



U.S. ARMY

DoD Careers Beyond STEM



Max R. Wyche
Deputy Chief of Staff, G1
U.S. Army Materiel Command





About Me



“AMC is one of the world's greatest organizations. One of my goals as G-1 is to let our employees know the importance of the mission, while making sure they know we care about them”

✓ Key Assignments:

- Director of Manpower and Personnel
(Warner Robins Air Logistics Center, USAF)
- Chief, Personnel Services Delivery Transformation (Pentagon)
- Deputy Director, Civilian Force Management (Pentagon)
- Executive Director, HR Strategic Programs and Advisory Services (Pentagon)

✓ Education:

- Alabama A&M University
- Georgia College and State University

✓ Family:

- Married and have two children

✓ Awards:

- BEYA STEM - Senior Executive Service Leader Award, 2019
- Defense Medal for Exceptional Civilian Service, Jul 2016
- Air Force Roger M. Blanchard for Character and Innovation, 2015
- Air Force Civilian Meritorious Service Medal, Oct 2014

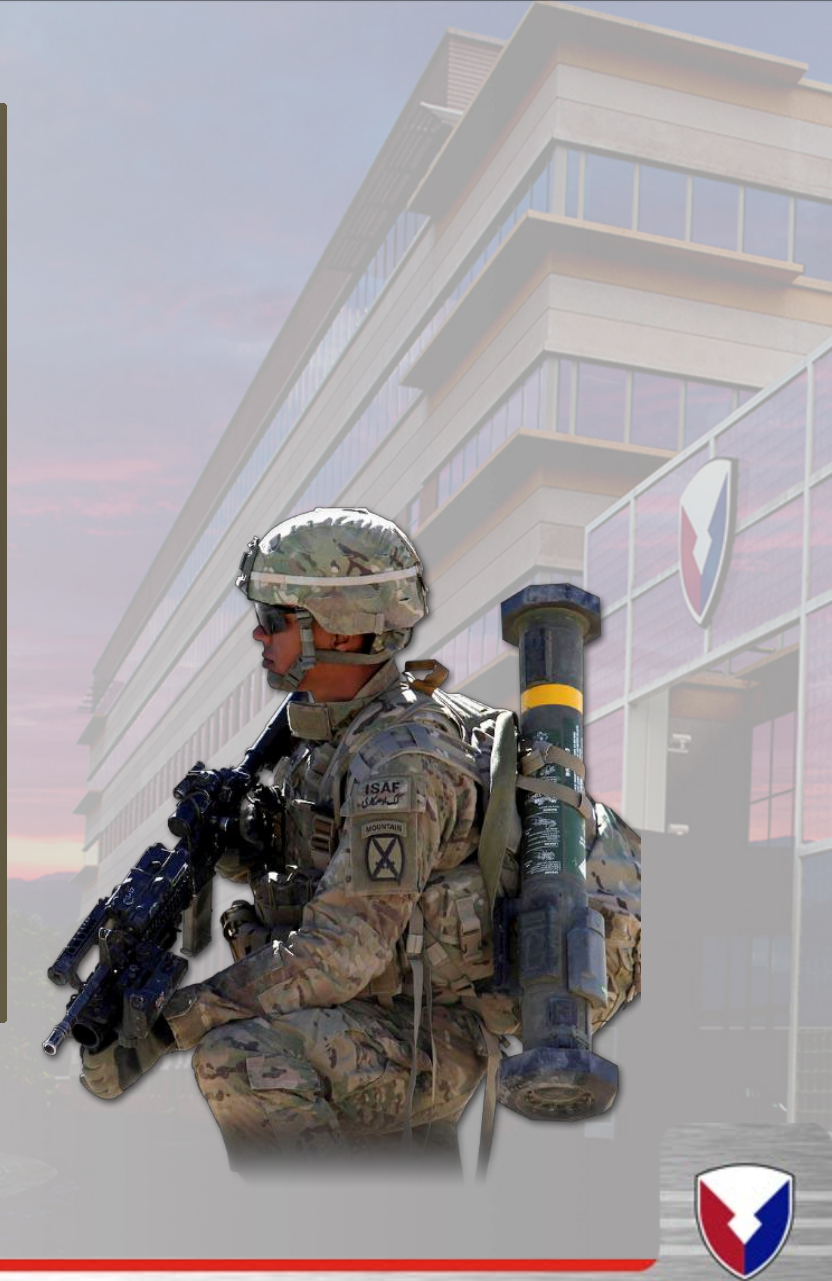




Opening Remarks

“Studies show that by empowering a workforce and fostering a culture of diversity – including diversity of thought, experience, race, ethnicity and gender – organizations can perform exponentially better.”

