

**MRMC LABORATORY PERSONNEL MANAGEMENT DEMONSTRATION PROJECT**

**DB Position Review**

**Purpose and Scope**

To establish procedures for the position review of DB hires.

**Definition**

DB positions are engineering or scientific positions within the PDP.

**Responsibilities**

All MRMC activities that recruit for DB positions will follow the procedures in this policy.

**Background**

The Army, MEDCOM, and USAMRMC are all entering a very dynamic and fluid strategic environment. To help ensure that the Command's workforce capabilities align with required competencies that, because of the current environment, are also dynamic, a greater degree of scrutiny over scientific and engineering hiring practices is required.

**Procedures**

All newly classified DB position descriptions (PDs) will be reviewed by an organizational authority prior to initiating the recruitment process.

- a. At USAMRMC subordinate units PDs will be reviewed and approved by the unit's Lab Science Director or Senior Civilian Scientist prior to initiating the recruitment process.
- b. All newly classified HQ USAMRMC DB position descriptions will be sent to the DSCHR to obtain PART approval prior to recruitment.

**POC:** MRMC PDP Manager