



U.S. AIR FORCE

Rules of Engagement

- **All slides have been emailed to participants; if you did not receive them please contact our org box: usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil**
- **Following the presentation, participants may ask questions**
 - **Please state your name and grade {Example: Capt John Smith}**
 - **Remain professional and follow proper military decorum**
 - **Keep questions specific to a general audience, personal questions can be asked/answered at a later time**
- **This session will be recorded & posted on the IAS MilSuite site following the briefing: <https://www.milsuite.mil/book/groups/air-force-ias>**

Headquarters U.S. Air Force

Integrity - Service - Excellence

Foreign Area Officer (FAO) Program New Cohort Overview



**SAF/IAPA
21 February 2019**

U.S. AIR FORCE



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Overview

Career Field Manager (CFM) Guidance and Opening Remarks

SAF/IA and 16F/P Leadership

Evolution of FAO Program

FAO Inventory

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Career Field Manager Guidance and Opening Remarks

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SAF/IA and SAF/IAPA Leadership

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SAF/IA Organization

Deputy Under Secretary IA, SES

Functional Authority

★ Vacant
★
★

Director – Policy,
Programs & Strategy
Michael Shoults SES

Functional Manager



IAPA Division
Chief

Col Paul Szostak

Career Field Manager



Vision

Lead and Synchronize
the USAF Security
Cooperation Enterprise.

Mission

SAF/IA strengthens US
and global security
through partnerships in
air, space, and
cyberspace by
integrating security
cooperation activities,
advancing partner
capabilities and
interoperability, and
developing
international Airmen.



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International Airmen Division (IAPA)

**IAPA Division
Chief**

Col Paul Szostak
Career Field Manager



**IAPA Division
Deputy**

Mr. Mike Nolta



**Attaché and Security
Cooperation Officer Branch**

**Mr. James
Yarbrough**

MPEP Branch

**Mr. Kenneth
Frank**

IAS Branch

**Lt Col David
Huxsoll**

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Evolution of the FAO Program

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International Affairs Specialist (IAS) Program Mission

Deliberately develop a corps of professional Airmen who have the **international insight, foreign language proficiency, cultural understanding and political-military savvy** to execute the full range of Department of Defense and Air Force mission requirements

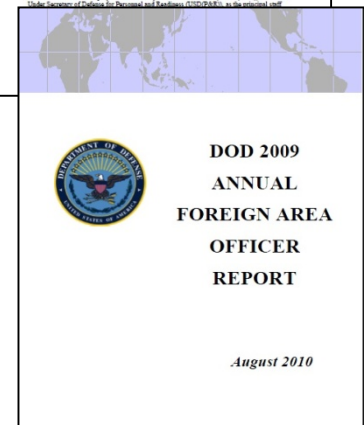
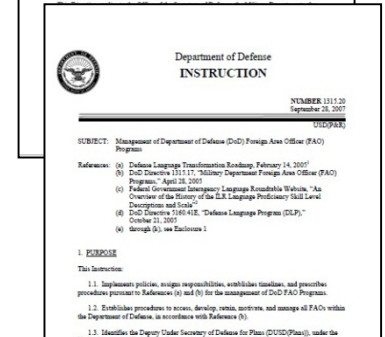
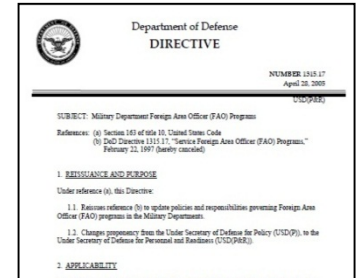
***Produce, Sustain and Project
Air Force Warrior-Diplomats***



Building International Airmen

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- **Apr 05: DoDD 1315.17, Military Department Foreign Area Officer (FAO) Programs**
 - *Secretaries of Military Departments shall develop commissioned FAO management programs*
- **Apr 05: CSAF Sight Picture, Officer Force Development of International Affairs Specialists (IAS)**
 - Established RAS (FAO) Program
 - Dual track career path: alternate assignments
 - Supported by all CSAFs
- **Apr 11: Air Force Culture and Language Center begins administering immersions**
- **Jul 17: RAS program re-designated FAO**
- **Spring 18: AETC begins developing FAO training plans**
- **Nov 18: Publication of first 16F (FAO) Career Field Education and Training Plan (CFETP)**





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International Affairs Specialist Program (IAS)

Foreign Area Officer (FAO) (16F)

