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# ***Rules of Engagement***

- **Slides are available to download in the lower left corner**
- **Following the presentation, participants may submit comments/questions using the dialogue box**
  - **Ensure your name and grade appear {Example: Capt John Smith}**
  - **Please remain professional and follow proper military decorum**
  - **Keep questions specific to a general audience, personal questions can be asked/answered at a later time**
  - **Use public chat (not private chat) to engage the moderator**
- **Due to the potential volume of comments/questions from the field, we may not be able to address all questions/comments**
- **Session will be recorded & posted on DCO; you will need a DCO account and request access to the recording**

# ***Headquarters U.S. Air Force***

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## **International Affairs Specialist (IAS) Program**



**SAF/IAPA  
6 March 2015**

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# *Overview*

**Career Field Manager (CFM) Guidance and Opening Remarks**

**SAF/IA and 16F/P Leadership**

**IAS Career Field Updates**

**IASAP Review and Preview**

**IAS Assignments**

**Sustainment Training Opportunities**

**Resources and Contacts**

**Questions**



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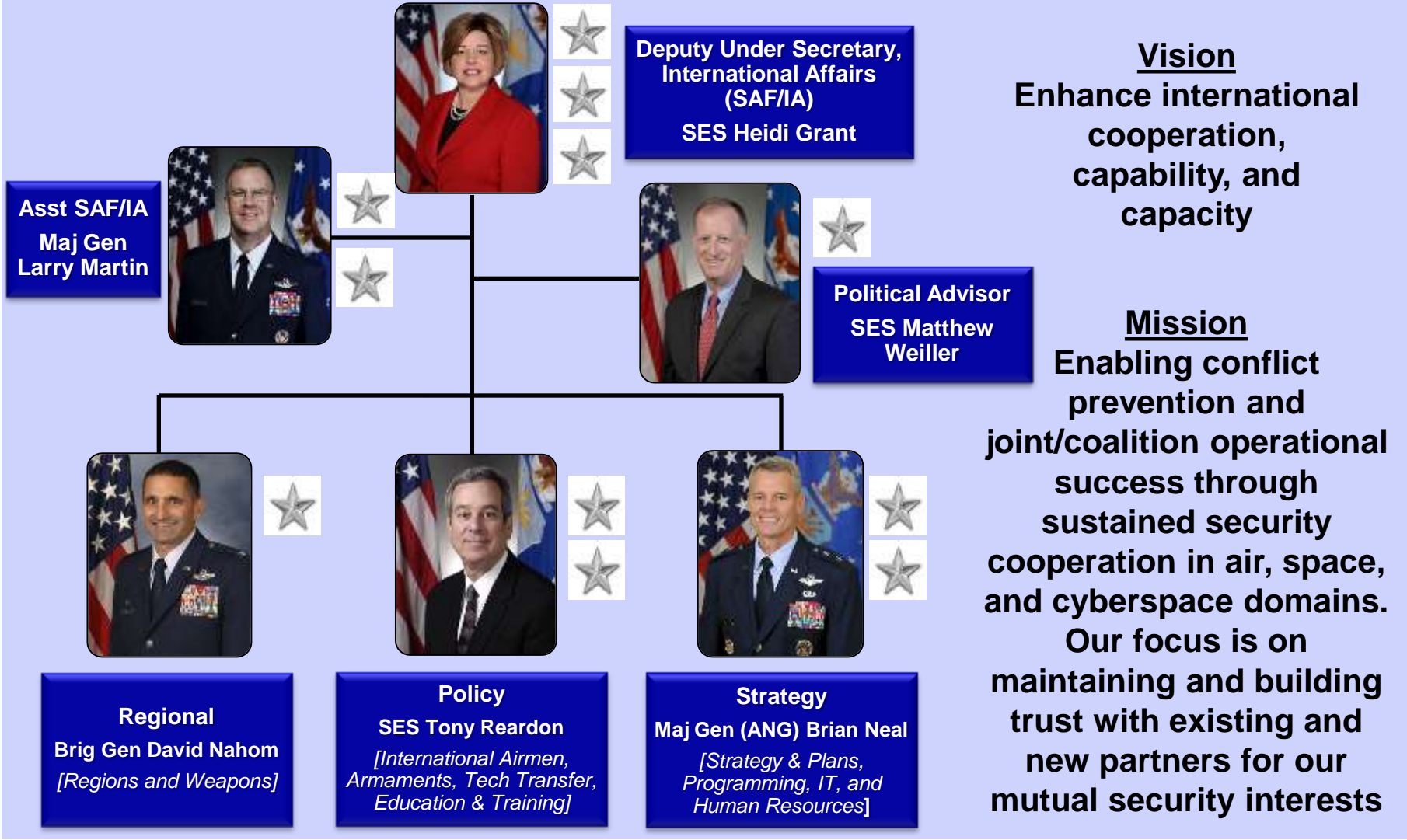
# *Career Field Manager*