**~ General Ed Daly
20th AMC Commander**



U.S. Army Commands (ACOMs)



The Army Mission: To deploy, fight and win our Nation's wars by providing ready, prompt and sustained land dominance by Army forces across the full spectrum of conflict as part of the Joint Force.

Remaining the World's Premier Fighting Force





Army Materiel Command Mission, Vision & Structure



ARMY MISSION

To deploy, fight and win our Nation's wars by providing ready, prompt and sustained land dominance by Army forces across the full spectrum of conflict as part of the Joint Force

ARMY VISION

Deploy, fight and win decisively against any adversary, anytime and anywhere, in a joint, multi-domain, high-intensity conflict, while simultaneously deterring others and maintaining its ability to conduct irregular warfare

AMC MISSION

Army Materiel Command Delivers Logistics, Sustainment and Materiel Readiness from the Strategic Support Area to the Forward Tactical Edge to Ensure Globally Dominant Land Force Capabilities

AMC VISION

Army Materiel Command is Operationalized to Ensure Army Materiel Readiness for a Globally Dominant Land Force

National Defense Strategy, Feb 2018
AR 10-87, Organizations & Functions: ACOMs, ASCOs & DRUs, Dec 2017
GO-1, Assignment of Functions & Responsibilities within HQ, DA, 06 March 2020

Industrial Base Readiness

Munitions Readiness

Strategic Power Projection

Installation Readiness

Soldier, Civilian & Family Readiness

Supply Availability & Equipment Readiness

Data Analytics & Logistics Information Readiness

95 Active Army Installations
26 OIB Facilities
5 Transportation Brigades
7 Army Field Support Brigades
8 Contracting Support Brigades
3 Medical Logistics Centers
190K Military, Civilian & Contractor Workforce

