

FY19 SECNAV Approved

- Valuable achievements prior to **LIEUTENANT COMMANDER**
 - Proven operational performance
 - Aviation warfare training, qualifications, and designation commensurate with community
- Valuable achievements prior to **COMMANDER**
 - Competitive performance as a Fleet DH or VX DH/PC, and/or proven performance in AEDO LCDR milestone tours equivalent to DH:
 - IPTL, APM or ASPO on any Acquisition Program
 - FRC PSO, DCMA CFO/GFR
 - TYCOM Class Desk
 - Master's Degree (Technical / Business preferred) - Desired
 - DAWIA Level II Certification (in at least one area, Level II in at least two areas preferred)
- Valuable achievements prior to **CAPTAIN**
 - Competitive performance as VX/HX CO/CTP, O-5 Acquisition Shore Command (limited opportunities), and/or proven performance in AEDO CDR milestone tours equivalent to Squadron CO:
 - DPM, IPTL and/or APM on a Major Acquisition Program
 - FRC QO
 - Master's Degree (Technical / Business preferred) – Highly Desired
 - DAWIA Level III Certification in one area and Level II in one additional area (Level III in at least two areas is preferred)
 - Defense Acquisition Corps Membership – Highly Desired



AEDO Major Command (Captain / Captain(s)) Snapshot*



- **65 AEDO O-6 & O-6(s)**
 - **28 Serving in Command**
 - **8 Slated for Command**
 - **5 Post-Command**
- *Projected as of 01 APR 2018*



Test Squadron Command (VX / HX / TPS)

- **Aviation Command (Test) eligible:**
 - **UX-24 / VX-30 / VX-31 / USNTPS**
 - » CDR/CDR(s) w/ CMD Qual (2D1)
 - » Acquisition Corps (AC) Member
 - » DAWIA T&E Level II
 - » TPS grad (5403P/Q subspec)
 - » Includes AEDOs and AC URLs
 - » Not previously selected for OP CMD
 - » **AEDO zones:**
 - Junior: CDR(s)
 - Senior: 3rd look
 - **VX-20 / VX-23 / HX-21**
 - » AEDO: O-5 Milestone Tour
 - » Same requirements as VX-30 / VX-31 / USNTPS
 - » **AEDO zones:** 3 Screen Groups prior to IZ for O-6
- **“Best and Fully Qualified”**
 - Performance, performance, performance
 - Flt Test experience & recent flying
 - Program office/Fleet DH tour

****Tentative Schedule****

<p>March 19 ACSB</p>	<p><i>TPS (FW)</i> VX-20 VX-31</p>
<p>March 20 ACSB</p>	<p>VX-23 VX-30 VX-31</p>
<p>March 21 ACSB</p>	<p><i>TPS (RW)</i> VX-30</p>

HX-21: any helo

VX-20 & VX-30: P-3, P-8, EP-3, E-2, C-2, S-3, ES-3, E-6, C-130

VX-23 & VX-31: F-18, EA-18G, JSF

UX-24: Any T/M/S (Slating TBD)



Flying / Flight Pay / PCS orders

- **APPROXIMATELY ONE-THIRD OF AEDO BILLETS ARE DIFOPS**
 - *Test & Evaluation / FRC / DCMA Primarily; Some PM billets*
 - *Flying keeps us in touch w/ technology and reality*
 - *Transfer to AEDO does not guarantee meeting of flight gates. Detailer and OCM will attempt to meet gates, but no guarantees.*

- **ACIP (FLT PAY) IS NOT AFFECTED BY TRANSFER TO AEDO**

- **IF ALREADY IN RECEIPT OF URL PCS ORDERS: LATERAL TRANSFER USUALLY DOES NOT SUPERSEDE EXISTING ORDERS - CASE BY CASE HANDLING**



Transfer & Redesignation

- ❑ *Aviation officers can APPLY for LAT XFR to AEDO:*
 1. *w/in 12 mos of MSR completion (winging obligation)*
 2. *w/in 12 mos of ACCP completion (bonus obligation)*

