International Affairs Specialist (IAS) Program
Overview

Career Field Manager (CFM) Opening Remarks
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SAF/IA Organization

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.

Deputy Under Secretary IA
Heidi Grant SES

Functional Authority

Director – Policy, Programs & Strategy
Michael Shoults SES

Functional Manager

IAPA Division Chief
Col Paul Szostak
Career Field Manager
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
IAS Program Overview and Updates
### FAO Billets vs. Inventory

#### Overall FAO Inventory

<table>
<thead>
<tr>
<th>Region</th>
<th>Top languages</th>
<th>Billets</th>
<th>Target Inventory</th>
<th>Inventory</th>
<th>Pipeline</th>
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</thead>
<tbody>
<tr>
<td>AFRICOM (16FXG)</td>
<td>French</td>
<td>46</td>
<td>106</td>
<td>65</td>
<td>33</td>
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<tr>
<td>CENTCOM (16FXF)</td>
<td>Arabic</td>
<td>42</td>
<td>94</td>
<td>56</td>
<td>28</td>
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<tr>
<td>EUCOM (16FXH)</td>
<td>Various</td>
<td>90</td>
<td>205</td>
<td>160</td>
<td>39</td>
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<tr>
<td>PACOM (16FXD)</td>
<td>Various</td>
<td>71</td>
<td>159</td>
<td>144</td>
<td>34</td>
</tr>
<tr>
<td>SOUTHCOM (16FXC)</td>
<td>Spanish, Portuguese</td>
<td>77</td>
<td>177</td>
<td>139</td>
<td>43</td>
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<tr>
<td>Generalist (16FXL)</td>
<td></td>
<td>19</td>
<td></td>
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</table>

#### Note:

*IAS program model requires 2.3 officers/billet

* The FAO inventory does not include the 36 certified officers who are Fenced
Career Field Education and Training Plan (CFETP)

- Published 15 Nov 2018; first-ever CFETP for 16F career field
- Result of Occupational Analysis survey, focus group meetings, CFETP Working Group
- Available on IAS MilSuite site
- Identifies competencies, initial skills training/education requirements, career progression methods, resource constraints
- Competency-based approach: language and culture, regional expertise, political-military affairs, security cooperation
- Focus on both initial skills development and skills sustainment
- All FAOs trained to the same basic standard, regardless of accession source
- Several new initiatives
Career Field Education and Training Plan (CFETP)

- Additional basic requirements for FAO certification
  - FAO Orientation: new introductory course for new FAO accessions
    - First held in Monterey, September 2018
  - FAO Fundamentals: online course prep for IRT
    - Currently in development
  - Security Cooperation Management Policy, Programs, and Planning (SCM-P3): offered in-residence by Defense Institute of Security Cooperation Studies
  - Strategic Engagement: Embassy portion of IRT
    - Minimum 60 days for all FAO trainees
New FAO Direct Utilization Process

- New process for FAO DU facilitates training requirements as specified in CFETP
- Board no longer held on quarterly basis; applications considered on a rolling basis
- Officers meeting basic FAO requirements are designated FAO nominees until identified for assignment
- FAO nominees complete additional required training specified in CFETP prior to certification and assignment
FAO Fellowship

- FAO Traditional Development now institutionalized in the FAO Fellowship
  - Deliberate Development (In-Residence) 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 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
  - Also applies to Olmsted and Mansfield Scholars
  - IAS Branch working with HAF/A1D to update records
Meets twice annually: reviews program status, health of the career field, initiatives/challenges; vectors officers for assignment

- Spring (Winter VML, Oct-May) and Fall (Summer VML, Jun-Sep)

- September DT met in San Antonio
  - Vectored 72 FAOs, 130 PAS for assignments
  - FAO Command Board considered candidates for five 16F command billets opening in Summer 2019

- Next DT – March 4-8 in San Antonio
  - Will begin vectoring FAOs upon return from their FAO tour
  - Representation from Functional Area Managers (FAMs)
Board met in September 2018 in conjunction with DT

21 applicants screened for Summer 2019 FAO O-5 command billets
  - 332 TRS
  - MPEP Americas
  - MPEP Asia-Pacific
  - NPS AFELM
  - DPAA Det 1

11 identified as FAO command candidates

Future FAO command boards will screen all eligible officers (all-in command board)
## O-5 C16F Positions

