

A night-time photograph of Special Operations Forces. In the foreground, a soldier is seen in profile, wearing a helmet with night vision goggles and a communication system. The background shows several other soldiers in silhouette, some holding rifles, and a helicopter flying in the dark sky. The scene is illuminated by a mix of blue and yellow light, creating a dramatic and tactical atmosphere.

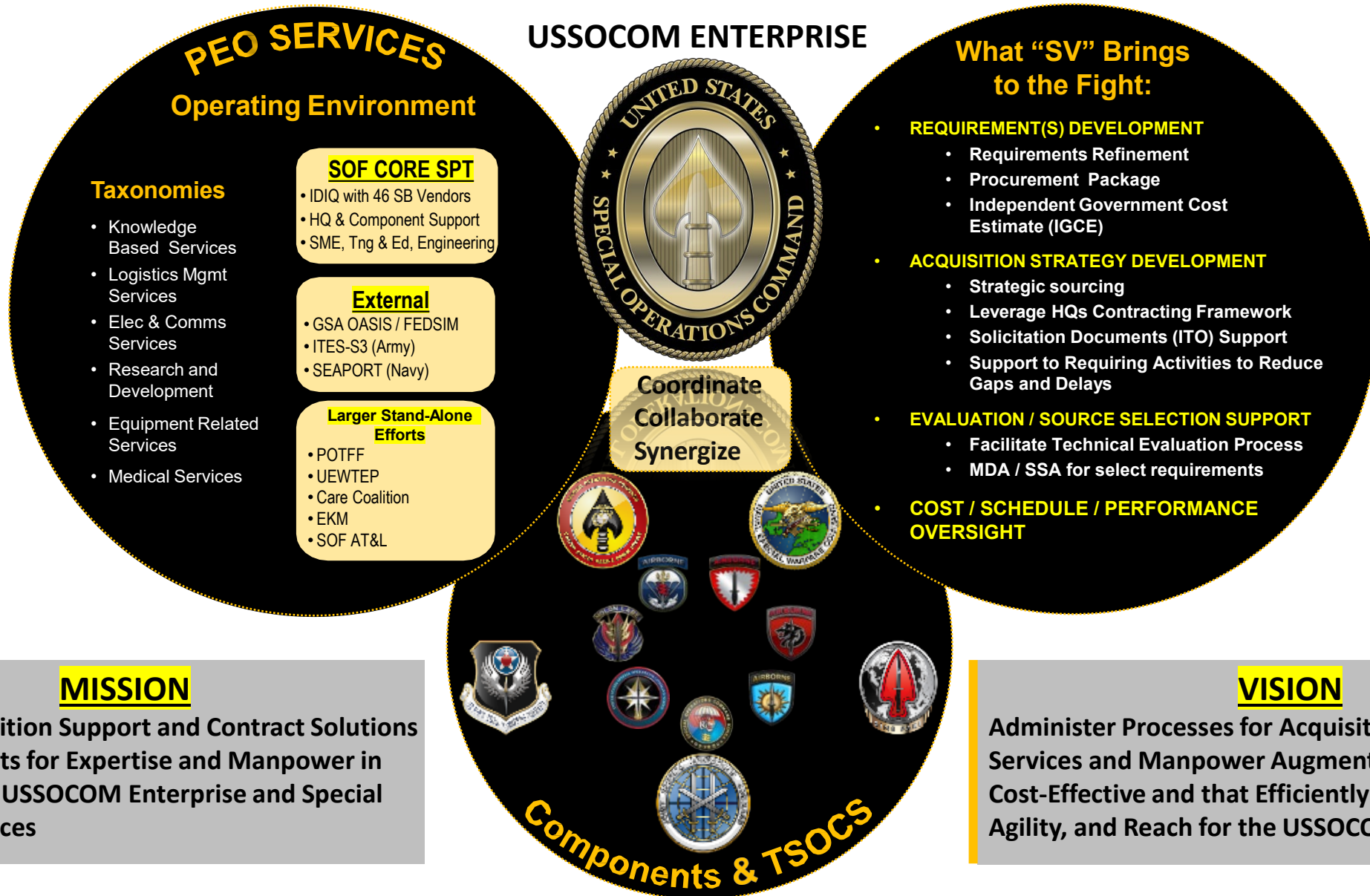
SPECIAL OPERATIONS FORCES ACQUISITION, TECHNOLOGY, & LOGISTICS
Campaigning with Partners for Integrated Deterrence