OR

w/in 12 mos of Department Head PRD

 - 3. *Must understand new AvB and tiered contract options and varying commitments to Aviation – Read Closely! Call OCM with Questions!*
- ❑ *Once SELECTED for LAT XFR, Aviation officers may REDESIGNATE to 1510 no earlier than the later of:*
 1. *MSR*
 2. *ACCP*
 3. *PRD in URL Billet (operational flying billet, XXX1 or XXX2)*
 4. *Additionally, if selected for promotion as URL, will not be redesignated until after their promotion date*
- ❑ *AEDO OCM in coordination with Aviation OCM and PERS-43 will handle redesignation timing*



Transfer Redesignation Board: “Aligning the planets”

- **Can / will your URL aviation community let you ‘play’ on the Transfer Redesignation Board?**
 - » **T / M / S / YG / Desig community restrictions**
 - VFA, VAQ, VP, HSL, etc
 - 1310 vs 1320
 - Unlimited OUT Quotas for 1300
 - » **Other aviation commitments**
 - MSR (Winging Obligation)
 - ACCP (DH Bonus)
 - Second-sea / DH tour
- **Does the AEDO Community have room?**
 - » **YG – Available AEDO quotas**
 - Senior LT – CDR(s)...typically
 - » **PERFORMANCE, PERFORMANCE, PERFORMANCE**
 - » **Acquisition experience**
 - » **Education (Undergraduate & Graduate)**



Make Yourself Competitive

- **Performance (70%)**
 - *Sustained Superior Performance*
- **Experience (20%)**
 - *SYSCOM, Test, DCMA, FRC involvement*
 - *Acquisition Experience, Special Projects*
 - *DAWIA training & certification*
 - *Acquisition Corps (AC) membership*
- **Education (10%)**
 - *Pursue a Master's Degree (Technical / Business preferred)*

Lateral Transfer to AEDO is Highly Competitive!



Application Process

Lateral Transfer/Redesignation Board:

- Information on community and application, visit the Navy Personnel Command Webpage:

AEDO Community Manager:

<http://www.public.navy.mil/bupers-npc/officer/communitymanagers/restricted/Pages/AerospaceEngineering.aspx>

Active Duty Lateral Transfer / Redesignation:

<http://www.public.navy.mil/bupers-npc/boards/administrative/TransferRedesignation/Pages/default.aspx>

- *Community Information*
- *Instructions*
- *Sample Application*
- Call Officer Community Manager (OCM):
 - *All Calls are Confidential*

ORM Your Career!!

- There is RISK involved in applying. You may alienate yourself within your command and jeopardize good FITREPs.
- Call AEDO OCM / Detailer prior to making any move to help in 'Risk Assessment' and determining best time to apply.





AEDO Accessions

FY17 Lateral-Transfer #2 (JUN 16):

- **JUN 16 T/R Board details:**
 - Total applicants: 58
 - Quota: 14 (YG02 – YG10)
 - Total selected: 14

FY18 Lateral-Transfer #1 (NOV 16):

- **NOV 16 T/R Board details:**
 - Total applicants: 70
 - Quota: 16 (YG02 – YG10)
 - Total selected: 16

FY18 Lateral-Transfer #2 (JUN 17):

