



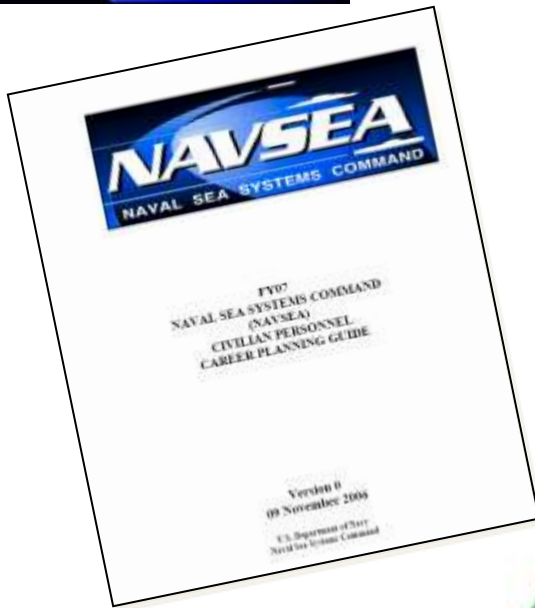
NAVSEA T&E Competency Development Plan



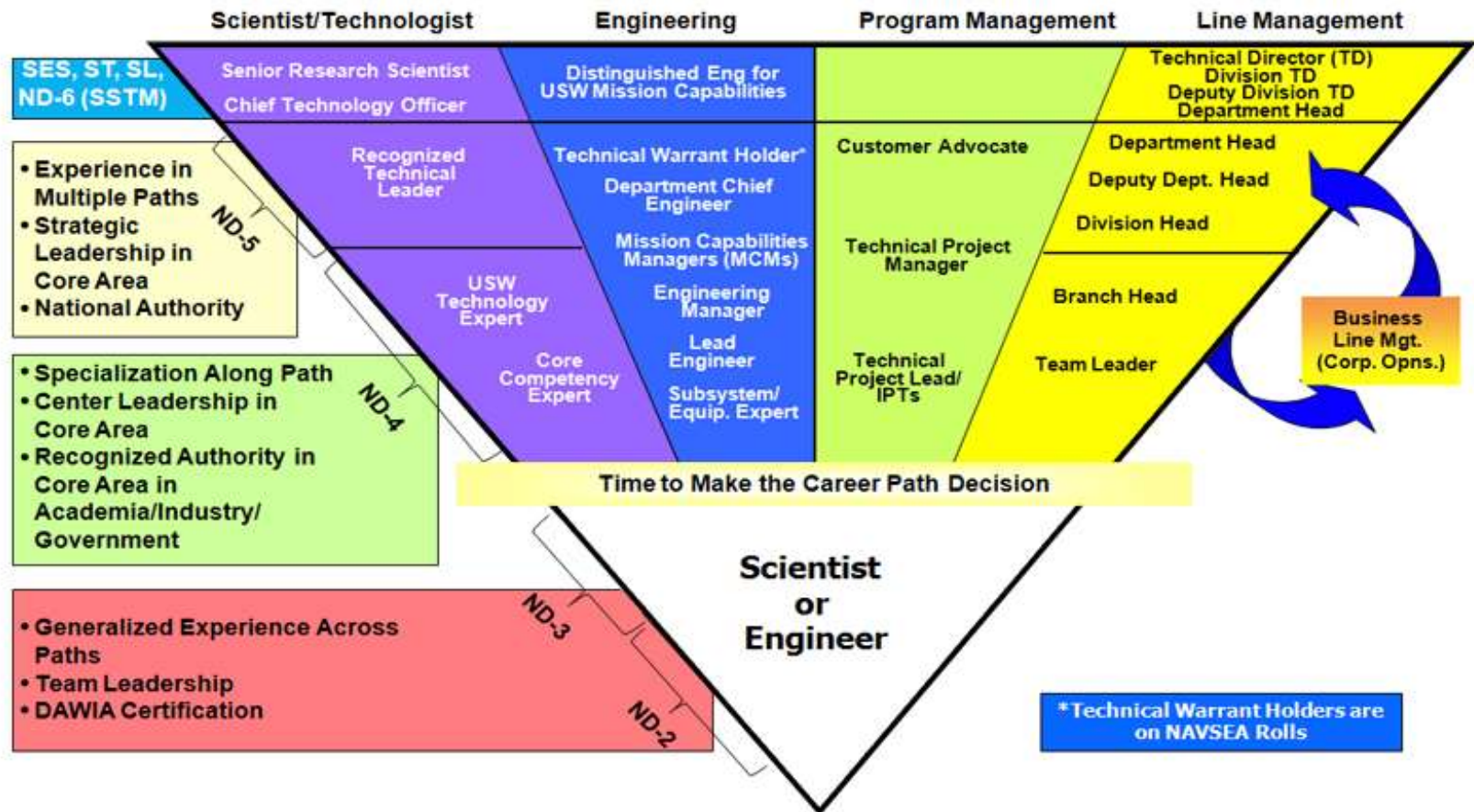
NAVSEA Career Path Guide

Developed for:

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



Scientist & Engineer Career Path Planning



Career Paths are Aligned to Meet Organizational Needs

Test and Evaluation Specialist Career Path

Professional Vector of Scientist/Technologist and Engineering — Test and Evaluation Specialist Career Path			
Category	Entry	Journey	Expert
Knowledge	<p><u>Apply (at a basic understanding level):</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Fundamental Awareness of basic Defense Acquisition Management <input type="checkbox"/> Understanding of how systems are conceived, developed, tested, acquired and operated <input type="checkbox"/> Knowledge of commercial sector's role in engineering, science and acquisition <input type="checkbox"/> The knowledge of how Systems Engineering is applied to business, technical and managerial aspects of an acquisition; <input type="checkbox"/> Knowledge of the use of technical specifications/standards in engineering design and development <input type="checkbox"/> Knowledge to assist in 	<p><u>Apply:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Knowledge of alternative technical and business solutions to meet warfighter's requirements <input type="checkbox"/> Current Defense acquisition policies and initiatives to a variety of programmatic situations <input type="checkbox"/> Knowledge of technical standards and specifications required for acquisition <input type="checkbox"/> Technical knowledge in development of cross component/system/ship design and development <input type="checkbox"/> Development of T&E master plans <input type="checkbox"/> Knowledge of shock qualification and live fire testing 	<p><u>Apply:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> A thorough understanding of Component/OSD oversight and review processes to ensure timely issue resolution and decision making <input type="checkbox"/> An in-depth knowledge of statutory and regulatory policies, and lessons learned to the decision making process <input type="checkbox"/> A thorough understanding of the link between S&T activities and alternative engineering solutions <input type="checkbox"/> A broad knowledge of the business environment to the development of strategies/risk assessments <input type="checkbox"/> Technical knowledge in development of cross component/system/ship design and development <input type="checkbox"/> Development of T&E master plans <input type="checkbox"/> Knowledge of shock qualification



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