Mr. Theodore Koufas, Senior Services Manager

PROGRAM EXECUTIVE OFFICE— SERVICES



PROGRAM EXECUTIVE OFFICE SERVICES (SV)



PEO SERVICES Operating Environment

Taxonomies

- Knowledge Based Services
- Logistics Mgmt Services
- Elec & Comms Services
- Research and Development
- Equipment Related Services
- Medical Services

- SOF CORE SPT**
- IDIQ with 46 SB Vendors
 - HQ & Component Support
 - SME, Tng & Ed, Engineering

- External**
- GSA OASIS / FEDSIM
 - ITES-S3 (Army)
 - SEAPORT (Navy)

- Larger Stand-Alone Efforts**
- POTFF
 - UEWTEP
 - Care Coalition
 - EKM
 - SOF AT&L

USSOCOM ENTERPRISE



Coordinate
Collaborate
Synergize



Components & TSOCS

What "SV" Brings to the Fight:

- **REQUIREMENT(S) DEVELOPMENT**
 - Requirements Refinement
 - Procurement Package
 - Independent Government Cost Estimate (IGCE)
- **ACQUISITION STRATEGY DEVELOPMENT**
 - Strategic sourcing
 - Leverage HQs Contracting Framework
 - Solicitation Documents (ITO) Support
 - Support to Requiring Activities to Reduce Gaps and Delays
- **EVALUATION / SOURCE SELECTION SUPPORT**
 - Facilitate Technical Evaluation Process
 - MDA / SSA for select requirements
- **COST / SCHEDULE / PERFORMANCE OVERSIGHT**

MISSION

Provide Acquisition Support and Contract Solutions to Requirements for Expertise and Manpower in Support of the USSOCOM Enterprise and Special Operations Forces

VISION

Administer Processes for Acquisition of Professional Services and Manpower Augmentation that are Cost-Effective and that Efficiently Ensure Stability, Agility, and Reach for the USSOCOM Enterprise