## **Guidance and Opening Remarks**



# SAF/IA Organization

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**Vision**  
Enhance international cooperation, capability, and capacity

**Mission**  
Enabling conflict prevention and joint/coalition operational success through sustained security cooperation in air, space, and cyberspace domains. Our focus is on maintaining and building trust with existing and new partners for our mutual security interests



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# ***International Airmen Division (IAPA)***



**Chief, International Airmen  
Division  
Col (s) Grundahl**

**Deputy IAPA  
Mr. Nolta**

**Attaché Branch  
Mr. Yarbrough**

**MPEP Branch  
Mr. Frank**

**IAS Branch  
Lt Col Christiansen**

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# ***IAS Program Updates***



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# ***IAS Program Overview***

- **Force Management**
  - **368 certified RAS to fill 325 billets**
  - **Current annual accession of 58 enables 85% certified fill rate by 2019**
  - **67% certified fill rate for 16F billets, 79% overall (includes best fit officers)**
  - **405 certified PAS; 300 billets**
  - **68% certified fill rate for 16P billets, 82% overall (includes best fit officers)**
  - **IAS promotion rates to O-5/O-6 beat LAF average since program inception**
  
- **Language and Regional Sustainment Training, FY14 Summary**
  - **Received \$50K for training from Defense Language and National Security Education Office (DLNSEO); will receive \$75K in FY15**
  - **24 RAS officers attended 1 month Language and Area Studies Immersion**
  - **31 RAS officers provided individual tutoring**
  - **6 RAS officers attended language training at Cal State Univ Long Beach**





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# ***IAS Program Updates***

- **Operating environment**
  - **O&M budget and manpower cuts**
  - **Constrained future year AFERB quotas for NPS seats**
  - **Constrained rated allocation**
  - **Future year DLIFLC quotas meet projected program needs**
- **Policy changes in coordination**
  - **DoDD 1315.17 and DoDI 1315.20, which govern FAO programs**
    - **Will updates language requirement for certification from 2/2 to 2/2/1+**
    - **Will require annual DLPT and Oral Proficiency Interview**
    - **Will mandate 80 hours of sustainment training over a 24 month period**
  - **New AFI 36-4002 will update FLPB rules, including for RAS**
    - **RAS selects will qualify for FLPB as soon as they are assigned a region**
    - **Once certified as a RAS, RAS will need to provide certification letter to TCO**
    - **Loophole will close for officers w/ 16F AFSC on SURF but not certified RAS**
    - **Retesting for those with a 3/3 will be extended to two years**



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# RAS Billets vs. Inventory

Overall RAS Inventory	322	741	418	182
Region	Billets	Target Inventory	Inventory	Pipeline
Eurasia (16FXB)	27	62	35	15
LATAM (16FXC)	65	150	98	31
NE Asia (16FXD)	25	58	35	25
SE Asia (16FXE)	18	41	19	24
MENA (16FXF)	43	99	54	27
Sub-Saharan Africa (16FXG)	31	71	23	23
Europe (16FXH)	52	120	119	20
South Asia (16FXJ)	11	25	12	10
China (16FXK)	8	18	23	7
Generalist (16FXL)	17			
Rated (16F4W)	25			