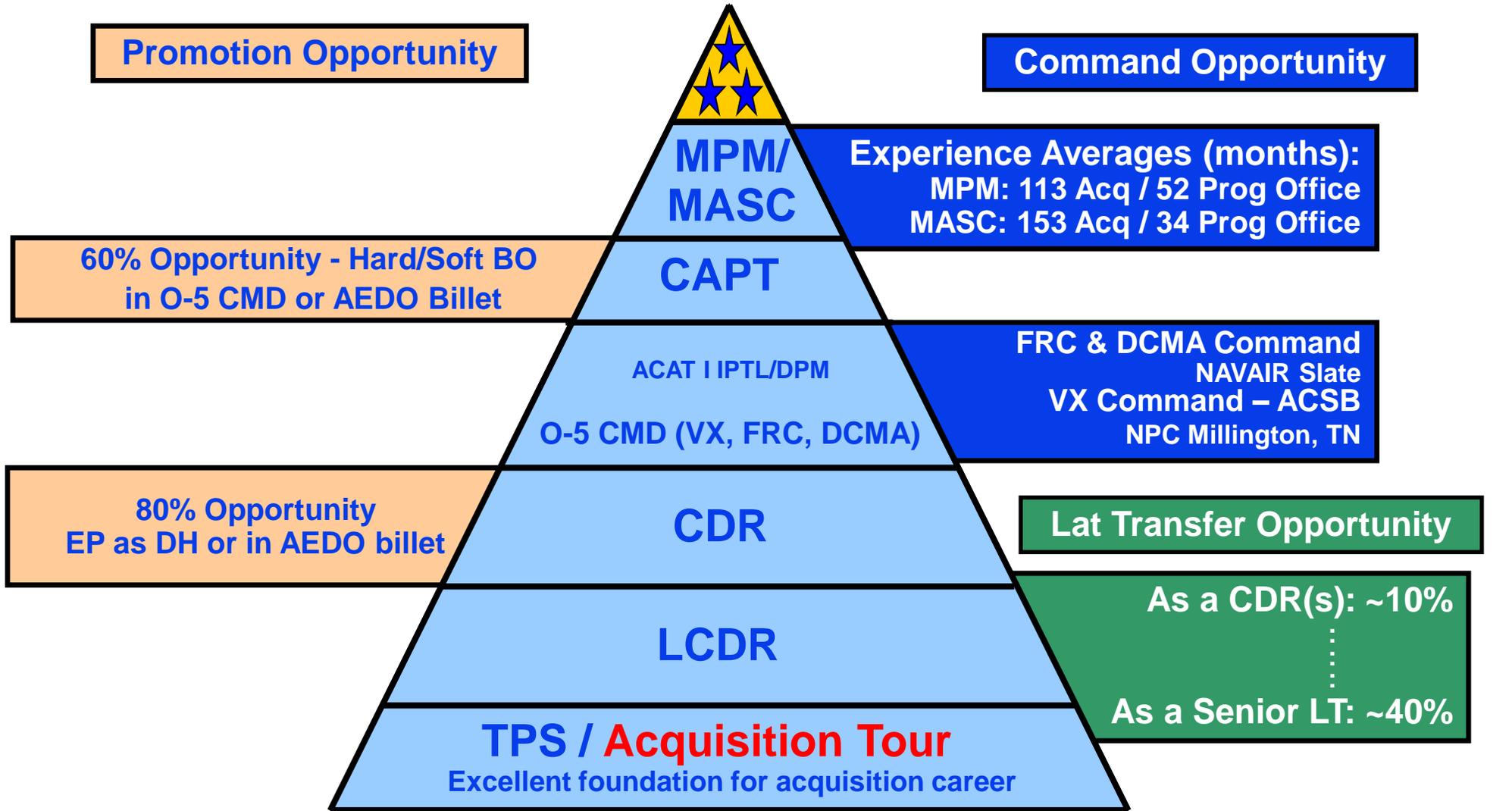
- **JUN 17 T/R Board details:**
 - Total applicants: 52
 - Quota: 14 (YG03 – YG10)
 - Total selected: 9

FY19 Lateral-Transfer #1 (NOV 17):

- **NOV 17 T/R Board details:**
 - Total applicants: 47
 - Quota: 13 (YG03 – YG11*)
 - Total selected: 13



AEDO Career Progression



Sustain Superior Performance is Critical

An aerial photograph of an aircraft carrier's deck. A large, thick plume of white smoke or steam rises vertically from the center of the deck. The carrier's wings and various deck structures are visible. The ocean is blue with whitecaps. The text "Questions?" is overlaid in the center in a bold blue font.