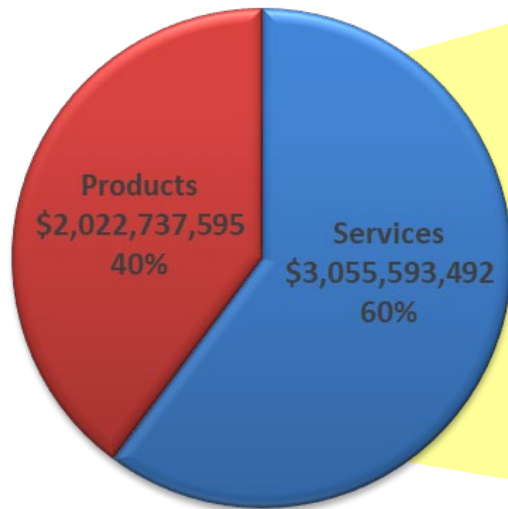
FY21 SERVICE PORTFOLIOS

FY21 Product/Service Dollars

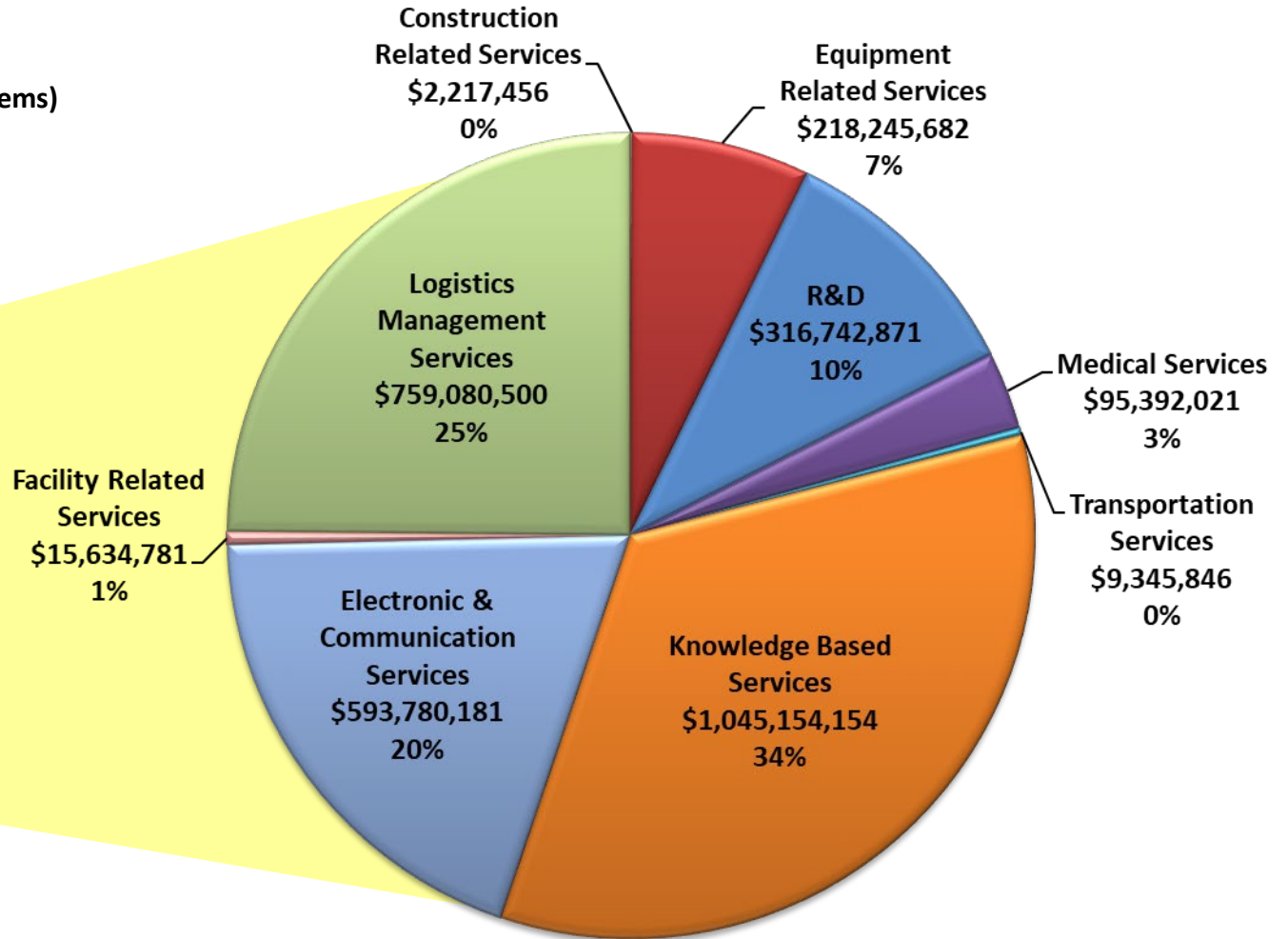
\$5,078,331,087

(Total does not contain classified offices or masked items)

Product/Service Breakdown



■ Services ■ Products



Total Dollars by Service Portfolio Category

Total FY21 Dollars Obligated: \$5,396,652,295

Sources: FPDS-NG and ECITS as of 10-7-21

PEO SERVICES

PEO Services
Mr. Ted Koufas
813-826-1972

Deputy
PEO Services
Mr. Pete Greany
813-826-7423

**Program Specialist/
Executive Assistant**

Timekeeper
TASM
Defense Ready (PEO SV)
GPC
Portal Sit Administrator
Records Mgmnt

LREC-A/SOFLO
SOFM
J10

Property Custodian
Alt Portal Site Admin

SOF AT&L
TCC
DCGS
WCP
JMWC
J8

Gamechangers
Defense Ready (AT&L)

Components
TSOCs
SWMS-C PCOR
JHU
MPDAC

IT/Security/OPSEC
GPC Review Official

POTFF (Pri)
EKM PCOR
SEPS (pre-award)
SRRB

CAWG

SCS PCOR
SOCS
JSOU
J1
SOFIC

Alt TASM
SOFIC IPT

J2
J3X
J6
SEPS

Pathfinders
USEP
Security

J3
J4
J5
POTFF (Alt)