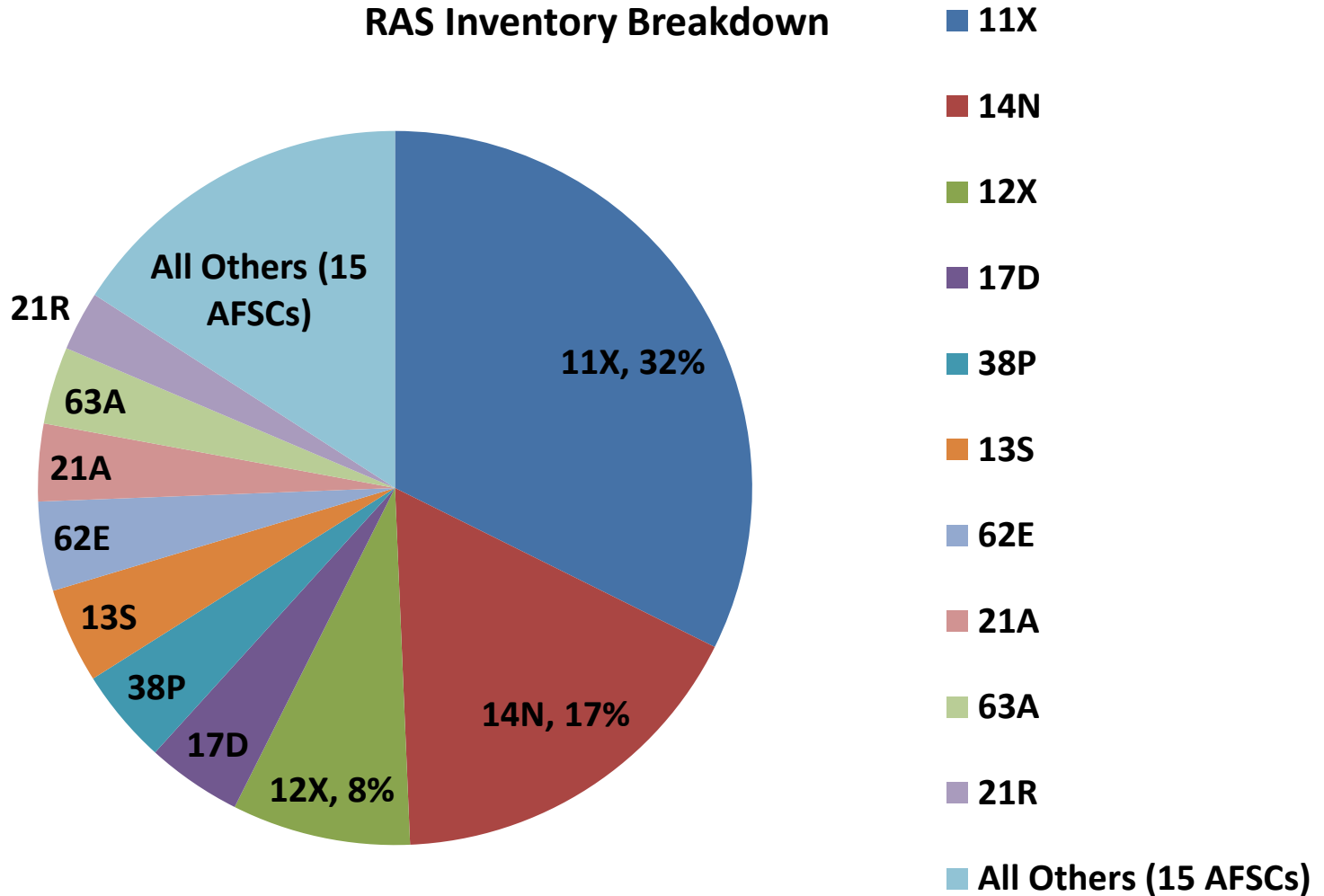


**Note:**

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



# Percentage of RAS by AFSC

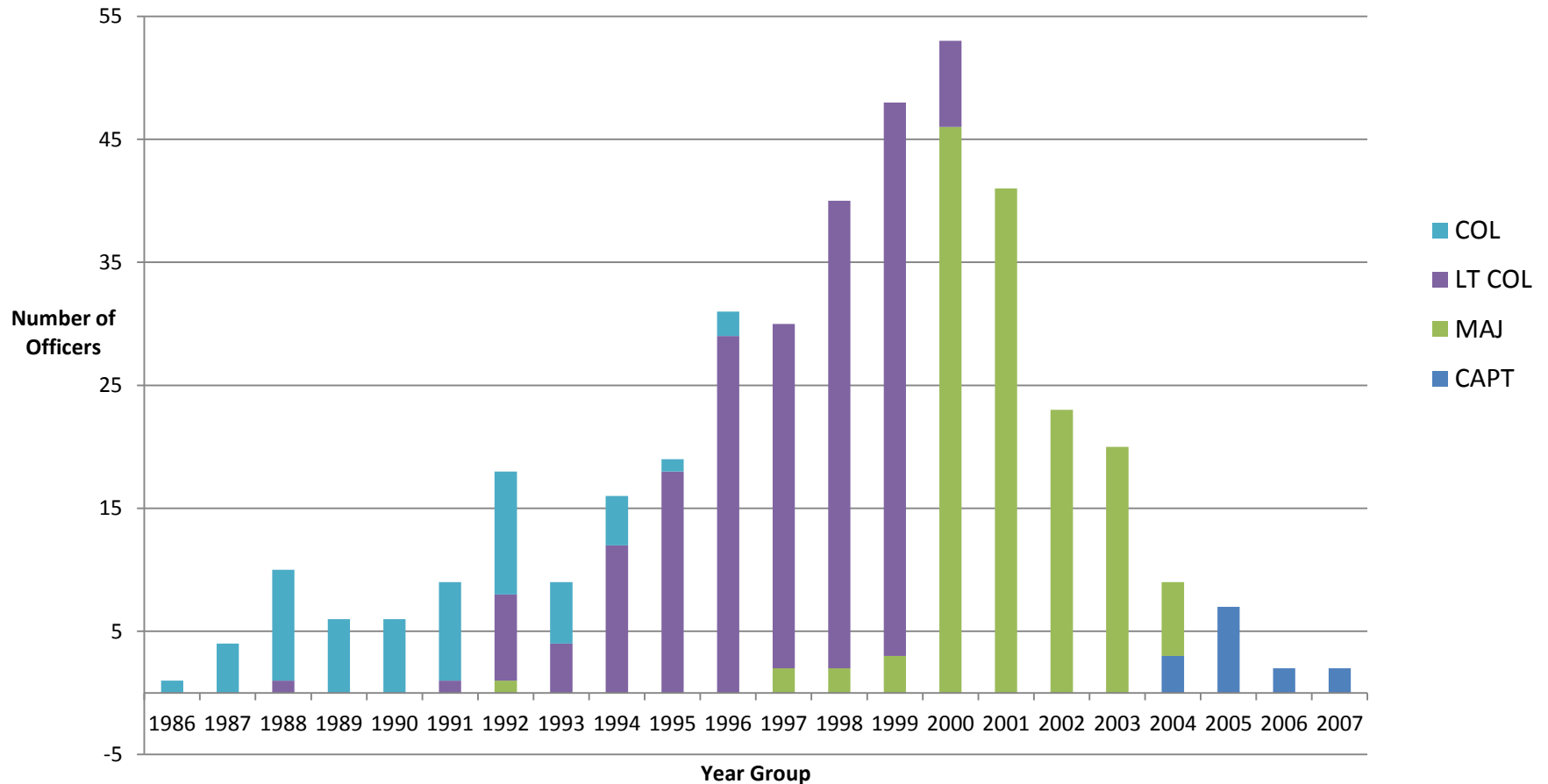




# RAS by Rank and Year Group

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## RAS Inventory by Rank and Year Group



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# Current O-5 C16F Positions

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AFSC	TITLE	Next Fill	LOCATION	LANGUAGE
