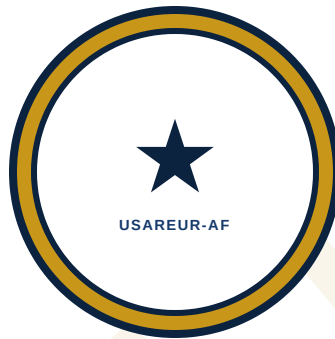


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SME DESIGNATION RUBRIC

SOP-SME



C2DAO SME DESIGNATION RUBRIC

Maven Smart System (MSS) Training Program

HEADQUARTERS
UNITED STATES ARMY EUROPE AND AFRICA
(USAREUR-AF)
Wiesbaden, Germany

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C2DAO SME DESIGNATION RUBRIC

MAVEN SMART SYSTEM (MSS) TRAINING PROGRAM

USAREUR-AF Operational Data Team — C2DAO

Document	C2DAO Subject Matter Expert (SME) Designation Rubric
Proponent	USAREUR-AF C2DAO Training Division
Effective Date	March 2026
Review Cycle	Annual

SECTION 1 — PURPOSE AND SCOPE

1-1. Purpose

This rubric formalizes the "C2DAO SME designation" referenced throughout the Faculty Development Plan, Program of Instruction, and instructor qualification tables. It defines what the designation means, how it is earned, how it is maintained, and what authority it confers. Prior to this document, SME designation was referenced but never defined — this rubric closes that gap.

1-2. What SME Designation Is

C2DAO SME designation certifies that a person has demonstrated domain expertise sufficient to:

- Instruct or evaluate SL 4/SL 5 courses in their designated domain
- Serve as a domain authority for curriculum development and course currency review
- Provide technical review of lesson plans, exercises, and evaluation criteria within their domain

1-3. What SME Designation Is Not

- It is not an instructor certification. SME designation is a domain qualification prerequisite — the holder must still complete T3-I (or be grandfathered under FDP §3-1) to teach independently.
- It is not a military or Civilian credential. It is an internal C2DAO designation.
- It does not confer authority over other personnel, assign supervisory responsibilities, or change the holder's duty position.

SECTION 2 — SME DOMAINS

2-1. Designated Domains

Domain	Abbreviation	Associated Courses	FDP Reference
Operations Research / Systems Analysis	ORSA SME	SL 4G, SL 5G	FDP §2-1 (SL 4G row)
Artificial Intelligence / AIP	AI SME	SL 4H, SL 5H	FDP §2-1 (SL 4H row)
Machine Learning Engineering	MLE SME	SL 4M, SL 5M	FDP §2-1 (SL 4M row)
Software Engineering	SWE SME	SL 4L, SL 5L	FDP §2-1 (SL 4L row)
Knowledge Management	KM SME	SL 4K, SL 5K	FDP §2-1 (SL 4K row)
Program Management	PM SME	SL 4J, SL 5J	FDP §2-1 (SL 4J row)

2-2. General SME Designation

For SL 3 instruction, FDP §2-1 allows "C2DAO SME designation" as an alternative to holding a SL 4 Go. General SME designation is earned by meeting the criteria for any one of the six domain-specific designations above.

SECTION 3 — DESIGNATION CRITERIA BY DOMAIN

3-1. ORSA SME

Criterion	Requirement
Course Qualification	SL 4G Go on file
Operational Experience	12+ months performing ORSA work on the MSS platform
Production Work	2+ production analytical products deployed on MSS (dashboards, models, or decision-support tools actively used by operational units)
Peer Review	Technical review and endorsement by an FA49 officer, ORSA-designated Civilian, or existing C2DAO ORSA SME
Domain Knowledge	Demonstrated proficiency in statistical modeling, time series analysis, Monte Carlo simulation, and linear programming as applied on the MSS platform

3-2. AI SME

Criterion	Requirement
Course Qualification	SL 4H Go on file
Production Work	3+ production AIP Logic workflows deployed and actively used
Red Team Experience	Documented red-team or adversarial evaluation of at least 1 AIP workflow (testing for hallucination, prompt injection, data leakage, or unintended behavior)
Peer Review	Technical review and endorsement by an existing C2DAO AI SME or C2DAO AI team lead
Domain Knowledge	Demonstrated proficiency in AIP Logic authoring, Agent Studio workflow design, RAG configuration, and AI safety principles