Safety
Alt Records Mgmnt

PAST, PRESENT, FUTURE

WHERE WE HAVE BEEN

- FY 93 **SETA**: \$85M ceiling -Single Prime
- FY 97 **SETA**: \$450M ceiling -Three Primes
- FY 02 **ALMBOS**: \$760M ceiling - Two Primes
 - One Large, and one SB
- FY 10 **GBPS**: \$1.58 ceiling
 - Four Primes
 - Directed SB goals
 - Ordering Period ended April 2015
 - Task Orders thru 2016
 - 99 TOs issued, est. value: \$865.9M
 - Mandatory use HQ USSOCOM, optional for TSOCs & Components

WHERE WE HAVE BEEN

- FY 16/17 **SWMS**:
 - \$1.5B ceiling
 - Group A: 10 Prime Contractors
 - Group B: 32 Small Business Primes
 - Ordering Periods end in July and Aug 2020
 - Group C-Single SDVOSB Prime
 - Ordering Periods ends Jan 2022
 - Mandatory use HQ USSOCOM, optional use TSOCs & Components

WHAT WE HAVE LEARNED

- Competition
- Large v Small
- Discriminators
- Imperatives
- External Vehicles

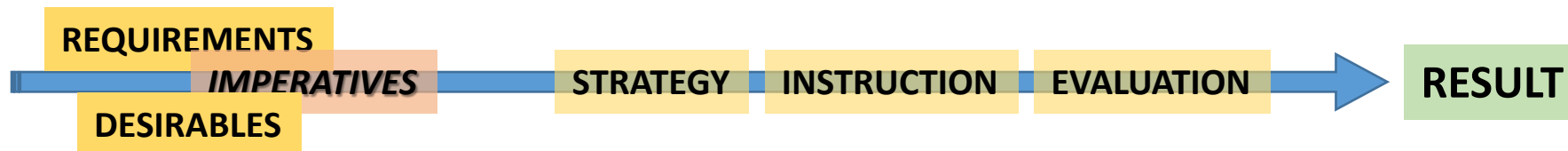
WHERE WE ARE GOING

- **SOF Core Support (SCS)**
 - 46 Small Business Primes
 - IDIQ for KBS and Tng/Ed
- **SEPS**
 - Single SDVOSB (added scope)
- **Leverage Government Wide Agency Contracts (GWACs)**
 - GSA FEDSIM / OASIS
- **Enterprise Solutions**
 - Knowledge Management
 - POTFF
 - Other consolidation Opportunities...

SETA: Systems Engineering and Technical Assistance
 ALMBOS: Acquisition, Logistics, Management, and Business Operations Support
 GBPS: Global Battlestaff and Program Support
 SWMS: SOCOM Wide Mission Support

SERVICES ACQUISITION STRATEGY CONSIDERATIONS

- **FIRST THINGS FIRST: ENSURE A CLEAR REQUIREMENT !!**
 - Don't be confused by the CURRENT Contract
 - Deliverables – What must the Contractor Provide:
 - QUALIFIED PEOPLE
 - PRODUCTS / EVENTS
 - Locations of Performance:
 - On-Site, Off-Site
 - Telework Considerations
- What does “SUCCESS” look like in execution?
 - What are the core attributes we truly value?
 - How do Service Imperatives apply to the requirement? (Stability/Agility/Reach)
 - What processes best support the attributes we seek?
- What things about the existing contract would we like to:
 - SUSTAIN ?
 - IMPROVE ?
- When must the new effort begin ?
 - Develop the Acquisition Timeline and Team
- What does POM look like for FY 23 and out?
 - Are there any impacts or changes ?
- Risk Management Considerations
 - Cost/Schedule/Performance
 - Organizational Conflicts
 - International Connections
- Contracting Considerations
 - Contract Type
 - New vs Existing Contracts
 - Single vs Multiple Award
- Security Considerations
 - FCL
 - Cybersecurity – what CMME level is appropriate and why?
 - Classified Storage Requirements



MANPOWER AUGMENTATION – WHAT ARE WE REALLY BUYING?