Questions?



Defense Acquisition Workforce Improvement Act (DAWIA)



DAWIA - What is it?

Defense Acquisition Workforce Improvement Act

- Public Law 101-510 Title XII USC - 5 Nov 1990
- Mandates professionalism of the acquisition workforce through:
 - Education
 - Training
 - Experience
 - Career Management
- SECNAVINST 5300.36

• **DAWIA Operating Guide!!!**



DAWIA Certification

- **Process used to determine that you meet the mandatory standards established for your position (billet).**
- **Certification Level I, II, or III has been assigned to each designated acquisition position (billet).**
 - **Acquisition billets assigned Additional Qualification Designators (AQD).**
- **Certification requirements for each level in each career field are based on:**
 - **Education**
 - **Experience**
 - **Training**

DAU Catalog Identifies Requirements -

<http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx>



Certification Levels

- **Billet Codes**

- **Level 1 billets ~ ENS - LTjg paygrade**
- **Level 2 billets ~ LT-LCDR paygrade**
- **Level 3 billets ~ CDR - CAPT paygrade**
- **All captain billets are critically coded**
 - » **Only can be filled by Acquisition Corp (AC) Member.**
Waiverable by DACM.



Training (How You Get It)

- DAWIA Training Courses

- DAU Catalog Lists Where and When It's Given...Moving Target
- <https://www.attrs.army.mil/channels/navyedacm/Public/DODConsentForm.htm>
- Paid for by Central Training Fund

- Equivalency

- Approved by DAU
- List of Those Approved in DAU Catalog and DAU Webpage
- <http://www.dau.mil>

- Validate by EXAMINATION

- Fulfillment

- Credit for demonstrated competency through experience, education, and/or alternative training
- <http://www.npc.navy.mil/Officer/Acquisition/>

**** If detailed into a billet w/o training, you have 18 months to complete required course(s)**



PSR Special Qualifications

- Career Field Certifications / APC Membership entered into official record as Additional Qualification Designators (AQDs)
- Check your Officer Summary Record (OSR)
- Example:

<u>OSR Cover Sheet</u>	<u>AQD</u>
ACQ PM LV3	AA3
ACQ T&E LV2	AT2
ACQ FULL QUAL	APM
- No AC membership ... No assignment to critically coded billets without a waiver!



Acquisition Corps (AC)



Acquisition Corps - What Is It?

- **What is the Acquisition Corps (AC)?**
 - Navy's version of Acquisition Corps mandated by DAWIA
 - More senior, acquisition experienced persons who meet education, training, and experience requirements (URL, AEDO, AMDO, EDO, Supply)
- **You must be an AC member to fill Critical Acquisition Position (CAP) billets**
 - CAP billets include all AED O-6 & Above and some CDR billets
 - ~ 800 total CAP billets spread across designators
- **Member must apply to be considered**
- **As an AEDO you MUST be an AC member to compete for promotion and command opportunity – Get it NOW**



AC Requirements

- **** O-4/GS-13 or Above **** (*only non-waiverable req.*)
- **BA/BS Degree Including:**
 - **24 Business Credits or**
 - **12 Business Credits if Degree has 24 credit hours in a primary acquisition career field**
- **Four Years Experience in Acquisition Related Billets**
 - **12 Months Credit for Completing Acquisition Related Degree**
 - **Waiver of Up to 18 Months for Completing Commander Command Tour**
- **Certified or trained Level II in an acquisition career field**
- <http://www.public.navy.mil/bupers-npc/officer/Detailing/acquisition/Pages/default2.aspx>

An aerial photograph of an aircraft carrier's deck. A large, thick plume of white smoke or steam rises vertically from the center of the deck. The carrier's wings and various deck structures are visible. The surrounding ocean is a deep blue with white-capped waves. The text "Questions?" is overlaid in the center of the image.

Questions?