C16F3C	CC, 318 TRG SQ	Summer 2016	IAAFA, Lackland AFB	Spanish
C16F3C	CC, 837 TRG SQ	Summer 2016	IAAFA, Lackland AFB	Spanish
C16F3E	CC, JPAC Det 1	Summer 2018	Bangkok, Thailand	No
C16F3H	CC, MPEP Americas	Summer 2017	Ottawa, Canada	Spanish
C16F3H	CC, MPEP Asia-Pacific	Summer 2017	JB Pearl Harbor-Hickam, HI	Any Asian language desired
C16FX	CC, NPS AFELM	Summer 2017	Monterey CA	No



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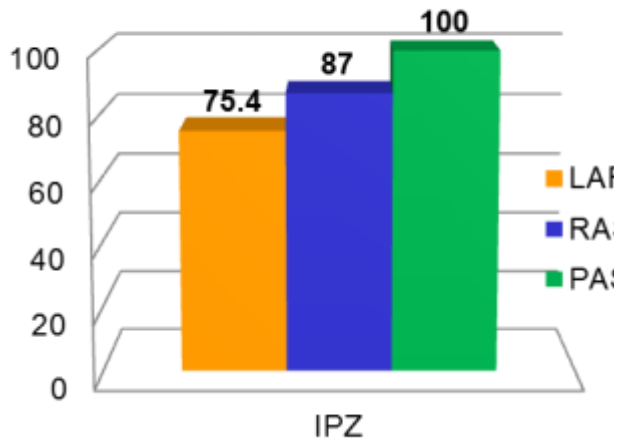
# IAS Promotion Lt Col Board