- **Regional Expert**
 - Language proficiency of L2/R2/S1+ or higher
 - Advanced Academic Degree w/ regional focus
 - At least 6 months regional experience
- **344 billets (includes O-6)**
 - 607 certified FAOs
 - Annual development of about 72 officers
- **Selection at 7-10 years of commissioned service**
- **Accession Sources**
 - Traditional Development (NPS/DLI)
 - Olmsted Scholar Program/Mansfield Fellows
 - International IDE/SDE (foreign language)
 - Direct Utilization
- **“Dual Track” Program = Alternating Assignments**
 - Remain current and competent in PAFSC
 - Remain competitive for command, promotion
 - Translate regional expertise into military utility

Pol-Mil Affairs Strategist (PAS) (16P)

- **Broad Political-Military Affairs**
 - No foreign language requirement
 - In-residence IDE/SDE graduate
- **268 billets (includes O-6)**
 - Annual development of about 88 officers
- **Selection at 10-12 years commissioned service**
- **Accession Sources**
 - ACSC, Pol-Mil Specialized Studies
 - CSAF POLAD Internship
 - International IDE/SDE (English language)
 - Direct Utilization
- **Single Developmental Assignment**
 - Deliberate career broadening
 - Provides Pol-Mil expertise



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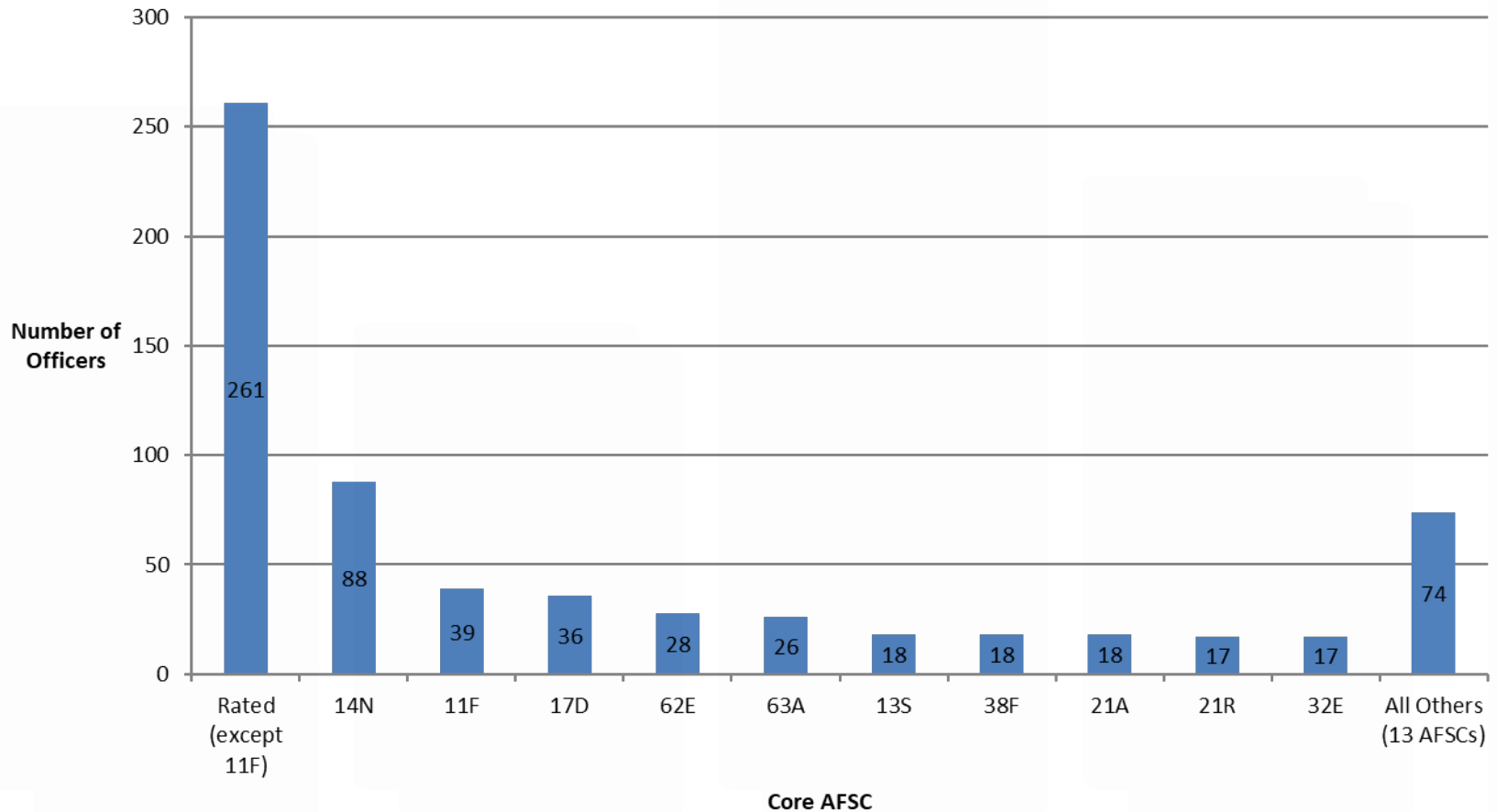
***FAO Inventory:
What does the FAO
corps look like?***