Synchronize, Integrate & Deliver

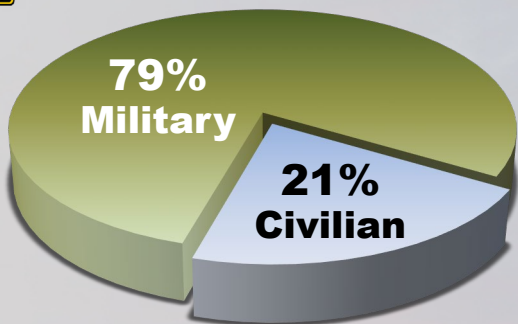




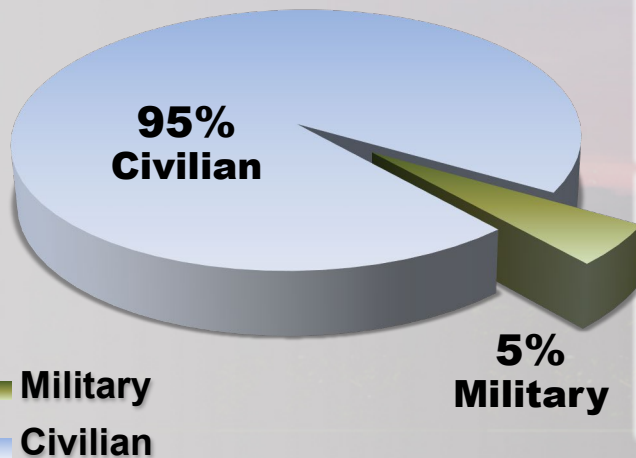
Our Workforce



Department of The Army



Army Materiel Command

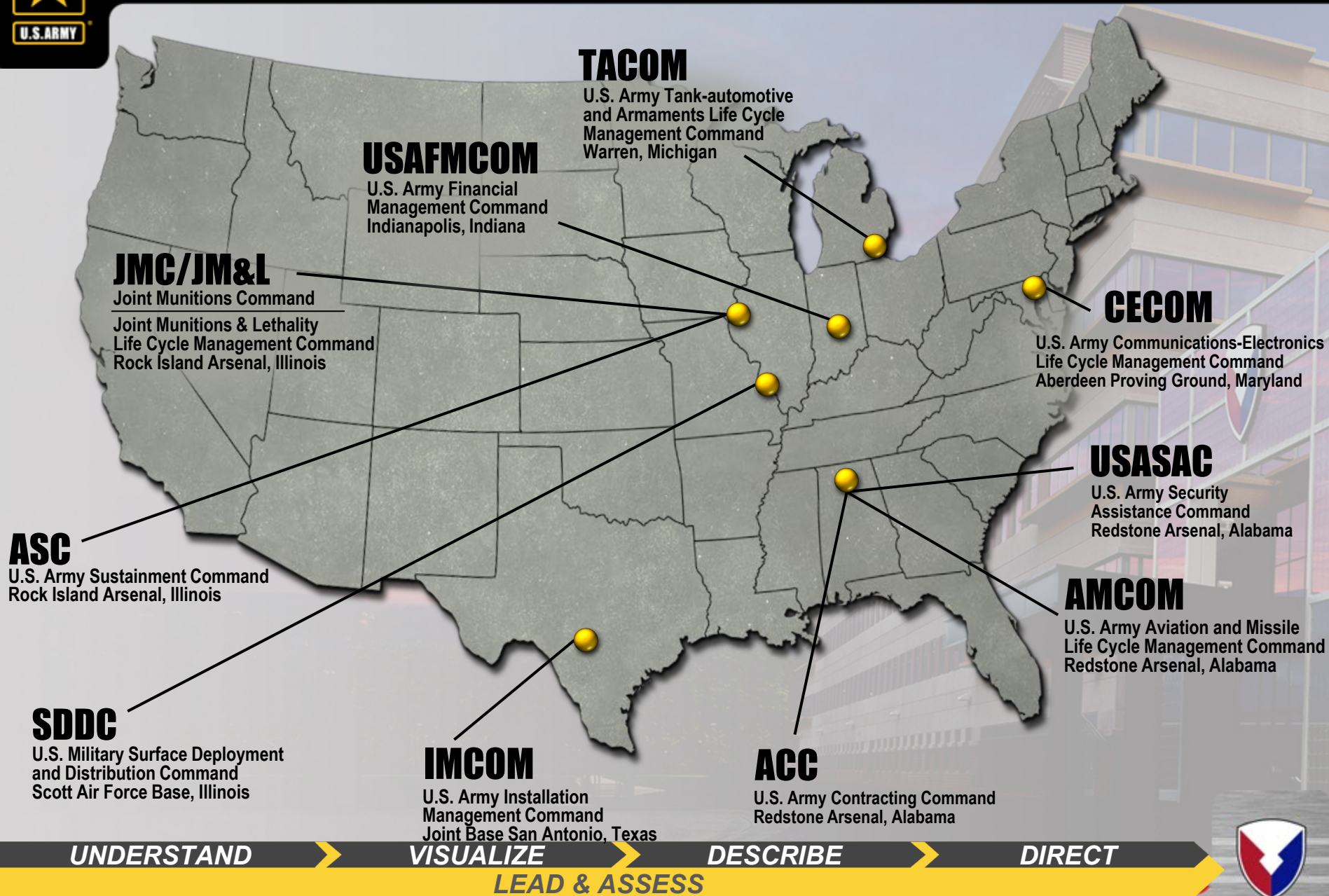


Dedicated Professionals





AMC Major Subordinate Commands





Army Civilians Tomorrow

- ✓ **Sense-Making: Ability to Determine the Deeper Meaning or Significance of What is Being Expressed**
- ✓ **Novel and Adaptive Thinking: Proficiency at Thinking and Coming up With Solution and Responses Beyond That Which is Rote or Rule-Based**
- ✓ **Cross-Cultural Competency: Ability to Operate in Different Cultural Settings**
- ✓ **Computational Thinking: Ability to Translate Vast Amounts of Data Into Abstract Concepts and to Understand Data-Based Reasoning**
- ✓ **Transdisciplinary: Literacy in and Ability to Understand Concepts Across Disciplines**
- ✓ **Cognitive Load Management: Ability to Discriminate and Filter Information for Importance and to Understand how to Maximize Cognitive Functioning Using a Variety of Tools and Techniques**
- ✓ **Virtual Collaboration: Ability to Work Productively, Drive Engagement, and Demonstrate Presence as a Member of a Virtual Team**