## CY12 Lt Col Board

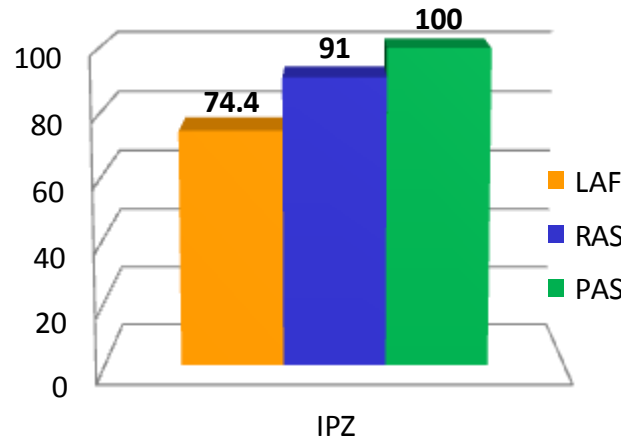
## CY13 Lt Col Board

## CY14 Lt Col Board

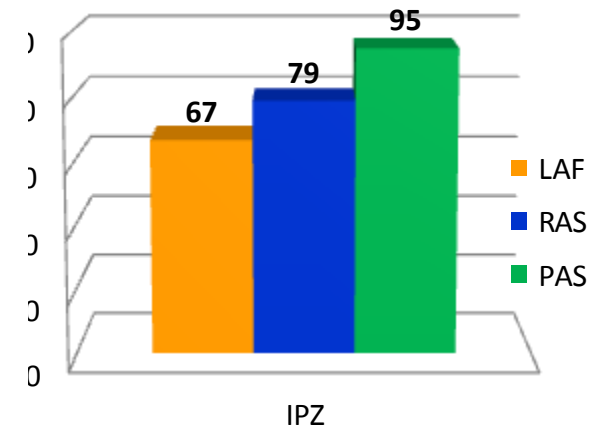
% Comparison – LAF vs IAS



% Comparison – LAF vs IAS



% Comparison – LAF vs IAS



Considered	1453	31	70
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Selected	1096	27	70
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Considered	1535	46	65
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Selected	1142	42	65
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Considered	1591	47	57
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Selected	1066	37	54
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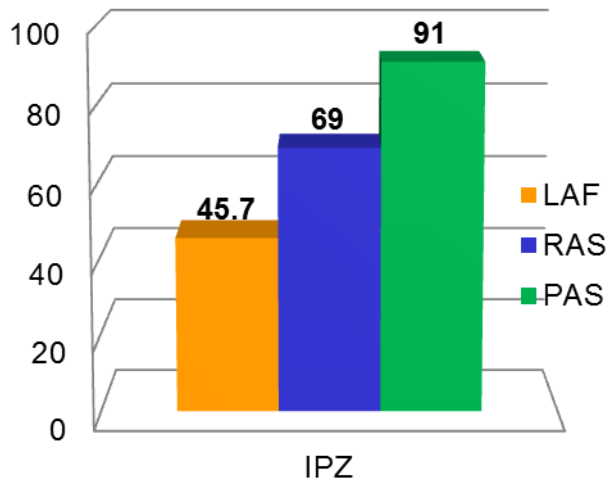