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Current Certified FAO Inventory by PAFSC

FAO AFSC Inventory Breakdown





FAO Billets vs. Inventory

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Overall FAO Inventory		344	791	607*	178
Region	Top languages	Billets	Target Inventory	Inventory	Pipeline
AFRICOM (16FXG)	French	46	106	75	34
CENTCOM (16FXF)	Arabic	42	97	65	27
EUCOM (16FXH)	Various	90	207	165	42
PACOM (16FXD)	Various	70	161	153	36
SOUTHCOM (16FXC)	Spanish Portuguese	77	177	149	39
Generalist (16FXL)		19			

Note:

***IAS program model requires 2.3 officers/billet**



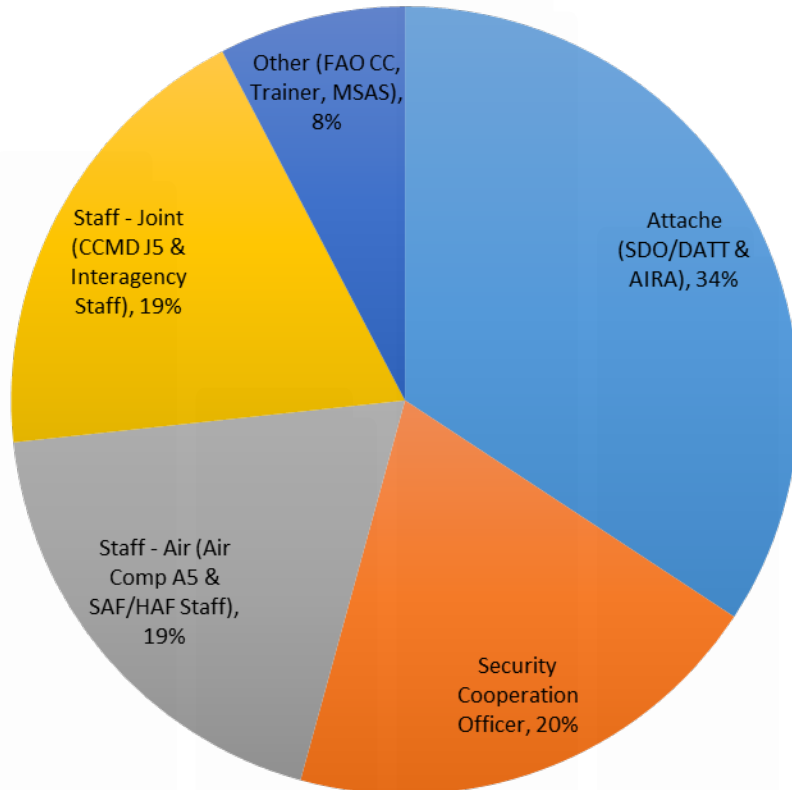
* The FAO inventory does not include the 33 certified officers who are Fenced



FAO and PAS Position Types

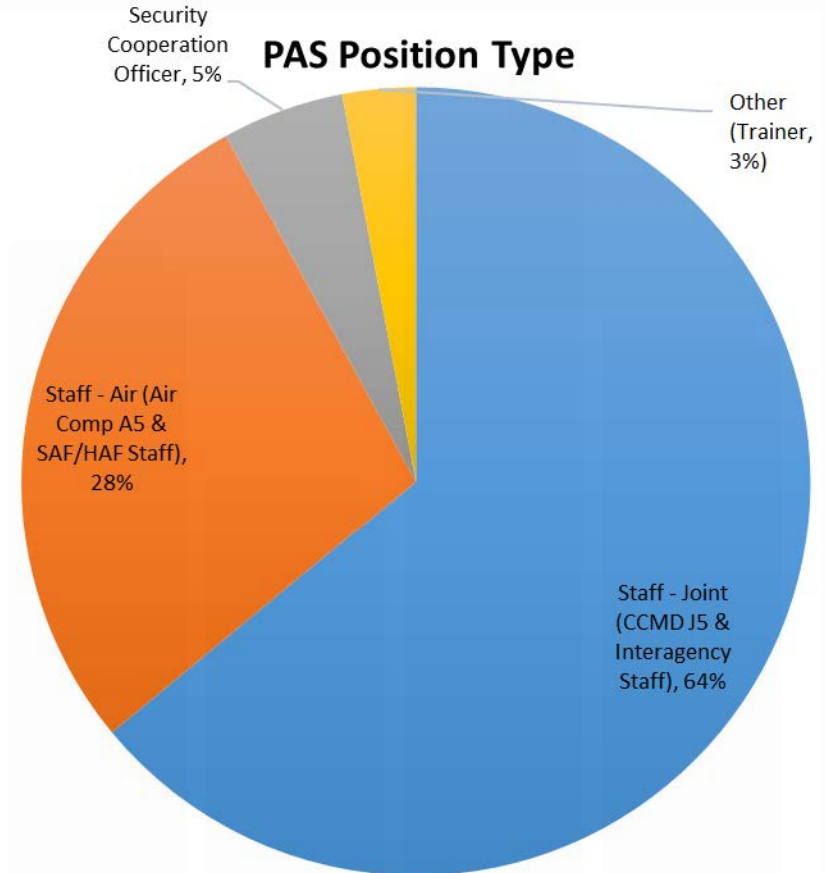
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FAO Position Type