UNDERSTAND ➤

VISUALIZE ➤

DESCRIBE ➤

DIRECT

LEAD & ASSESS





U.S. ARMY

Professional Workforce – 2020 & Beyond



Preparing the Civilian Workforce

Engineers

- Operations Research
- Metrology/Calibration
- Safety
- Environmental

Logistics

- Supply Chain Management
- Equipment Specialists
- Inventory
- Packaging Specialists
- Transportation Specialists

Program Mgt Resource Mgt

- Program Management
- Resource Management
- Personnel Management
- Facilities Management

Specialty

- Administrative
- Information Technology
- Cyber Security

Tomorrow's Workforce will be more educated, skilled and multi-functional



BUILDING STRONG ACADEMIC PARTNERSHIPS TO MEET THE PROFESSIONAL ARMY 2020 NEEDS



U.S. ARMY



Key Skills Needed

Interns, Fellows, Continuing Education – Building the Workforce of the Future

Engineers

- Operations Research
- Metrology/Calibration
- Safety
- Environmental

Logistics

- Supply Chain Management
- Equipment Specialists
- Inventory
- Packaging Specialists
- Transportation Specialists

Program Mgt Resource Mgt

- Program Management
- Resource Management
- Personnel Management
- Facilities Management

Misc.

- Executive Asst.
- Administrative Asst.
- Information Technology
- Cyber Security
- Research Analyst
- Lawyer



Special Examples

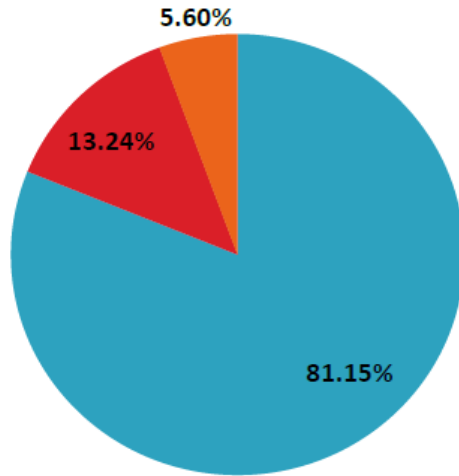
- Graphics Specialist
- Field Log Assistant Representatives
- Business Analyst, Program Analyst
- Log Management Specialist
- Cost Analysis

Warfighter Support – Stewardship Excellence – Workforce Development

Civilian Workforce in DoD



Total Civilian Employees: 921,334



- * App Fund (747,699)
- ** NAF (122,027)
- *** Foreign Nat. (51,608)

- *Appropriated Fund Employees
- **NAF: Non-Appropriated Fund – employees of self-funding organizations
- ***Foreign Nationals – Foreign national hires at forward bases

App Fund Employees By Component

Army	255,105
Navy	207,599
Air Force	174,191
DoD Agencies/Activities	110,804

- App Fund: 48% Prior Military Service including 20% Retirees and 28% Other Veterans (including National Guard employees)
- National Guard (Title 32) 58,901

Foreign Nationals
Located in 22 Different Countries

*Courtesy of the HR Reform and Readiness in the DoD Workforce briefing dated May 15, 2018



DoD Civilian Leader Development Continuum

DEPARTMENT OF DEFENSE



Defense Civilian Personnel Advisory Service

Deliberate development through progressive learning opportunities (education, training, self-development, assignments) that broaden experience and increase responsibility.

Vision
External Awareness
Strategic Thinking
Political Savvy
Global Perspective
National Security Strategy

Lead the Institution

Technology Management
Financial Management
Creativity and Innovation
Partnering
Entrepreneurship
National Defense Integration
National Security Environment

**Lead Organizations/
Programs**

Human Capital Management
Leveraging Diversity
Conflict Management
Developing Others
DoD Corporate Perspective
National Security Foundation

Lead People

Team Building
Accountability
Decisiveness
Influencing/Negotiating
DoD Mission and Culture

Lead Teams/Projects

Flexibility
Resilience
Continual Learning
Service Motivation
Computer Literacy

Integrity/Honesty
Customer Service
Problem Solving
Technical Credibility

Interpersonal Skills
Oral Communication
Written Communication
Mission Orientation

Lead Self



DoD Civilian Leader Development Framework

**Leading
Change**

**Leading
People**

**Results
Driven**

**Business
Acumen**

**Building
Coalitions**

**Enterprise-Wide
Perspective**

Definitions

This core competency involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to the competency is the ability to establish an organizational vision and to implement it in a continuously changing and highly ambiguous environment. Balances change with continuity and addresses resistance.