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# IAS Promotion Col Board

## CY12 Col Board

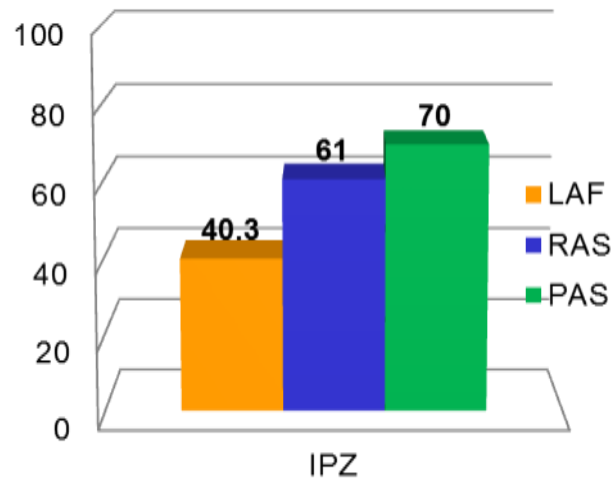
% Comparison – LAF vs IAS



Considered	921	13	11
Selected	424	9	10

## CY13 Col Board

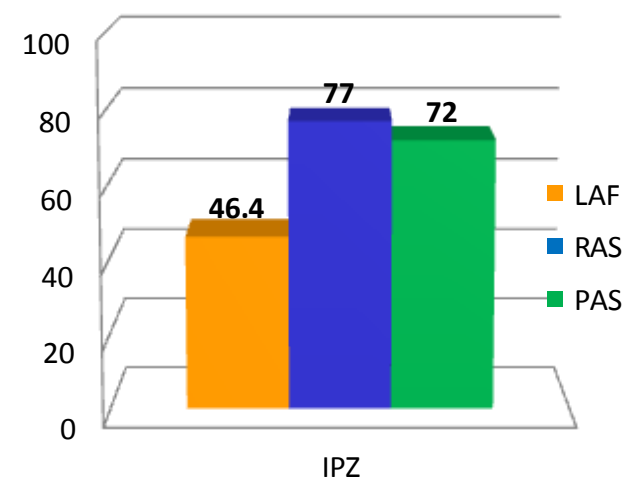
% Comparison – LAF vs IAS



Considered	763	13	20
Selected	308	8	14

## CY14 Col Board

% Comparison – LAF vs IAS



Considered	765	13	49
Selected	355	10	35



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# ***International Affairs Specialist Advisory Panel (IASAP)***

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# ***IAS Advisory Panel (IASAP) Process, Results and Preview***

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- The IASAP fills the role of a DT for 16F/P, and is governed by a charter
- Meets twice annually in Spring and Fall
- SAF/IAP acts as panel chair as the 16F/P (RAS/PAS) Functional Manager
  - Voting members: SAF/IAP (Panel Chair), Chief, International Airmen Division (Career Field Manager), IAPA Deputy, IAS Branch Chief, AF/A1DL, IAS Assignment Officer and a senior AF RAS
- Tasks completed at November 2014 IASAP
  - Review Program Status, Health of the Career Field, Initiatives/Challenges
  - Vector 153 IAS Officers on VML for summer 2015 assignment cycle
  - Screen candidates for IAS O-5 command opportunities
- Tasks to be completed at April 2015 IASAP
  - Review Program Status, Health of the Career Field, Initiatives/Challenges
  - Vector ~40 IAS Officers in Fall 2015 or Spring 2016 assignment cycle



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# **CSB Overview**

- **SAF/IAP acts as panel chair as the 16F/P (RAS/PAS) Functional Manager**
  - **Voting members: SAF/IAP (Panel Chair), Chief, International Airmen Division (Career Field Manager), IAPA Deputy, IAS Branch Chief, IAS Assignment Officer and a senior AF RAS**
- **Nominated top applicants to hiring authorities**
- **Screened 26 RAS/PAS applicants for Summer 2015 IAS Command Billets**
  - **MPEP Asia Pacific**
  - **MPEP Hawaii**
  - **JPAC Det 1**
  - **NPS AFELM (new C16F position created after the board)**



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# ***IAS Assignments***

## ***Maj Katie Tanner, AFPC***



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# *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***

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# *Matching Methodology*

- Match by AFSC first (RAS to 16F, PAS to 16P)
  
- For 16F positions:
  - Certified RAS with matching region & language
  - Certified RAS with matching region, different language
  - Certified RAS with different region, matching language
  - Certified PAS with matching language
  - Certified PAS 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



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# ***IAS Billet Priorities***

- **MUST FILL (100%)**
  - **IAS Program Management Positions (SAF/IAPA, AFPC)**
  - **IAS Command Positions**
  - **Security Cooperation Officer Positions**
  - **Air Attache Positions**
  - **All COCOM Positions deemed “Critical”**
- **CRITICAL FILL (90%)**
  - **Geographic COCOM Positions (unless deemed “Critical”)**
  - **MAJCOM Positions per PAD 10-2**
  - **Regional Air Force Component HQ Positions**
  - **Instructors for IA-related subjects (USAFA, AFSOS, IAAFA, DLIELC)**
- **PRIORITY FILL (80%)**
  - **Primary IA Organizations (SAF/IA, DTRA, DSCA)**
- **ENTITLEMENT FILL (75%)**
  - **All others**



