

## FAC-C COMPETENCY MODEL (MAY 7, 2014)

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

11 Units of Competence: 10 Technical Units and 1 Professional Unit	28 Technical Competencies 10 Professional Competencies	52 Technical Elements, 10 Professional Elements (Performance Outcomes)
<b>1: Pre-Award and Award</b>	<b>Determination of How Best to Satisfy Requirements for the Mission Area</b>	1. Provide proactive business advice on requirements documentation based on analysis of requirements and performance-based approaches to find the best solution to satisfy mission requirements.
		2. Conduct market research using relevant resources prior to solicitation to understand the industry environment and determine availability of sources of supply and/or services.
		3. Perform acquisition planning by considering all available sources and methods of procurement to satisfy mission needs while appropriately allocating risk.
	<b>Consider Socio-economic Requirements (CSE)</b>	4. Consider socio-economic requirements including small business, labor, environmental, foreign, and other socio-economic requirements to provide maximum practicable contracting and subcontracting opportunities.
	<b>Promote Competition</b>	5. Conduct pre-solicitation industry conferences and analyze responses to draft solicitation terms and conditions to promote full and open competition.
		6. Identify and facilitate joint ventures and partnering on solicitations and subcontracting opportunities to increase competition and/or small business participation.
	<b>Source Selection Planning</b>	7. Document a source selection plan that is consistent with public law, regulations, policy, and other guidelines.
	<b>Solicitation of Offers</b>	8. Conduct pre-bid or pre-proposal conference to inform offerors of the requirements of the acquisition.
		9. Publicize proposed procurements to promote competition.
		10. Issue a written solicitation consistent with the requirements documents, acquisition plan and source selection plan, that includes the appropriate provisions and clauses tailored to the requirement.
		11. Issue amendments or cancel solicitations when such actions are in the best interest of the Government and conform to law and regulations.
		12. Respond to preaward inquiries by taking the appropriate action according to FAR/DFARS (and applicable supplements) to resolve questions.
	<b>Responsibility Determination</b>	13. Determine contractor responsibility by assessing past performance and financial stability to ensure that the contractor will be able to satisfy Government requirements.

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	<b>Bid Evaluation</b>	14. Evaluate the sealed bids in a transparent manner to preserve the integrity of the competitive process. 15. Perform price analysis to determine whether the lowest evaluated bid is reasonable and provides the best value to the Government.
	<b>Proposal Evaluation (Contracting by Negotiation)</b>	16. Evaluate proposals and quotes against evaluation criteria and request technical and pricing support, if needed, to identify offers that are acceptable or can be made acceptable.
	<b>Source Selection</b>	17. Decide whether to hold discussions based on results of the evaluation.
		18. Establish the competitive range to determine which of the offers will not be considered for the award.
	<b>Contract Award</b>	19. Select the awardee who in the Government's estimation, provides the best value.
		20. Award contract/ issue task or delivery orders after ensuring fund availability and obtaining reviews and approvals.
		21. Conducting pre/post award debriefings for all unsuccessful offerors when requested to ensure appropriate disclosure of information.
<b>Process Protests</b>	22. Process protests to determine whether to withhold award or stop performance pending outcome of the protest.	
<b>2: Develop and/or Negotiate Positions</b>	<b>Justification of Other than Full and Open</b>	23. Justify the need to negotiate or award the contract without full and open competition or, in a multiple award scenario, without providing for fair opportunity based on business strategies and market research.
	<b>Terms and Conditions</b>	24. Determine terms and conditions, including special contract requirements applicable to the acquisition that are appropriate for the acquisition to comply with laws and regulations (e.g. method of financing, Government property, intellectual property, OCI, specialty metals).
	<b>Preparation and Negotiation</b>	25. Prepare for negotiations / discussions / awards by reviewing audit and technical reports, performing cost and/or price analysis (or reviewing price analysts' reports), and developing pre-negotiation position to include identifying potential trade-offs.
26. Negotiate terms and conditions (including price) based on the pre-negotiation objective and give-and-take with the offeror to establish a fair and reasonable price.		
<b>3: Advanced Cost and/or Price Analysis</b>	<b>Advanced Cost and/or Price Analysis</b>	27. Evaluate the reasonableness of the contractor's proposed cost/price for use in preparing for complex negotiations.
		28. Develop positions on pricing-related contract terms and conditions to aid in developing the Government's position.