- Attache (SDO/DATT & AIRA)
- Security Cooperation Officer
- Staff - Air (Air Comp A5 & SAF/HAF Staff)
- Staff - Joint (CCMD J5 & Interagency Staff)
- Other (FAO CC, Trainer, MSAS)

PAS Position Type



- Staff - Joint (CCMD J5 & Interagency Staff)
- Staff - Air (Air Comp A5 & SAF/HAF Staff)
- Security Cooperation Officer
- Other (Trainer)



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FAO Force Development

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FAO Training and Certification Requirements

- **Per DoDI 1315.20, all FAOs must meet the following minimum requirements:**
 - **Fully qualified in a principle military specialty (AFSC)**
 - **Advanced Academic Degree with a regional focus**
 - **Duty experience of a least 6 months in country/region of specialty**
 - **Foreign language skills (ILR of 2 or higher in two of the three modalities) in a dominant regional language**

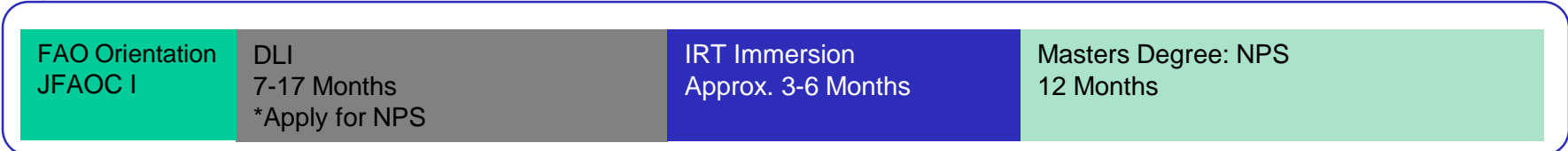
- **In addition, Air Force FAOs must complete the following courses for certification:**
 - **FAO Orientation: 1 to 2-day introduction for new Air Force FAOs**
 - **Joint Foreign Area Officer Course, Phase I (JFAOC I): weeklong course in Monterey, CA**



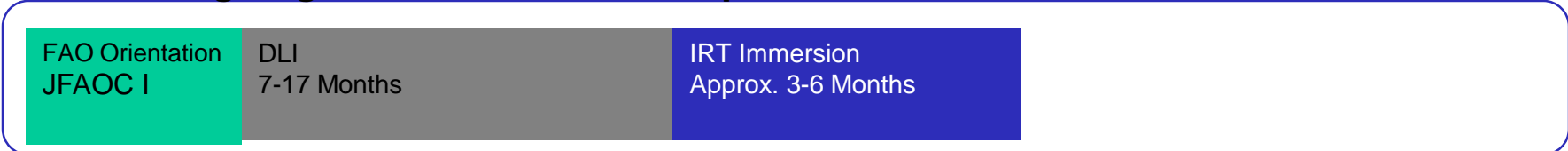
Standard Training Pipelines

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Typical Pipeline



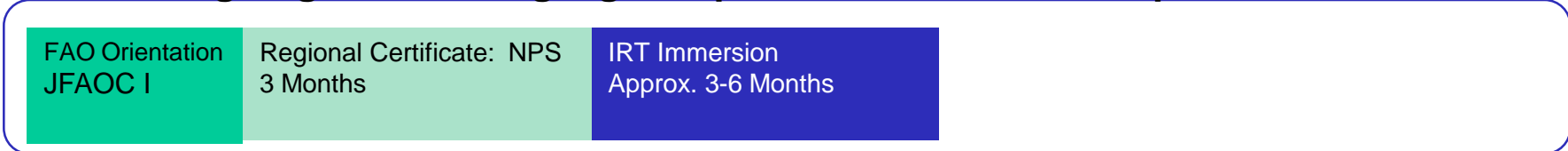
Pre-existing Degree Obtained before Pipeline Selection