<table>
<thead>
<tr>
<th>AFSC</th>
<th>Title</th>
<th>Next Fill</th>
<th>Location</th>
<th>Desired Language</th>
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<tr>
<td>C16F3C</td>
<td>CC, 318 TRS</td>
<td>Summer ‘20</td>
<td>IAAFA, Lackland AFB</td>
<td>Spanish</td>
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<td>C16F3C</td>
<td>CC, 837 TRS</td>
<td>Summer ‘20</td>
<td>IAAFA, Lackland AFB</td>
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<td>C16F3L</td>
<td>CC, 637 Int’l Supt Sq</td>
<td>Summer ‘20</td>
<td>DLIELC, Lackland AFB</td>
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<tr>
<td>C16F3H</td>
<td>CC, MPEP Europe</td>
<td>Summer ‘20</td>
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<tr>
<td>C16F3H</td>
<td>CC, Warrior Prep Ctr Det 2</td>
<td>Summer ‘20</td>
<td>Ramstein AB, Germany</td>
<td>Any European</td>
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<tr>
<td>C16F3L</td>
<td>CC, 332 TRS</td>
<td>Summer ‘19</td>
<td>DLIELC, Lackland AFB</td>
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<tr>
<td>C16F3H</td>
<td>CC, MPEP Americas</td>
<td>Summer ‘19</td>
<td>Andrews AFB, MD</td>
<td>Spanish</td>
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<tr>
<td>C16F3D</td>
<td>CC, MPEP Asia-Pacific</td>
<td>Summer ‘19</td>
<td>JB Pearl Harbor-Hickam</td>
<td>Any Asian</td>
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<td>C16F3L</td>
<td>CC, NPS AFELM</td>
<td>Summer ‘19</td>
<td>Monterey, CA</td>
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<tr>
<td>C16F3E</td>
<td>CC, DPAA Det 1</td>
<td>Summer ‘19</td>
<td>Bangkok, Thailand</td>
<td>Not Specified</td>
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</tbody>
</table>
Online survey forthcoming will solicit FAO views on single-track vs dual-track program

SAF/IA has regularly been asked to review this question since the program’s inception, but career field has never been formally surveyed

All responses will be completely anonymous

Inputs will provide data point for future reviews, HAF taskers, discussions with A1
The FAO Accession Sponsorship Program launched earlier this year. It matched CY 2018 FAO Accessions with recently certified Deliberate Development FAOs. Near-peers were assigned to mentor officers through the process of training to their first assignment. Officers are matched based on similar language and region. They will advise on language training, IRT, living & working in the region. The IAS Branch will be reaching out to solicit new sponsors early next year.
Next Course 14-18 Jan at Presidio of Monterey (DLI)

Mandatory for all officers at NPS who have not yet attended

Day 1 (Service Day) will include CFM All-Call and abbreviated FAO Orientation for new accessions

Those identified to attend will be notified

Officers identified for attendance notified via email

A small number of additional open seats available for those who have not attended

- Contact IAS Org Box if interested in attending (usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil)
- IAS will prioritize and notify officers
Current Sustainment Training Opportunities

- Language Tutoring
  - Further guidance forthcoming for FY19 sustainment
  - AFCLC’s eMentor identified as preferred long term solution
- Language & Area Studies Immersion (LASI)
  - 30-day in-region language and culture sustainment training
  - Officers register via AFCLC's LEADeR system
- JFAOC II
  - Regional and seam courses for officers who have completed training
  - See MilSuite for course requirements and to request attendance
    - Upcoming courses will be announced via email to eligible officers
- Other Opportunities
  - CSULB, SOFTS, AFSOS, Regional Centers, etc.
Attaché and SCO Management
USAF provides officer and enlisted personnel to fill 264 Defense Attaché Service positions – SAF/IA is USAF Executive Agent

- 124 officer billets (0-4 to 0-8)
  - 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
USAF provides officer personnel to fill 139 SCO positions – SAF/IA is USAF Executive Agent

- 139 officer billets worldwide (0-3 to 0-6)
  - 65 Foreign Area Officers (FAO)
  - 74 AFSC Specific (Non FAO)
    - 18 AFSCs participating
  - 10 Rated flying billets (C-12)

- SCOs Present in 73 Countries
Mr. James Yarbrough  
Chief, Attaché & SCO Programs  
James.e.Yarbrough.civ@mail.mil  
(202) 404-5186

Mr. Frank Pittman  
Chief, Attaché Ops/Colonel Assignments  
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(202) 404-3904

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(202) 404-3903

SMSgt Dan Fernandez  
Manager, Enlisted Assignments  
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(202) 404-3903