3-3. MLE SME

Criterion	Requirement
Course Qualification	SL 4M Go on file

Criterion	Requirement
Production Work	1+ ML model deployed to production on MSS with active monitoring
Governance Documentation	Model card on file for at least 1 production model (documenting training data, performance metrics, limitations, and governance approvals)
Peer Review	Technical review and endorsement by an existing C2DAO MLE SME or C2DAO MLE team lead
Domain Knowledge	Demonstrated proficiency in feature engineering, model training and evaluation, MLOps pipelines, and ML governance on the MSS platform

3-4. SWE SME

Criterion	Requirement
Course Qualification	SL 4L Go on file
Production Work	2+ production OSDK or Platform SDK applications deployed on MSS
Security Review	At least 1 production application has passed a C2DAO security review (no hardcoded credentials, no unauthorized data access, validator test suite passing)
Peer Review	Technical review and endorsement by an existing C2DAO SWE SME or C2DAO SWE team lead
Domain Knowledge	Demonstrated proficiency in OSDK, Platform SDK, TypeScript, Slate application development, and MSS security model

3-5. KM SME

Criterion	Requirement
Course Qualification	SL 4K Go on file
Production Work	1+ production KM system deployed on MSS (AIP-powered summarization, PCS continuity tool, or institutional knowledge base)
Operational Transfer	Has executed at least 1 PCS or duty transition using the KM system, demonstrating operational continuity
Peer Review	Technical review and endorsement by an existing C2DAO KM SME or C2DAO KM lead
Domain Knowledge	Demonstrated proficiency in KM systems on MSS, AIP summarization workflows, and PCS continuity processes

3-6. PM SME

Criterion	Requirement
Course Qualification	SL 4J Go on file
Production Work	2+ production PM dashboards deployed on MSS (tracking program milestones, budget execution, or resource allocation)
Active Use	6+ months active use of PM tools on MSS for program oversight
Peer Review	Technical review and endorsement by an existing C2DAO PM SME or C2DAO PM lead
Domain Knowledge	Demonstrated proficiency in IMS, GFEBS integration, dashboard standards, and MSS-based program management

SECTION 4 — DESIGNATION PROCESS

4-1. Application

1. Candidate assembles evidence portfolio addressing each criterion for the target domain
2. Candidate submits portfolio to C2DAO Training OIC with a request for SME designation
3. Portfolio must include: course completion records, links to production work, peer review endorsement (written memo or email from reviewer), and a self-assessment of domain knowledge

4-2. Review

1. C2DAO Training OIC reviews the portfolio against the criteria in Section 3
2. Training OIC may request additional evidence or schedule a technical interview
3. Review decision is documented in writing within 15 duty days of submission

4-3. Designation

1. Upon approval, Training OIC issues an SME designation memorandum specifying the domain
2. Designation is entered in the Instructor Roster (FDP Appendix C) with effective date
3. Designation is valid for 12 months from issuance

4-4. Multiple Designations

A person may hold SME designation in more than one domain simultaneously, provided they meet the criteria for each domain independently.

SECTION 5 — SUSTAINMENT AND REVOCATION

5-1. Annual Review

All SME designations are reviewed annually by the C2DAO Training OIC. The review verifies: - Continued platform currency (no 90-day gap in active MSS use per FDP §4-2) - Continued production work in the designated domain (at least 1 active production artifact) - No adverse performance findings related to the domain

5-2. Suspension

SME designation is automatically suspended if: - Platform currency lapses (90+ days without active MSS use). Reinstated upon completion of re-familiarization per FDP §4-2. - The holder has not maintained production work in the domain for 12+ months. Reinstated upon demonstration of current production work.

5-3. Revocation

SME designation is revoked if: - The holder's course qualification (SL 4 Go) is invalidated - Adverse performance findings related to the domain are substantiated - The holder voluntarily relinquishes the designation

Revocation is documented in writing by the C2DAO Training OIC and recorded in the Instructor Roster.

USAREUR-AF Operational Data Team C2DAO SME Designation Rubric | Version 1.0 | March 2026