

CHANGE REQUEST COVER SHEET

Change Request Number: 13-73

Date Received: 6/13/2013

Title: AMS Real Property Policy Updates

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Policy OR Guidance: Policy

Section/Text Location Affected: 4.2.5

Summary of Change: Policy has been updated to reflect the new RECO certification process.

Reason for Change: The AMS real estate career development policy has been updated to reflect changes in the RECO certification process.

Development, Review, and/or Concurrence: ALO-200, AGC-520, WLSA, ELSA, CLSA, ALO-300

Target Audience: Real Estate Contracting Officers

Potential Links within FAST for the Change: N/A

Briefing Planned: No

ASAG Responsibilities: None

Potential Links within FAST for the Change: N/A

Links for New/Modified Forms (or) Documents (LINK 1) [null](#)

Links for New/Modified Forms (or) Documents (LINK 2) [null](#)

Links for New/Modified Forms (or) Documents (LINK 3) [null](#)

SECTIONS EDITED:

Acquisition Management Policy:

Section 4.2.5 : Real Estate Certification and Warrant Requirements [\[Old](#)

[Content\]](#)[\[New Content\]](#) [\[RedLine Content\]](#)

SECTIONS EDITED:

Section 4.2.5 : Training Competencies and Curriculum

Old Content: Acquisition Management Policy:

Section 4.2.5 : Training Competencies and Curriculum

Congressional requirements specify using a competency-based model to provide structure and logic for learning and development decisions. The FAA developed a Performance Development Program Guide in 2000 that identified the competencies for Real Estate Specialists. This 2007 revision updates the competencies identified in 2000 and aligns curriculum for the three levels of FAA Real Estate professionals (i.e. entry, intermediate and senior level).

The Agency uses competency based training to standardize the education, training, and experience requirements for Realty Specialists and Real Estate Contracting Officer (RECO) professionals. A well-trained real estate workforce is critical to ensuring that the FAA accomplishes its mission goals. Investment in the development of the FAA real estate workforce will improve the FAA's ability to meet mission needs and continue being effective stewards of taxpayer dollars.

All real estate group managers and real estate professionals must use the "Real Estate Competencies and Performance Development Guide" ([Real Property Guidance 6.0](#)) for developing the competencies and curriculum (including mandatory core real estate classes) for ARC real estate professionals.

New Content: Acquisition Management Policy:

Section 4.2.5 : Real Estate Certification and Warrant Requirements

FAA requirements specify using a competency-based model to provide structure and logic for learning development for acquisitions professions to make reasonable, justified decisions to accomplish agency goals. FAA's mission-critical real property transactions are highly complex and challenging and require a skilled and knowledgeable workforce. Consequently, the FAA developed an acquisition career development program for many series, including the Real Estate Contracting Officers/Specialists (RECO/S).

Therefore, unless otherwise prohibited by existing law or regulation, or an existing collective bargaining agreement, all RECO/S must meet the training and experience requirements set forth in AMS Policy Section 5, Acquisition Career Program, to qualify for certification. Warrant level qualifications and designations are related directly to RECO/S certification. For more information, please see Section 6.1, Real Estate Career Development. Attaining a given level of certification or warrant does not, in and of itself, qualify an employee for promotion or selection to a position.

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Red Line Content: Acquisition Management Policy:

Section 4.2.5 : Training CompetenciesReal Estate Certification and CurriculumWarrant Requirements

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The Agency uses Therefore, competency based training to standardize the unless otherwise prohibited by existing law education or training regulation, and or experience requirements for Realty an existing collective bargaining Specialists agreement, and all Real RECO/S Estate Contracting Officer must meet the (RECO) training professionals. and A experience well-trained requirements real estate workforce is critical to set forth in AMS Policy Section ensuring 5, that the Acquisition Career FAA Program, accomplishes its mission goals to qualify for certification. Investment in the development Warrant of the FAA real estate workforce will improve level qualifications and designations are related directly to the RECO/S FAA certification. ~~8217160;~~ s ability to meet mission needs and continue being For more effective information, stewards of taxpayer dollars please see Section 6. All real estate group managers and I, real estate professionals Real Estate Career must Development, use the "Real Estate Competencies and Performance Development Attaining a given Guide" level (Real of Property Guidance certification or 6.0) for warrant developing does the not, competencies in and curriculum (including of mandatory itself, core real estate qualify an employee classes) for ARC promotion real or selection estate to a professionals position.