Language Requirements Met before Pipeline Selection



Pre-existing Degree and Language Requirements Met before Pipeline Selection





FAO Fellowship

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- **Deliberate Development (In-Residence) IDE credit for FAOs selected by their DTs for development when the following conditions are met:**
 - **Language testing in 3 modalities; ILR 2 or higher in any 2 modalities**
 - **Regionally focused advanced academic degree from an institution under the guidance of the Air Force Institute of Technology**
 - **Completion of the Joint FAO Course (JFAOC) Phase 1**
 - **In-region Strategic Engagement/LREC training of no less than six months**
 - **ACSC-DL (or equivalent)**
- **Officers who possess some/all of these requirements at time of selection may gain Fellowship credit by attending a minimum of six months FAO education and training**
- **Officers not currently eligible for IDE will receive Fellowship after selection to O-4 and completing all requirements**



Key Partners in FAO Training

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- **Air Force Personnel Center**
 - 16F AO Serves as Point of Contact for All Core OATs
 - Coordinates Training PCSs (DLI and NPS)
- **Air Education and Training Command**
 - Develops Training Plans
 - Manages DLI Training Allocations for FAOs
 - Command Authority for Students at DLI
- **Air Force Culture and Language Center**
 - Coordinates IRTs for FAOs
 - Manages Language and Area Studies Immersions (LASI)
- **Air Force Institute of Technology**
 - Manages SMY allocations for NPS
 - Command Authority for Students at NPS
- **Defense Language Institute – Initial Language Training Provider**
- **Naval Postgraduate School– Primary AAD granting institution**



In-Region Training (IRT)

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- DoDI requirement to have at least 6-months regional experience
- 50% Language/Cultural Training and 50% Strategic Engagement Time
- Strategic Engagement: Work on a country team, for the Attaché, SCO, or Mil Group/ODC; attend meetings, work projects, embassy familiarization
- Goals:
 - Immerse in the culture, develop country/regional expertise, improve foreign language skills toward ultimate proficiency goal of L3/R3/S3
 - Develop practical experience and a working knowledge of:
 - American embassy administration and operations
 - US policy formulation and implementation in the region
 - US mil-to-mil regional involvement and interest
- IRTs are unaccompanied to enable complete focus on mission, however leave in conjunction with an IRT is possible



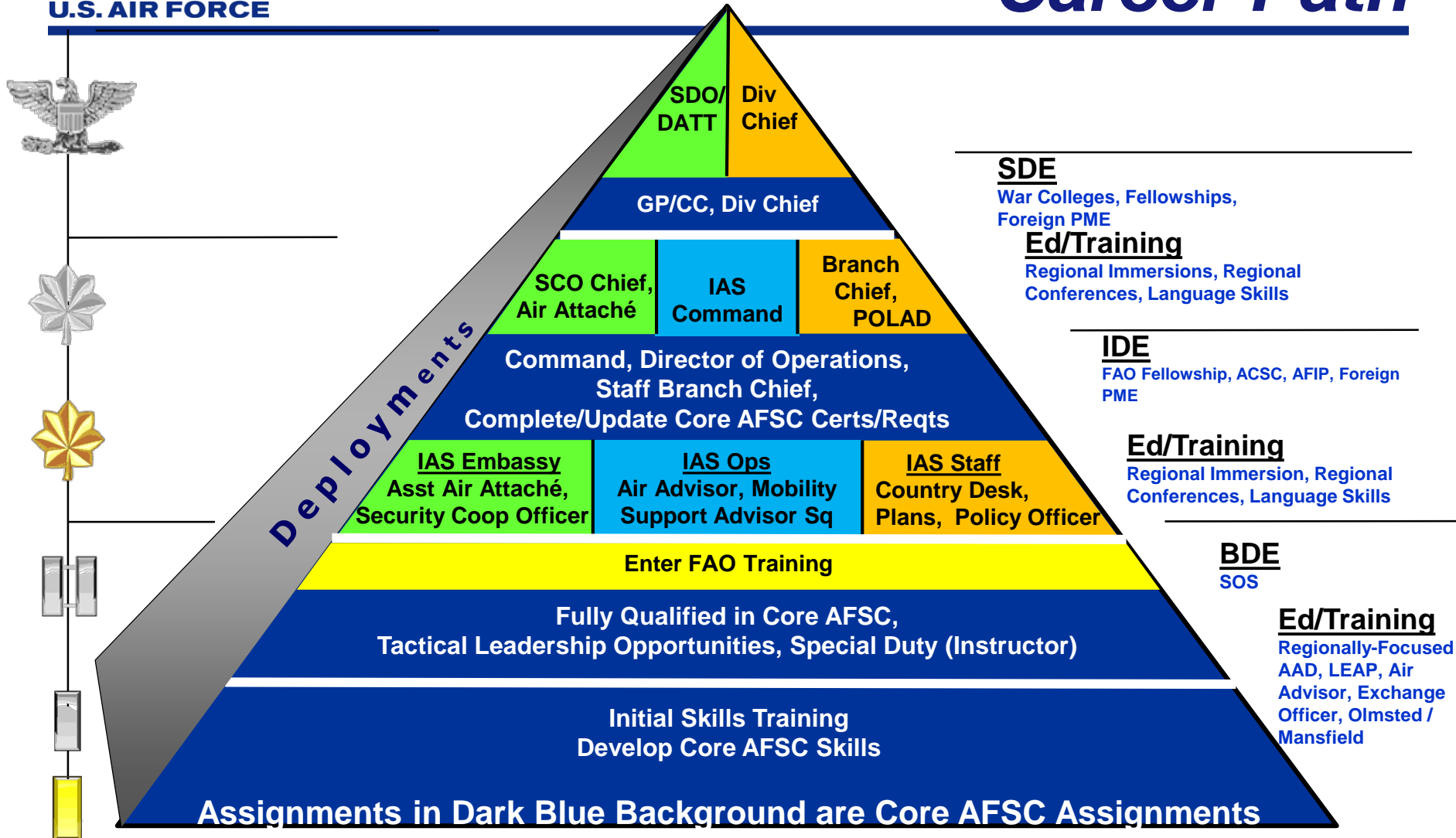
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Managing the FAO Corps



