



# Integrated Product Support

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# Army PSMs

## PSM Professional Development Roadmap (Notional)

Note: Typical Grades – KLPs Shall Be GS-14s or Broadband Equivalent; CAPs can be GS-13 or Broadband Equivalent

**HQDA/OSD**

**Executive Level Leader**

- SES//GO Equivalent
- Senior Leaders



**“APEO Logistics”**

**Executive Level Leader**

- Continued Career Progression
- Designated KLP & CAP Position
- SES/Flag/GO; Competency Leads

**KLP/CAP**

PEO & PROJECT/PROGRAM LEVEL: PSM ONLY WHEN DESIGNATED, E.G., (PORTFOLIO PSM)

NH-4/  
GS-15

Potential on- and off-ramps to other career fields

**Core PSM: Expert Leaders & Superstars**  
MDAP or ACAT I

**Senior Leader**

- Training: Future LOG 365 PSM Course / Sr. Svc School
- Experience: Min 10 yrs LCL (5 yrs in PMO)
- Education: Bachelors (Masters Desired)
- 2nd Career Field Cert

**KLP/CAP**

**TIER II PSM**

NH-4/  
GS-15

**“Grooming PSM Superstars: Entry into Senior Leadership**  
ACAT II

**DAWIA Level III LCL (Cross-Certification Desired)**

- Training: PMT 352, PMT 401, ACQ 405, LOG 365
- Experience: Min 10 yrs LCL (5 yrs in PMO)
- Education: Bachelors (Masters Desired)
- Mentoring, Coaching & OJT
- Pursue 2nd Career Field Certification

**KLP/CAP**

**ACAT I&II**

NH-4/GS-14

NH-3/GS-13<sup>1</sup>

**Core PSM : Expert Practitioners; grooming for senior leadership**

**DAWIA Level II LCL (Level III Desired)**

- Training: LOG 340, 350 + Interdisciplinary Courses
- Experience: Min 5 yrs LCL (1 yr in PMO)
- Education: None Required (Bachelors or higher desired)
- Broadening Across Acquisition & Logistics Domains

**CAP**

**TIER I PSM ACAT III**

NH-3/GS-12

**Journeyman: Gaining Depth and Breadth as a Logistician**

**DAWIA Level II LCL**

- Broadband Pay Band Equivalent
- Training: ACQ 201, LOG 200, 201, 206, 211, 235
- Experience: Minimum 2 years (4 years desired)
- Education: None Required (Bachelors Desired)
- Broadening Across Integrated Product Support Elements



GS-7-11

**New Life Cycle Logistician: Entry Level / Intern**

**DAWIA Level I Life Cycle Logistics (LCL)**

- Broadband Pay Band Equivalent
- Training: ACQ 101, LOG 101, 102, 103, SYS 101
- Experience: Minimum 1s year (2 yrs desired)
- Rotational Assignment; Working in/with 1 or more IPS Elements



<sup>1</sup> DODI 1000.01 April 16, 2012





# Road Ahead

- Product Support Manager Concept of Operations
- Sustainment Quad Chart development
- Re-Write AR 700-127
- Re-Write DA PAM 700-56 to support AR 700-127
- Develop LCSP module for System Planning and Requirements Software (SYSPARS)
- Product Support Manager Workshop – August 2012



**We are focused on these actions!**