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		29. Support special cost, price, and finance efforts by researching, analyzing and providing recommended positions that are in the best interests of the Government.
		30. Evaluate award fee/incentive fee plans and arrangements for adherence to policy and guidance.
<b>4: Contract Administration</b>	<b>Initiation of Work</b>	31. Conduct post-award orientations to address customer concerns and contractor's responsibilities for performance of the contract.
		32. Plan for contract administration regarding delegating administrative functions; designating, training and managing CORs; and formally establishing all contract administration responsibilities.
	<b>Contract Performance Management</b>	33. Administer contract by monitoring contracting officer representatives' feedback, contractor performance, and enforcing contractor compliance with contract requirements.
		34. Ensure past performance evaluation is initiated to ensure documentation of performance including contracting officer input.
		35. Analyze, negotiate, and prepare claims file in order to issue final decisions.
		36. Resolve contract performance problems by gathering facts, determining remedies, and initiate remedial actions in order to find and provide a solution.
	<b>Issue Changes and Modifications</b>	37. Analyze the need for contract modifications and negotiate and issue contract modifications, as required.
	<b>Approve Payment Requests</b>	38. Approve contractor request for payments to include final vouchers under cost reimbursement contracts, progress payments, performance-based payments, or commercial financing.
	<b>Close-out Contracts</b>	39. Close-out contracts following proper procedure to ensure property disposition, final payments, and documents/clearances have been received.
<b>5: Small Business/Socio-Economic Programs</b>	<b>Addressing Small Business Concerns</b>	40. Assist small business concerns in understanding how to do business with the government, identifying contracting opportunities, and responding to small business inquiries regarding payment delays or problems.
		41. Serve as a small business specialist and assist the Small Business Administration's assigned representative in conducting annual reviews of small business share, evaluation of contractors' subcontracting performance, and planning to maximize the use of small businesses.

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		42. As a small business specialist provide recommendations on acquisition documents as to whether a particular acquisition should be set aside for one of the Small Business programs.
<b>6: Negotiate FPRAs &amp; Administer Cost Accounting Standards</b>	<b>Negotiate Forward Pricing Rates Agreements &amp; Administer Cost Accounting Standards</b>	43. Negotiate forward pricing rate agreements (FPRAs) for billing purposes and administer cost accounting standards to ensure contractor's compliance.
<b>7: Contract Termination</b>	<b>Contract Termination</b>	44. Terminate contracts using applicable FAR (and supplemental) requirements if it is in the best interest of the government (either termination for convenience or cause/default).
<b>8: Procurement Policy</b>	<b>Procurement Analysis</b>	45. Provide analysis to advise on procurement matters including contract documentation, legislation issues, and congressional inquiries impacting contracting matters.
		46. Develop procurement policy and changes in procedures through analysis of major procurements for statutory and regulatory compliance and a macro-analysis of contracting matters.
		47. Advise on high-level legislation & policy matters to recommend and/or lead change in the procurement process.
		48. Perform oversight & audits to review contract files, compile lessons learned, & ensure consistent policy application.
<b>9: Other Competencies</b>	<b>E-Business and Automated Tools</b>	49. Use e-business systems and automated tools to promote standardization, efficiency, and transparency.
	<b>Activity Program Coordinator for Purchase Card</b>	50. Perform oversight and execution for the Purchase Card Program.
	<b>Construction/Architect &amp; Engineering (A&amp;E)</b>	51. Develop acquisition strategies, issues notices/solicitations, conducts negotiations, selects sources, awards/ administers contracts for construction & A&E in accordance w/requirements & procedures associated w/construction & A&E outlined in the FAR & supplemental policy & procedures (w/particular attention to FAR Part 36).
<b>10: Contracting in a Contingent and/or Combat Environment</b>	<b>Contracting in a Contingent and/or Combat Environment</b>	52. Apply contracting expertise during deployments, contingency operations, or responses to natural disasters

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<b>11: Professional Competency</b>	<b>Problem Solving</b>	1. Problem Solving - Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
	<b>Customer Service</b>	2. Customer Service - Anticipates and meets the needs of both internal and external customers. Delivers high-quality products and services; is committed to continuous improvement.
	<b>Oral Communication</b>	3. Oral Communication - Makes clear/convincing oral presentations. Listens effectively; clarifies info as needed.
	<b>Written Communication</b>	4. Written Communication - Writes in a clear, concise, organized, & convincing manner for the intended audience.
	<b>Interpersonal Skills</b>	5. Interpersonal Skills - Treats others with courtesy, sensitivity, and respect. Considers and responds appropriately to the needs and feelings in different situations
	<b>Decisiveness</b>	6. Decisiveness - Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
	<b>Technical Credibility</b>	7. Technical Credibility - Understands and appropriately applies principles, procedures, requirements, regulations, and policies related to specialized expertise
	<b>Flexibility</b>	8. Flexibility - Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.
	<b>Resilience</b>	9. Resilience - Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
	<b>Accountability</b>	10. Accountability - Holds self and others accountable for measurable high-quality, timely, and cost-effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.