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FAO Developmental Career Path





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International Affairs Specialist Development Team (DT)

- **Central body providing senior level program oversight and guidance**
 - **Semi-annual panel chaired by SES**
 - **Focus on development and sustainment of IAS officers**

- **Primary Tasks**
 - **Discuss and implement new IAS initiatives**
 - **Implement AF and IAS policies, plans, programs and training which affect career field management**
 - **Provide career vectors to IAS officers**
 - **Conduct screening for IAS command billets**



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O-5 C16F Positions

AFSC	Title	Next Fill	Location	Desired Language
C16F3C	CC, 318 TRS	Summer '20	IAAFA, Lackland AFB	Spanish
C16F3C	CC, 837 TRS	Summer '20	IAAFA, Lackland AFB	Spanish
C16F3L	CC, 637 Int'l Supt Sq	Summer '20	DLIELC, Lackland AFB	Not Specified
C16F3H	CC, MPEP Europe	Summer '20	Ramstein AB, Germany	Not Specified
C16F3H	CC, Warrior Prep Ctr Det 2	Summer '20	Ramstein AB, Germany	Any European
C16F3L	CC, 332 TRS	Summer '19	DLIELC, Lackland AFB	Not Specified
C16F3H	CC, MPEP Americas	Summer '19	Andrews AFB, MD	Spanish
C16F3D	CC, MPEP Asia-Pacific	Summer '19	JB Pearl Harbor- Hickam	Any Asian
C16F3L	CC, NPS AFELM	Summer '19	Monterey, CA	Not Specified
C16F3E	CC, DPAA Det 1	Summer '19	Bangkok, Thailand	Not Specified



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***IAS Assignments
Lt Col Katie Tanner,
AFPC***



Assignment Process Priorities

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- 1. AF Mission Needs**
- 2. Officer Professional Development (DT and CC inputs)**
- 3. Functional Manager's Prioritization**
- 4. Individual's Preferences**

Short Term: Meet Mission Requirements

Long Term: Grow/Develop Force to Meet Future Mission Requirements

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Matching Methodology

- **Match by AFSC first (FAO to 16F, PAS to 16P)**

- **For 16F positions:**
 - **Certified FAO with matching region & language**
 - **Certified FAO with matching region, different language**
 - **Certified FAO with different region, matching language**
 - **Certified PAS with matching language**
 - **Certified PAS without region or language**

- **For 16P positions:**
 - **AF needs, OPD, prioritization, officer's preference**



Priority Fill Rates

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■ Assignment Tiers

■ Tier I – 228

- Attaché, SCO, Command, Critical Joint, CFM Positions

■ Tier II – 273

- CCMD – AFRICOM, CENTCOM, EUCOM, PACOM, SOUTHCOM, SOCOM
- Joint – JCS
- OSD – DSCA, DTSA, POW/MIA, Other (16)
- HAF – SAF/IA, A5SS (2), A8XP (1), A3X (1)
- MAJCOM – ACC (AFCENT/AFSOUTH), AMC (MSAS), PACAF, USAFE

