

**FAC-P/PM INFORMATION TECHNOLOGY (IT)
CORE-PLUS SPECIALIZATION COMPETENCY MODEL
v3.0 (MARCH 27, 2017)**

Format changed 12/03/2019, for consistency across the functional areas.

Competency (16 Competencies)	Performance Outcome (16 Performance Outcomes)
1. Mission Capability and Gap Assessment	Evaluate information systems capability gaps that need to be filled so that the agency can meet its organizational mission, vision and objectives.
2. Technology Awareness*	Maintain insight into IT emerging technologies, cyber threats and applications to address current and future agency mission, vision, and objectives.
3. Enterprise Architecture*	Develop a firm understanding of the organizing logic for the business processes and IT infrastructure, reflecting the integration and standardization requirements of the agency's operating model. This thorough understanding of the enterprise architecture will provide an understanding of how the long-term view of a agency's processes, systems, and technologies are integrated to support the business strategy so that individual IT projects can build capabilities, not just fulfill immediate needs.
4. Requirements Generation, Analysis and Management*	Demonstrate application of requirements management process and activities to an IT project throughout its life-cycle.
5. IT Strategy, Planning and Stakeholder Analysis	Plan and utilize IT technology, security methodology, tools, and applications to accomplish the agency mission, vision, and objectives.
6. Capital Planning and Investment Assessment*	Identify & evaluate the processes and activities necessary to ensure agency's investments in IT are well thought out, cost- effective, and support the missions and business goals of the agency.
7. Analysis of Alternatives	Demonstrate the understanding of information systems and the value of alternative analysis and how it can be used to reduce risk and increase performance while meeting current and future organizational mission, vision, and objectives.
8. Contracting / Procurement	Plan for the intended IT program or project and document the plan in IT-specific statements of work, concept of operations, cost, schedule, scope, and supporting documents.

** Competencies derived from the IT Program Manager Career Path Guide. Agencies should capitalize on the recommended development opportunities listed in this Guide to develop experienced Project and Program Managers in these proficiency areas.*

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9. Acquisition Planning*	Develop a procurement/acquisition strategy for the use of external resources, materials, and supplies while ensuring thorough understanding of agile/flexible development acquisition strategy to meet current and future agency mission, vision, and objectives.
10. IT Program/Project Development and Management*	Conduct proper IT market analysis, market availability of IT COTS solution vs custom IT solution, solutions blending, technology evaluation, product availability as related to market research activities and convey that information to procurement official.
11. IT Program Execution & Delivery	Examine the different methodologies needed to produce and deliver fit- for-use deliverables; create a backlog using agile/flexible techniques; develop a performance data collection and tracking system for an IT projects; prepare for the activities and tasks needed to completely close out an IT project; and develop an effective team charter.
12. Quality Assurance	Define and implement IT quality assurance practices and procedures. Evaluate the products and services developed from the IT program and projects to ensure they meet mission requirements and mandated regulatory constraints.
13. Risk Management*	Understand the process of identifying vulnerabilities and threats to the information resources used by the agency in achieving business objectives, and deciding what countermeasures, if any, to take in reducing risk to an acceptable level, based on the value of the information resource to the agency.
14. Operations and Maintenance	Apply the necessary steps to transition from development, testing, and handoff to operations and apply continuous improvement strategies to the delivered IT program or project.
15. System Re-Engineering and Re-Evaluation	Identify and evaluate the operational effectiveness of a given IT project or program, including system upgrade, system sustainment, and schedule for replacement from a cost and technology perspective.
16. Program/Project Closeout	Assess and understand the difference (i.e. software vs hardware handoff) in the process and steps involved in closing an IT Program/Project to ensure all deliverables are met and contract options are exercised as required.

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FAC-P/PM Core-Plus Specialization Program

The purpose of the FAC-P/PM Core-Plus specialization program is to establish specialized knowledge, skills and abilities. These requirements are unique to the specific program areas and are in addition to the FAC P/PM requirements. There are no levels for core-plus specialties. The first core-plus area to be established is for Information Technology (FAC-P/PM-IT) project and program managers. New core-plus specialization areas may be established and approved by OFPP and maintained by FAI.

FAC-P/PM IT core-plus specialization requires a minimum of FAC-P/PM Mid-level certification plus mastery of the additional core-plus specialty requirements. Upon successful completion of specialization requirements, the FAC-P/PM core-plus specialty certification is awarded through FAITAS and maintained through continuous learning. The FAC-P/PM-IT Core-Plus competency model (this document) , the [December 16, 2013, Memo on Revisions to the Federal Acquisition Certification in Program and Project Managers \(FAC-P/PM\) from OFPP](#), and the [IT Program Manager Career Path Guide](#) provide more information on the FAC-P/PM-IT core-plus specialty certification.

This specialization differs from the 2210 series competency models in the following ways:

1. The FAC-P/PM-IT core-plus specialization focuses on those competencies that are either not included in the core FAC-P/PM standard, or require modification to accommodate unique aspects of IT programs and projects. The specialization places the competencies in these two categories as shown in Table 1 below.
2. The 2210 series competency model is job series and grade specific. FAC-P/PM-IT core-plus specialization may be obtained regardless of job series. OPM's IT Program Manager Career Path Guide and FAC-P/PM IT specialization recognize that duties and responsibilities often vary due to a Project or Program Manager's position, establishing a proficiency standard without direct correlation to a specific job series or pay grade.
3. The 2210 series competency model identifies specific technical competency requirements for Project and Program Managers without specifying a performance level of achievement. At a minimum, the FAC-P/PM IT core-plus specialization requires that the individual already have achieved a FAC P/PM mid-level (level 2) certification

The FAC P/PM-IT core-plus specialization competencies will be periodically reviewed in conjunction with the FAC-P/PM competencies and will incorporate future guidance issued by OMB. Agencies may establish additional FAC P/PM IT specialization criteria to accommodate specific agency requirements for a specific position or assignment.