This core competency involves the ability to lead and inspire a multi-sector group [not only employees, (civilian and military) but also other government agency personnel at the Federal, State and local levels, as well as contractors and grantees] toward meeting the organization's vision, mission, and goals. Inherent to this competency is the ability to provide an inclusive workplace that foster the motivation and development of others, facilitates effective delegation, empowerment, personal sacrifice, and risk for the good of the mission, as well as trust, confidence, cooperation and teamwork, and supports constructive resolution of conflicts.

This core competency involves the ability to meet organizational goals and customer expectations. Inherent to this competency is stewardship of resources, the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

This core competency involves the ability to manage human, financial, and information resources strategically. Inherent to the competency is the ability to devise solutions with an understanding of how to impact business results by making connections between actions and/or performance and organization goals and results, as well as external pressure points.

This core competency involves the ability to build coalitions internally and within other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or other international organizations to achieve common goals.

This core competency involves a broad point of view of the DoD mission and an understanding of the individual or organizational responsibilities in relation to the larger DoD strategic priorities. The perspective is shaped by experience and education and characterized by a strategic, top-level focus on broad requirements, joint experiences, fusion of information, collaboration and vertical and horizontal integration of information.

Competencies

Creativity and Innovation
External Awareness
Strategic Thinking
Vision
Flexibility
Resilience

Conflict Management
Leveraging Diversity
Developing Others
Team Building

Accountability
Decisiveness
Entrepreneurship
Customer Service
Problem Solving
Technical Credibility

Financial Management
Human Capital Management
Technology Management
Computer Literacy

Political Savvy
Influencing/Negotiating
Partnering

Joint Perspective
-Mission Orientation
-DoD Mission and Culture
-DoD Corporate Perspective
-National Defense Integration
-Global Perspective
National Security
-National Security Foundation
-National Security Environment
-National Security Strategy

Fundamental Competencies

These competencies are the foundation for success in each of the core competencies.

- Interpersonal Skills
- Written Communication
- Continual Learning
- Integrity/Honesty
- Oral Communication
- Public Service Motivation



Career Foundation

- **First --- Build Depth in an Occupation/Core Function**
- **Functional Expertise = Credibility**
- **Identify Career Path(s) to the Journeyman Level**
- **Build your Brand --- on a small scale**
- **Establish your Network of Contacts**
- **Seek out the Tough Assignments**
- **Validate your Interest and Commitment to the Career Field**





Best Government Job Search Sites

UNCLASSIFIED//FOUO

USAJOBS
An official website of the United States government

Keywords: Job title, dept., agency, series, or occupation
Location: City, state, zip, or country

Search

SHAPE AMERICA'S FUTURE
Find your fit in the Federal Government
Create Profile

GOVERNMENT JOBS

Find Purpose in the Public Sector
Search for and apply to government jobs with one easy profile.

C: Job Title, Keyword
City, State or Zip

FIND JOBS

CAREERS IN GOVERNMENT
YOUR CAREER SEARCH JUST GOT EASIER.

Keywords
Location

FIND JOBS

careeronestop
your source for career exploration, training & jobs
Sponsored by the U.S. Department of Labor. A proud partner of the USAJOBS network.

Explore Careers Find Training Job Search Find Local Help Toolkit Resources For

Search CareerOneStop

GovtJobs.com

LOG IN JOIN

JOB SEEKERS EMPLOYERS JOB RESOURCES SEARCH FEED ABOUT POST JOBS

Search For Government Jobs
Search and apply for local government jobs for city, county and state agencies.

SEARCH JOBS
View All Jobs

Federal Job Search

Hiring Managers use A.I. to judge your resume.
Now You Can Use A.I. to Make Your Resume Stronger

Watch Video

Indeed

Find jobs Company reviews Find salaries

what
Job title, keywords, or company

where
City, state, or zip code

Upload your resume Sign In Employers / Post Job





Questions / Discussion