■ Tier III – 97

- Interagency – BMDO, DTRA, NORAD, STRATCOM, DoS, DIA
- NATO

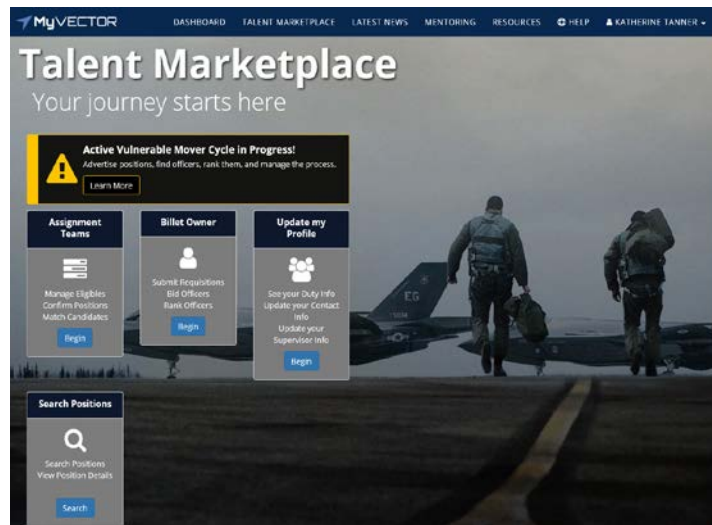
■ Tier IV – 23



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Talent Marketplace

- Greater efficiency and transparency into vacancies
- Allows greater interaction between member, commander and gaining unit



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Air Force Officer Assignment System

2019-2020 AFOAS TIMELINE

Transition to Talent Marketplace System (from AMS & ADP) for **all officer AFSCs** will be completed for the Winter '19-'20 cycle (except for JAG officers)

	INITIAL VML POSTED ----- FIRST DAY TO SUBMIT REQS	FIELD VML RECLAMA WINDOW	FINAL VML POSTED ----- FIRST DAY TO SUBMIT ASSIGNMENT INTENT ANSWERS / LOSING CC INPUTS	LAST DAY TO SUBMIT BILLET OWNER REQS & PRIORITIES	LAST DAY TO SUBMIT HHQ REQS & PRIORITIES	FIRST DAY TO START MARKETPLACE ASSIGNMENT PREFERENCES (MAPS) / BIDDING FOR OFFICERS	LAST DAY TO SUBMIT MAPS / LOSING CC INPUTS	LAST DAY TO SUBMIT BIDS FOR OFFICERS	AFPC MATCHES ASGMTS	RNLTD MONTHS
SUMMER '19 TALENT MARKETPLACE (All rated, 13L, 13S, 17D, 38F, 41A, 61X)	1 AUG 18	1 – 15 AUG 18	28 AUG 18	5 SEP 18	17 SEP 18	1 OCT 18	24 OCT 18	31 OCT 18	1 NOV 18 – 31 JAN 19	JUN – SEP 19
WINTER '19-20 TALENT MARKETPLACE (All officer AFSCs except for JAG)	11 FEB 19	11 FEB – 25 FEB 19	8 MAR 19	15 MAR 19	25 MAR 19	8 APR 19	23 APR 19	30 APR 19	1 MAY – 28 JUN 19	OCT 19 – MAY 20

Enter Talent Marketplace through your MyVector CAC log-on: <https://myvector.us.af.mil/myvector>

- VML Officers** have 2 windows: 1) Answer Assignment Intent Questions (8 Mar-23 Apr) and 2) Submit MAP lists (8 Apr - 23 Apr)
- Losing CCs** have 2 windows: 1) Submit Reclama Requests (11-25 Feb) and 2) Submit Inputs/VML Rankings (8 Mar - 23 Apr)
- Billet Owners** have 2 windows: 1) Submit Requisitions (11 Feb-15 Mar) and 2) Bidding for Officers (8 Apr-30 Apr)

Talent Marketplace Notes

Add'l Notes:

- Talent Marketplace works best in Chrome internet browser
- Reclama function will transition from Losing Commander to Billet Owner role in near future
- Senior Leader Requests (formerly BNRs) will be accomplished by the Billet Owner during the bidding window (8 Apr-30 Apr)
- For Tutorials and more info, visit <https://www.milsuite.mil/book/groups/afpc-assignments-talent-marketplace>

Current as of 27 Nov 18



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Staff Officer Snapshot

- **USAF provides officer personnel to fill non-SCO/attaché positions**
 - **Country Desk Officer**
 - **Plans Officer**
- **141 staff FAO billets worldwide (0-4 to 0-5)**
 - **All COCOMs**
 - **USAFE/PACAF/AMC/ACC/AETC**
 - **SAF/IA**
 - **Interagency**