Mr. Andrew Radke  
Chief, Security Cooperation Officer Management & Training  
(202) 404-3916

MSgt Jackie Graybill  
Manager, Enlisted Assignments  
jaclynn.k.graybill.mil@mail.mil  
(202) 404-3913
Assignments

Lt Col Katie Tanner
AFPC/DP2OSS
Assignment Process Priorities

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
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 FAO with matching language
  - Certified FAO without region or language
  - Any other officer with matching language
  - Any other officer with prior regional background

- For 16P positions:
  - AF needs, OPD, prioritization, officer’s preference
New Priority Fill Rates

- **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**
# 2018-2019 AFOAS Timeline

<table>
<thead>
<tr>
<th></th>
<th>Initial VML Posted (0900 CST)</th>
<th>Field VML Reclama Window</th>
<th>Final VML Posted (COB)</th>
<th>Last Day to Submit Req</th>
<th>Last Day to Submit HHQ Priorities</th>
<th>PRD Visibility Window</th>
<th>ADP &amp; BNR Due Date</th>
<th>AFPC Matches ASGMTS</th>
<th>RNLTD Months</th>
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<tbody>
<tr>
<td><strong>Winter</strong></td>
<td>26 Mar 18</td>
<td>26 Mar – 9 Apr 18</td>
<td>18 Apr 18</td>
<td>27 Apr 18</td>
<td>4 May 18</td>
<td>14 - 31 May 18</td>
<td>31 May 18</td>
<td>1 Jun 18 – 29 Jun 18</td>
<td>Oct 18 – May 19</td>
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*Integrity - Service - Excellence*
IAS Resources and Contacts
Other Resources

- SAF/IA MilSuite Site: https://www.milsuite.mil/book/groups/air-force-ias
- IAS Portal Site: Search AF Portal for “IAS”
- DLIFLC: http://www.dliflc.edu/
- NPS: http://www.nps.edu/
- FAOA Association: http://www.faoa.org/
- AF Culture and Language Center: http://culture.af.mil/resources/index.aspx
Communication Guidance

- Use IAS org email address w/ subject line identifying your region
- Be respectful with subordinates, superiors and peers = everyone
- Verify accuracy of your .mil and civilian email addresses in vMPF
  - vMPF is located in “Secure Apps” on AFPC Homepage
  - The IAS database gets a monthly export from vMPF to keep email addresses for IAS officers up to date

Privacy Act Statement
Authority: 10 U.S.C.; 8013, SECAF
Purpose: To provide a means of positive identification for the purpose of processing applications or retrieving data.
Routine Uses: None (no one outside DOD has access).
Disclosure: Voluntary. Failure to provide the requested information may result in a delay or termination of your request.

Please verify the following information:
Duty email address: FIRST.LAST@US.AF.MIL
Duty phone **: 0123456789 (DSN/Comm- 6 to 16 Characters)

Home email address: YOUR_EMAIL@YAHOO.COM
Home phone: 0123456789 (6 to 10 Characters)

** Indicates a required field
I have verified my email and phone
Communication Guidance (cont)

- Emailing IAS:
  - Include rank, full name, phone number(s)
  - Clearly articulate question in subject line
  - Put ‘ARC’ in subject line if pertains to Guard/Reserve

- Separating from Regular Air Force
  - Contact Chief, IAS Reserve Programs
  - IAS Org Box: usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil
    - Attn: ARC Transition
  - DSN: 754-3726/3745/3693
  - Commercial: 202-404-3726/3745/3693

<table>
<thead>
<tr>
<th>Name</th>
<th>Duty Title</th>
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</thead>
<tbody>
<tr>
<td>Lt Col Dave Huxsoll</td>
<td>Chief, International Affairs Specialist Program</td>
</tr>
<tr>
<td>Maj Matthew Stines</td>
<td>Chief, International Affairs Specialist Strategy and Policy</td>
</tr>
<tr>
<td>Mr. Jeff Louie</td>
<td>Chief, International Affairs Specialist Force Development</td>
</tr>
<tr>
<td>Mr. Rich O’Neil</td>
<td>Security Cooperation Policy &amp; Support</td>
</tr>
<tr>
<td>Ms. Ellie Monroe</td>
<td>ODE Program Support</td>
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<tr>
<td>Lt Col Darby Bess</td>
<td>Chief, International Affairs Specialist Reserve Program</td>
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<tr>
<td>Lt Col Katie Tanner</td>
<td>Chief, International Affairs Specialist Assignments (AFPC)</td>
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IAS Program organizational email: usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil

Questions