PURPOSE
The purpose of the SALT program is to develop future strategic leaders in the Acquisition Workforce, who are results-oriented and equipped to advance to levels of greater responsibility and authority. The SALT program will provide the necessary skills, experience, and preparedness to cultivate agile leaders and strategists who represent the future of the Acquisition Workforce.

ELIGIBILITY
Applicants must have at least two years of current agency experience as an 1102 or P/PM (minimum acquisition experience with your current agency between April 2018 and April 2020). Applicants must also be classified as a GS-13 through GS-15 supervisor (note: the supervisor requirement may be waived with Endorsing Official approval), and certified at FAC-C Level III or Senior Level FAC-P/PM at the time of application and for the duration of the program.

SELECTION AND PLACEMENT
The 2020-2021 SALT applications are due by 4:00 PM Eastern Time on May 8, 2020, to VAAASALT@va.gov. Each cohort will accommodate up to 24 participants. The first cohort is intended for 1102s only; the second cohort is planned to be a hybrid, composed of 1102s and P/PMs. Selection will be made by each organization. The make-up of the cohorts is subject to change based on the applications received.

COMPETENCY FOCUS
The SALT program is structured to create leaders who demonstrate leadership agility; understand themselves and others; think critically and strategically to get results; communicate effectively; lead and inspire themselves and others for the future. The first of four missions focuses on understanding oneself and others to get results. The second mission navigates through thinking strategically to ask the right questions and solve complex organizational challenges. The third mission focuses on developing the communication competencies vital to a leader’s ability to effectively deliver critical information through change leadership principles and tools. The final mission is dedicated to the Capstone project.

CAPSTONE PROJECT
SALT participants will work in teams to research, analyze, and develop innovative solutions to current acquisition issues identified by senior leadership. Solution development and team collaboration will remain integral throughout the program. By the end of the program, each team will have synthesized a critical acquisition issue and presented solutions to a panel of senior acquisition leaders.

EXPENSES
Students will not incur costs directly associated with this program provided the Continued Service Agreement (CSA) requirements are met and they successfully complete the program. Training and travel expenses will be covered by the VAAA Contracting Professional School (CPS). OGA expenses will be covered by their agency.

DURATION
SALT participants will attend four developmental missions at the VAAA; missions one and three will be 8 days in duration and missions two and four will be 5 days in duration. The program will culminate in Capstone project presentations and graduation in June 2021.

PROGRAM COMPLETION REQUIREMENTS
During the program, participants will be required to attend four developmental, on-site missions.

To register, please visit the SALT Website
Please send any questions to VAAASALT@va.gov