The Offeror's understanding of SOF Operations and Strategy is relevant, but... *we are more interested in workforce management methods.*



We want to hire Offerors with experience in **staffing**, via access to and understanding of manpower pools that have required expertise.

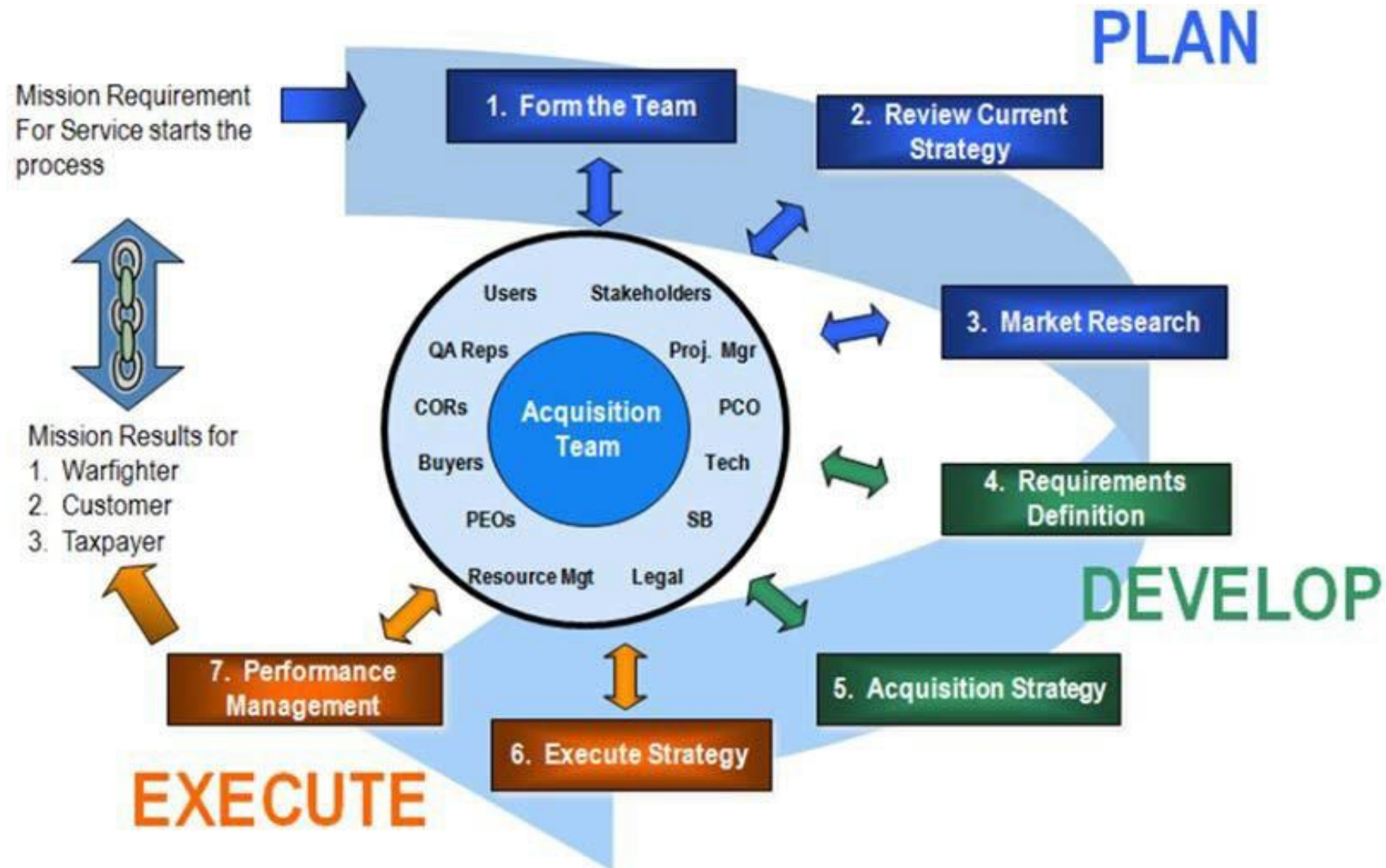


We want to hire Offerors who demonstrate capacity to apply resources that ensure **continuity** is maintained, and **issues are resolved**.



