NAVSEA
T&E Competency Development Plan
NAVSEA Career Path Guide

Developed for:

- ET&E
- Contracting
- Program Management
- Logistics
- Corporate Ops
- Comptroller

- Professional Development
  - Lists the competencies for continued progress in the chosen career field.

- Personal Development
  - Lists the work/life competencies to sustain a professional work environment and self-work-life balance.

- Leadership
  - Lists the competencies & behaviors of Leadership based on positional scope of influence & organizational needs.

- Certifications & Qualifications
  - Lists the mandatory certifications required by the position and the organizational expectations (desired) for advancement.

- Performance
  - Represents current pay plan (NSPS, DEMO, GS, WG)
<table>
<thead>
<tr>
<th>Category</th>
<th>Entry</th>
<th>Journey</th>
<th>Expert</th>
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</thead>
<tbody>
<tr>
<td>Knowledge</td>
<td><strong>Apply (at a basic understanding level):</strong></td>
<td><strong>Apply:</strong></td>
<td><strong>Apply:</strong></td>
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<tr>
<td></td>
<td>□ Fundamental Awareness of basic Defense Acquisition Management</td>
<td>□ Knowledge of alternative technical and business solutions to meet warfighter’s requirements</td>
<td>□ A thorough understanding of Component/OSD oversight and review processes to ensure timely issue resolution and decision making</td>
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<td>□ Understanding of how systems are conceived, developed, tested, acquired and operated</td>
<td>□ Current Defense acquisition policies and initiatives to a variety of programmatic situations</td>
<td>□ An in-depth knowledge of statutory and regulatory policies, and lessons learned to the decision making process</td>
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<td>□ Knowledge of commercial sector’s role in engineering, science and acquisition</td>
<td>□ Knowledge of technical standards and specifications required for acquisition</td>
<td>□ A thorough understanding of the link between S&amp;T activities and alternative engineering solutions</td>
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<td>□ The knowledge of how Systems Engineering is applied to business, technical and managerial aspects of an acquisition;</td>
<td>□ Technical knowledge in development of cross component/system/ship design and development</td>
<td>□ A broad knowledge of the business environment to the development of strategies/risk assessments</td>
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<td>□ Knowledge of the use of technical specifications/standards in engineering design and development</td>
<td>□ Development of T&amp;E master plans</td>
<td>□ Technical knowledge in development of cross component/system/ship design and development</td>
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<td>□ Knowledge to assist in</td>
<td>□ Knowledge of shock qualification and live fire testing</td>
<td>□ Development of T&amp;E master plans</td>
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<td>□ Knowledge of shock qualification</td>
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Test and Evaluation Specialist Career Path

• Definition: Test and Evaluation (T&E) is execution of a process by which a system or components are compared against capability needs and specifications through testing. The results are evaluated to assess progress of effectiveness (design, performance, etc.) and suitability (supportability, reliability, availability, etc.).
T&E FAB

• Roles & Responsibilities
  – Support the ELC by providing recommendations to improve NAVSEA T&E support to Systems Engineering, Technical Authority.
  
  – Support the Program Manager Competency Leadership Board (PMCLB) by providing recommendations to improve NAVSEA T&E to support acquisition decisions and T&E workload, workforce development and professional growth.
  
  – Promote T&E workforce development and professional growth.
  – Promote open, honest, deliberate collaborative communications.
  
  – Collaborate with and leverage T&E best practices of other organizations.
  
  – Assess TEFAB effectiveness every two years.
NAVSEA T&E Challenges

• People
  – Workforce Excellence – Accelerate knowledge transfer to encourage interaction and improve knowledge-sharing
  – Qualifications – The right person with the right qualifications at the right time
  – Recruiting and Promoting – Succession planning
  – Training – DAU, Continuous Learning, Cyber, Rotational Assignments

• Paper
  – NAVSEA 3960.2D T&E Instruction
  – NAVSEA Cyber T&E Policy/Instruction
  – Future of SECNAV 5000.2E
  – NAVSEA T&E Metrics

• Processes
  – Commonality
  – Affordability
  – Risk Reduction/Management