



ACQUISITION
AND SUSTAINMENT

THE UNDER SECRETARY OF DEFENSE
3010 DEFENSE PENTAGON
WASHINGTON, DC 20301-3010

JAN 29 2019

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR RESEARCH AND
ENGINEERING
UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
DIRECTOR OF COST ASSESSMENT AND PROGRAM
EVALUATION
CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF
DEFENSE
SERVICE ACQUISITION EXECUTIVES

SUBJECT: Department of Defense Acquisition Workforce – Functional Area Reassessment

The National Defense Strategy requires increased performance in our acquisition system and a workforce accountable for delivering results at the speed of relevance. Making sure our 21st Century acquisition workforce has the right mindset and skills is critical for success. Today's longstanding governance structure for functional area management and workforce standards development remains a model process in the Department of Defense, but we must ensure we have structure in place that supports our future needs.

Section 1702 of Title 10, United States Code, and as directed by Deputy Secretary of Defense Memorandum dated July 13, 2018, provides me with the authority to manage the Department's compliance with the Defense Acquisition Workforce Improvement Act. I direct the Director, Human Capital Initiatives (HCI), to establish and chair a 60-day joint Functional Area Reassessment Working Group to assess our current workforce requirements management approach. Currently, this approach involves over 20 functional area career fields, paths, and working groups. The Director, HCI, will present findings and recommendations to me by March 31, 2019. As part of its assessment, the working group will identify alternatives for optimizing and improving the effectiveness of the functional area structure, consistent with available statutory flexibilities and requirements. All functional area integrated product teams and working group activities are suspended until further direction is provided.

My point of contact is Mr. José Gonzalez, Director, HCI, at 703 805-5916.


Ellen M. Lord