



OFFICE OF THE UNDER SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-3000

JUN 30 2006

ACQUISITION
TECHNOLOGY
AND LOGISTICS

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE ARMY
(POLICY AND PROCUREMENT), ASA(ALT)
DEPUTY ASSISTANT SECRETARY OF THE NAVY
(ACQUISITION MANAGEMENT), ASN(RDA)
DEPUTY ASSISTANT SECRETARY OF THE AIR FORCE
(CONTRACTING), SAF/AQC
DIRECTORS OF THE DEFENSE AGENCIES

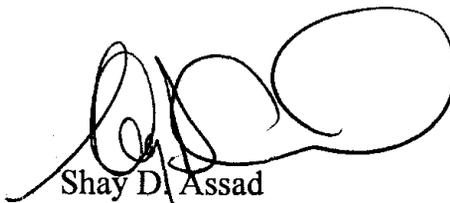
SUBJECT: Human Capital Strategy for Procurement and Contracting

The AT&L Human Capital Strategic Plan, published on May 13, 2006, addresses a comprehensive plan to attract, recruit, develop and retain a high-performing, top-quality AT&L workforce. The Plan places responsibility for the centralized management of all DoD AT&L human capital matters with the Director for Human Capital Initiatives, and the responsibility for *execution* of human capital initiatives with Components and Functional Advisors. To that end, as Functional Advisor for Procurement and Contracting, I am establishing a working group to develop a Human Capital Strategic Plan for the Procurement and Contracting Functional Area, and ask that you identify a representative from your Service or Agency to participate.

The objective of this plan is to identify workforce requirements and capabilities for the Procurement and Contracting Functional Area, and to develop an execution strategy to address any workforce gaps that may exist. By fully utilizing and linking tools such as competency-based planning, performance management, and opportunities for personal and professional growth, we can enable our workforce to support our warfighters with the best possible equipment while being good stewards of the taxpayers' money, both today and in the future.



The working group will focus initially on the Contracting and Purchasing career fields. They will coordinate with the Contracting Functional Integrated Product Team to identify and review initiatives and policies already in place in the Contracting and Purchasing career fields and develop a strategy that ensures we can place the right people, in the right jobs, at the right time. By July 7, 2006 please provide the name, phone number, and email address of your working group member to Mary Thomas, (703) 681-3508, mary.thomas@osd.mil. I also request you contact her if you have any questions or require additional information. I appreciate your support in this important endeavor.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Shay D. Assad
Director, Defense Procurement
and Acquisition Policy