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# ***IAS Assignments***

## **Fall 2014 Assignment Cycle:**

- **18 IAS Officers identified on VML**
- **17 IAS Officers matched to 45 IAS Requisitions**
  - **Fill Rate: 38%**
- **1 officer released for attaché duty**

## **Spring 2015 Assignment Cycle:**

- **18 IAS Officers identified on VML**
- **17 IAS Officers matched to 43 IAS Requisitions**
  - **Fill Rate: 40%**
- **1 officer released for attaché duty**



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# ***IAS Assignments***

## **Summer 2015 Assignment Cycle:**

- **153 IAS Officers identified on VML**
  
- **102 IAS Officers matched to 110 IAS Requisitions**
  - **Fill Rate: 93%**
  
- **48 Officers (31%) released to CC/DO, PME, BNR**





# *IAS Sustainment Training*

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- IAW AFI 16-109, certified RAS **must** maintain language & cultural proficiencies
  - Regional Studies Programs
    - FSI area studies courses
    - DoD Regional Security Studies Center courses/conferences
    - Joint FAO Phase II courses
      - LATAM (24 – 26 March, Washington, DC)
      - Near East (21 – 23 April, Washington, DC)
      - Dark Side of Globalization (19-21 May, Washington, DC)
      - Africa (2 – 4 June, Washington, DC)
      - Asia-Pacific (9 – 11 June, Tokyo, Japan)
      - Whole of Government (14 – 16 July, Washington, DC)
      - Eurasia (15 – 17 September, Brussels, Belgium)



# ***IAS Sustainment Training***

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- **Language Programs**
  - **Distance Learning**
    - **DLIFLC, SOFTS, eMentor, Joint Language University**
  - **Individual tutoring**
    - **Select vendor, submit SF-182, IAS processes payment**
  - **Language and Area Studies Immersion Program**
    - **15E (30 May – 28 Jun)**
    - **15F (11 Jul – 9 Aug)**
    - **15G (15 Aug – 13 Sep)**
  - **California State University – Long Beach**
    - **16-day intensive training event (French, MSA, Chinese Mandarin, Persian Farsi)**



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# Other Resources

- SAF/IA Portal Site: Search AF Portal for “SAF/IA”
- IAS Portal Site: Search AF Portal for “IAS”
- DLIFLC: <http://www.dliflc.edu/index.html>
- NPS: <http://www.nps.edu>
- FAOA Association: <http://www.faoa.org/>
- FAO Web: <http://fao.nps.edu/web/fao/welcome>





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# ***SAF/IAPA Contacts***

## ***IAS Program***

<b><i>Name</i></b>	<b><i>Duty Title</i></b>	<b><i>Contact Info</i></b>
<b>IAS Program Org. Email</b>		usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil
<b>Lt Col Greg Christiansen</b>	Chief, International Affairs Specialist Program	gregory.p.christiansen.mil@mail.mil
<b>Maj Heidi Dexter</b>	Chief, International Affairs Specialist Strategy and Policy/ Interim Regional Director, Pacific	heidi.l.dexter.mil@mail.mil
<b>Maj Kimberly McClain</b>	Regional Director, Latin America	kimberly.mcclain.2@us.af.mil
<b>Maj Chris Dorough (PCA Apr 2015)</b>	Regional Director, Africa	christopher.j.dorough.mil@mail.mil
<b>1st Lt Tiara Puro</b>	Regional Director, Europe/Eurasia	tiara.a.puro.mil@mail.mil
<b>Mrs. Roxane Porter</b>	Chief, Overseas Development Education Program	roxane.m.porter.civ@mail.mil
<b>Contract Support - Vacant</b>	Security Cooperation Policy & Support	
<b>Maj Katie Tanner</b>	Chief, International Affairs Specialist Assignments (AFPC)	katherine.tanner.2@us.af.mil



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The seal of the Secretary of the Air Force International Affairs. It is a circular emblem with a gold border. Inside the border, the words "SECRETARY OF THE AIR FORCE" are written in gold at the top and "INTERNATIONAL AFFAIRS" at the bottom. The center of the seal features a bald eagle with its wings spread, perched on a globe. A banner across the eagle's chest reads "FREEDOM THROUGH COOPERATION".

# ***Questions***

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