



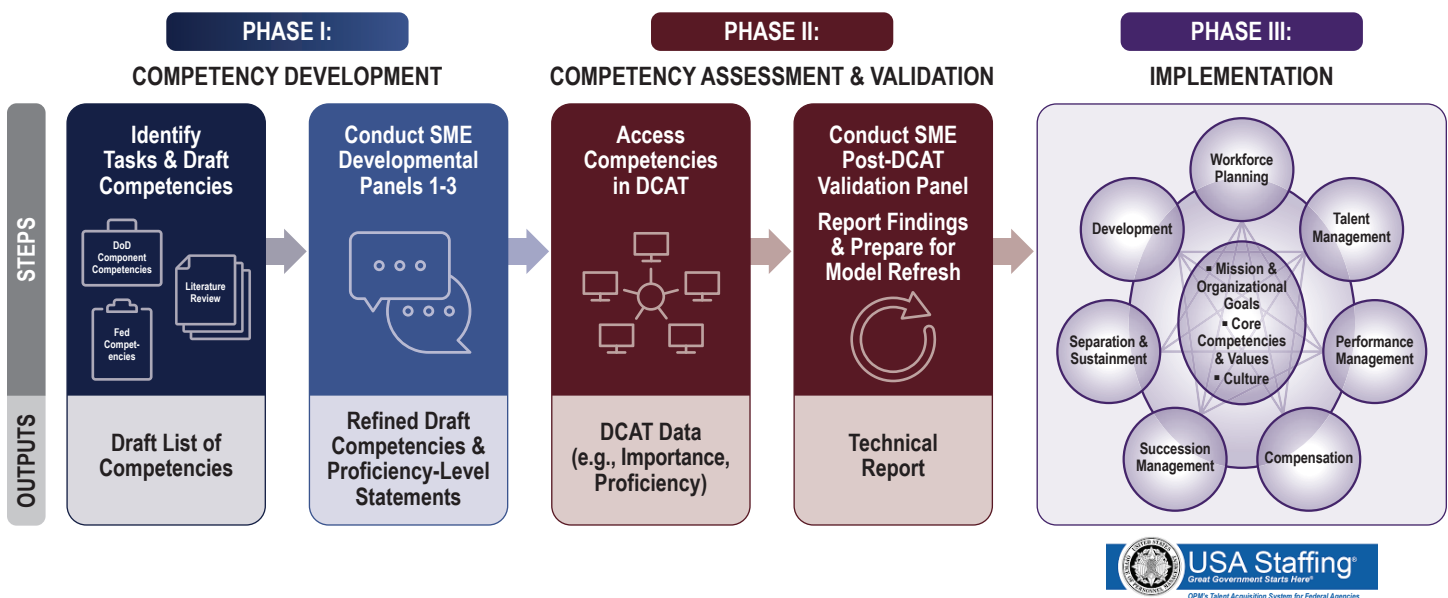
## DEPARTMENT OF DEFENSE SEXUAL ASSAULT PREVENTION AND RESPONSE OFFICE



### Competencies for SARW Personnel in Supervisory Roles

The Department of Defense developed and validated a technical competency model for the Sexual Assault Response Workforce (SARW) in accordance with DoDI 1400.25-V250 to ensure consistency in capabilities required to provide sexual assault victim advocacy to the DoD community consistent with DoD SAPR Policy. This development process, as outlined below, is a workforce planning best practice established by the Defense Civilian Personnel Advisory Service. As a result of this development process, DoD developed the following list of competencies applicable to SARW personnel in supervisory roles in accordance with position requirements outlined in the SARW Model.

#### DoD Competency Development and Assessment Process



#### SARW Supervisory Competencies



**People Management:** Provide direction, feedback, and support to subordinates and ensure the success of SARW personnel



**Resource Management:** Manage the SAPR program's budget, resources, training, manpower, and operational activities to ensure effective program execution



**Program Administration:** Manage and oversee planning, implementation, and evaluation of tactical-level SAPR activities



**Data and Records Management:** Oversee the collection, organizing, safeguarding, and maintenance of case and program data



**Executive Communication:** Provide guidance to operational command and subordinates, and liaise between direct reports and internal and external partners



**SARW personnel are required to obtain a certification, as a condition of employment, through the DoD Sexual Assault Advocate Certification Program (D-SAACP).**

D-SAACP certification requirements align these core competencies to the full range of sexual assault response, case management, and victim advocacy duties. D-SAACP will continue to serve as the Department's designated certification program for standardizing and enhancing the professional competency and proficiency of the SARW through its course and skill-based requirements in accordance with Public Law 112-81, Section 584.