BOTTOM LINE: We value **RESOURCED PROCESSES** that create imperatives.
We seek **technical growth & flexibility; efficient, innovative solutions.**

SERVICES ACQUISITION PATHWAY



SERVICES ACQUISITION STRATEGY

• Lessons Learned – things we VALUE:

- IMPERATIVE #1: Workforce **Stability**
 - Support and Reinforce Mission **Continuity**
 - Maintain **Institutional Knowledge**
 - Respectable and Credible **Leadership**
 - Dedicated **Resources** for Contract **Transition**
 - **Compensation** - Incentivize Performance and **Loyalty**
 - Solve Personnel **Issues** Efficiently and Effectively
 - Enable **Opportunities** for Growth and Development
- IMPERATIVE #2: Management **Agility**
 - Balance Simplicity and Complexity; **Handle Changes**
 - **Be available** to customers, and proximate to issues
 - Possess **organic resources** for surge and issues
- IMPERATIVE #3: Global **Reach**
 - Credible Access to Relevant **Labor Pools**
 - Know how to put employees **in remote places**
 - Access to **Nodes and Networks** that inter-connect global tasks

• We must therefore EVALUATE:

- CAPABILITY
 - Recruiting and Retention
 - Breadth, Depth, Redundancies of TEAM
 - Knowledge of and Experience with WORKFORCE
- ORGANIZATION
 - Lines of Communication; Internal and External
 - Clear/Clean Connections to Corporate Resources
 - Responsive to Government POCs & Workforce
- PROCESS
 - Fixed Responsibilities, Available (Organic) Resources
 - Reporting, Issue Resolution, Quality Control
 - Total Compensation Plan – Competitive in the Marketplace

Thorough Transition – **Mission Continuity**
 Staffing Capability – **Qualified Personnel**
 Compensation Stability – **Reduced Turbulence**
 Dedicated Resources – **Responsive Management**
 Industry Engagement – **Clear Requirements**
 Experience with Workforce – **Surge and Change**

PURPOSE: Identify and **Evaluate** the things we **Value** the most...



COVID-19 RESPONSE HQS SERVICE CONTRACT UPDATE

- **J-code Directors, Special Staff, and leaders are no longer required to limit the number of individuals conducting in-person work from HQ USSOCOM facilities.**
- **For all USSOCOM sponsored/co-sponsored in-person meetings, events, and conferences with greater than 50 participants, the meeting organizer will obtain advance approval from the CDR USSOCOM. This approval authority is delegated to the Deputy Commander and the Vice Commander.**
- **Continue to use preventative measures, such as good hygiene and 6ft of social distancing.**

SERVICES ACQUISITION ITEMS OF INTEREST

- **SWMS-A Follow-on**
- **SWMS-C Follow-on (SEPS) – in Source Selection**
- **UEWTEP III – Going to GSA FEDSIM**
- **POTFF III**

PROTESTS

- **Extremely small percentage of USSOCOM contracts protested/challenged**
- **Track all types of protests (e.g., GAO, COFC, agency, Small Business, etc.) to identify any areas for enhanced focus**
- **Primary area challenged--complex, competitive procurements**
- **In a few cases, a single acquisition might account for the majority of protests/challenges in a fiscal year**

PEO SERVICES FUTURE CONSIDERATIONS

Considerations for Future PEO Services Acquisitions

- **“Going Quiet” – How does this affect the acquisition of services and service contracts?**
- **What type of contract support vehicles does USSOCOM require in order to move forward in support of SOF Modernization**
- **“SREC” – What are the immediate and near term service support vehicles needed for SREC mission accomplishment?**

Factors Impacting Potential Course of Action for Enterprise Solutions:

- **Ensure Command Service Requirements are aligned to the NDS, Integrated Deterrence, and Building Enduring Advantages**
- **Look for opportunities to consolidate similar work into enterprise contract vehicles**
- **Build additional capability by leveraging service contracts across the Department**
- **Integrate rigorous Cyber Security and Supply Chain Risk Management discipline into service contracts**
- **Review and implement lessons learned in establishing Enterprise Service contracts**

QUESTIONS AND COMMENTS

Engage SOF | eSOF@SOCOM.MIL

813.826.9482