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Attaché Mission

- **Observe and Report**
- **Advise the Ambassador**
- **Represent the Department of Defense**
- **Support Combatant Command activities, including theater engagement and security cooperation**



COUNTER PROLIFERATION



HUMANITARIAN RELIEF



COUNTER TERRORISM



REPRESENTATIONAL



COUNTER NARCOTICS



CULTURAL UNDERSTANDING

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Snapshot

- **USAF provides officer and enlisted personnel to fill 264 Defense Attaché Service positions – SAF/IA is USAF Executive Agent**
 - **124 officer billets (O-4 to O-8)**
 - **37 Senior Defense Official/Defense Attaché (SDO/DATT)**
 - **61 Air Attaché (AIRA)**
 - **27 Asst Air Attaché (A/AIRA)**
 - **140 NCO billets (E-5 to E-9)**
 - **Present in 114 U.S. Embassies**
 - **Operate 14 C-12 aircraft**





Security Cooperation Officers

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- SCOs are leading edge USAF global ambassadors entrusted with representing the SECAF & CSAF abroad to build international partnerships, strengthen partner nation airpower capabilities and capacity in support of U.S. national security objectives.

- Develop and maintain alliance and Pol-Mil relations
- Identify global and regional issues and threats
- Provide Security Assistance (FMS, IMET, FMF)
- Support Peace Operations in Theater
- Advise and support counterdrug ops in theater
- Promote regional security and interoperability
- Conduct/arrange foreign humanitarian assistance



COUNTER PROLIFERATION



HUMANITARIAN RELIEF



COUNTER TERRORISM



REPRESENTATIONAL



COUNTER NARCOTICS



CULTURAL UNDERSTANDING

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U.S. AIR FORCE

Snapshot

- **USAF provides officer personnel to fill 139 SCO positions – SAF/IA is USAF Executive Agent**
 - **138 officer billets worldwide (O-3 to O-6)**
 - 66 Foreign Area Officers (FAO)
 - 72 AFSC Specific (Non FAO)
 - 17 AFSCs participating
 - 10 Rated flying billets (C-12)
 - **SCOs Present in 72 Countries**





Attaché-SCO Assignments

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- Working with IAS to line FAOs with Attaché & SCO assignments during initial FAO Cohort match
 - Emphasis also on matching FAOs in training
- Assignment cycle in-line with AFPC timelines
 - Next Attaché-SCO “Winter Cycle” announcement o/a 15 Mar 19
 - FAOs will receive email with assignment instructions
 - Must complete Datasheet to rank order assignment preferences
 - Your input will be considered, but these are priority 100% must-fill positions
 - Info also posted on IAS MilSuite & Attaché Portal <https://www.milsuite.mil/book/groups/air-force-ias>; <https://www.my.af.mil/gcss-af/USAF/content/attacheprogram>





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Next Steps



Guidance to New Selectees

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- **FAO Candidate Data Form**
 - **Used in Region and Language Assignment**
- **FAO Statement of Understanding**
- **Return both forms to IAPA org box NLT 8 March**
- **New FAOs notified of region/language by late March/April**
- **Mr. Velez (AETC/A3Q) & Ms. Miltersen (AFCLC) coord training plans**
- **FAO Accession Sponsorship Program**
 - **All new FAOs will be matched with recently certified Traditional Development FAOs from their region**
 - **Near-peers to mentor officers through the process of training to their first assignment**
 - **Advise on language training, IRT, living & working in the region**



Correspondence with IAS Team

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- **Correspondence from SAF/IAPA**
 - Read entire message; avoids redundant questions
 - Meet suspenses; late = ineligible for advertised opportunity

- **Correspondence to SAF/IAPA**
 - Subject line for all correspondence: 2-3 words—Rank/Name
 - Keep comms succinct
 - If necessary, follow up after 3 business days

- **Consult MilSuite first—latest info will be posted there**



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SAF/IAPA Contacts ***IAS Program***

<i>Name</i>	<i>Duty Title</i>
Lt Col Dave Huxsoll	Chief, International Affairs Specialist Program
Maj Matthew Stines	Chief, International Affairs Specialist Strategy and Policy
Mr. Jeff Louie	Chief, International Affairs Specialist Force Development
Mr. Rich O'Neil	Security Cooperation Policy & Support
Ms. Ellie Monroe	ODE Program Support
Lt Col Darby Bess	Chief, International Affairs Specialist Reserve Program
Lt Col Katie Tanner	Chief, International Affairs Specialist Assignments (AFPC)

**IAS Program organizational email:
usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil**

**IAS MilSuite Portal:
<https://www.milsuite.mil/book/groups/air-force-ias>**



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Questions?

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