



U.S. AIR FORCE

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 DCS; requests must be submitted to the IAS Organizational Email address**

Headquarters U.S. Air Force

Integrity - Service - Excellence

International Affairs Specialist (IAS) Program



U.S. AIR FORCE

SAF/IAPA
2 September 2015



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Overview

Career Field Manager (CFM) Guidance and Opening Remarks

SAF/IA and 16F/P Leadership

IAS Program Overview

IASAP Review and Preview

IAS Command Screening Board

IAS Assignments

Security Cooperation Overview

IAS Sustainment Training Opportunities

IAS Resources and Contacts

Questions



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Career Field Manager

Guidance and Opening Remarks

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SAF/IA Organization



SES

Heidi Grant

Deputy Under Secretary
International Affairs
SAF/IA



Major General

Larry Martin

Asst SAF/IA



Major General

Brian Neal

Guard Advisor



SFS

Matthew Weiller

Foreign Policy Advisor



SES

Tony Reardon

Director – Policy,
Programs & Strategy



Brigadier General

Billy D. Thompson

Director
Regional Affairs

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International Airmen Division (IAPA)



**Chief, International Airmen
Division
Col Paul Szostak**

**Deputy IAPA
Mr. Mike Nolta**

**Attaché Branch
Mr. Jim Yarbrough**

**MPEP Branch
Mr. Ken Frank**

**IAS Branch
Lt Col Greg Christiansen**

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IAS Program Overview

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IAS Program Overview

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- **Force Development and Management**
 - **RAS:**
 - 321 billets; 458 certified RAS (dual track)
 - Annual accession of 72 officers (58 via deliberate development track)
 - **PAS:**
 - 297 billets; 682 PAS certified to date (one career-broadening tour each)
 - Annual accession of 88 officers (all via DE)
 - IAS promotion rates to O-5/O-6 consistently beat LAF average
- **Language and Regional Sustainment Training, FY15 Summary**
 - Received \$75K in additional funds for language training from Defense Language and National Security Education Office (DLNSEO)
 - 27 RAS officers attended Language and Area Studies Immersion
 - 71 RAS officers received individual tutoring
 - 42 IAS officers attended Joint FAO Course Phase 2

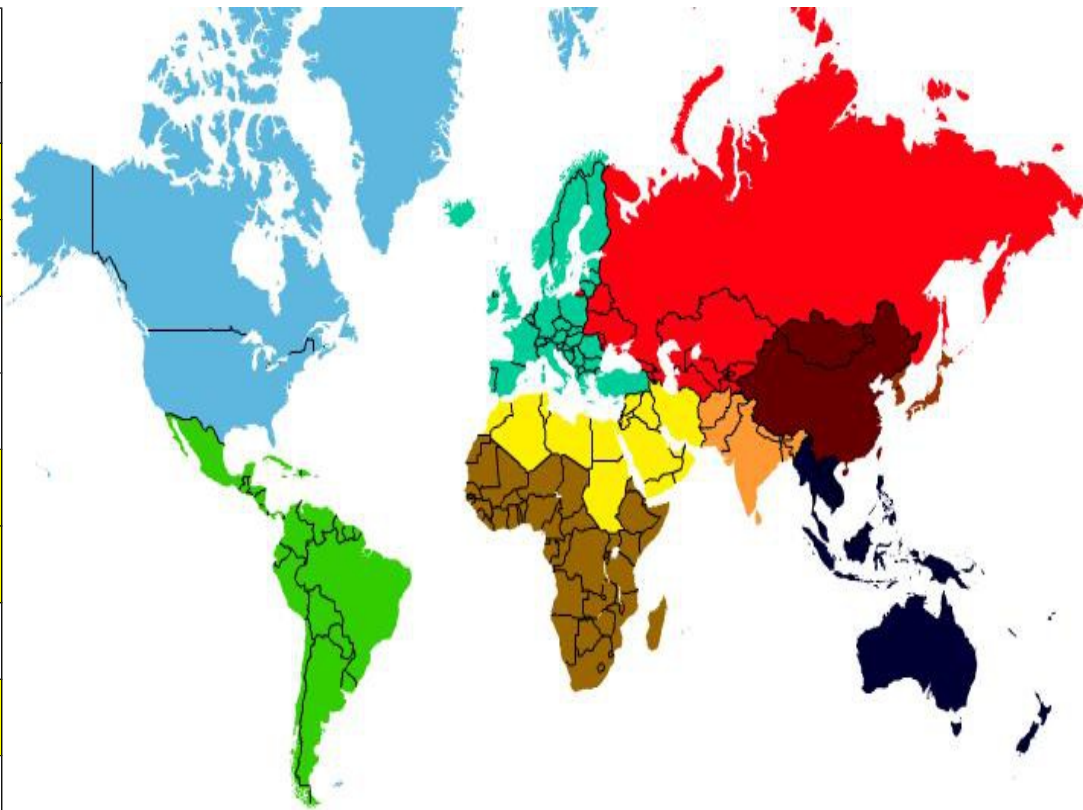
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RAS Billets vs. Inventory

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Overall RAS Inventory	321	739	454	204
Region	Billets	Target Inventory	Inventory	Pipeline
Eurasia (16FXB)	27	62	40	9
LATAM (16FXC)	78	179	102	46
NE Asia (16FXD)	26	60	41	19
SE Asia (16FXE)	22	51	27	20
MENA (16FXF)	45	104	54	32
Sub-Saharan Africa (16FXG)	34	78	23	42
Europe (16FXH)	56	129	127	17
South Asia (16FXJ)	15	35	15	12
China (16FXK)	8	18	23	7
Generalist (16FXL)	10			



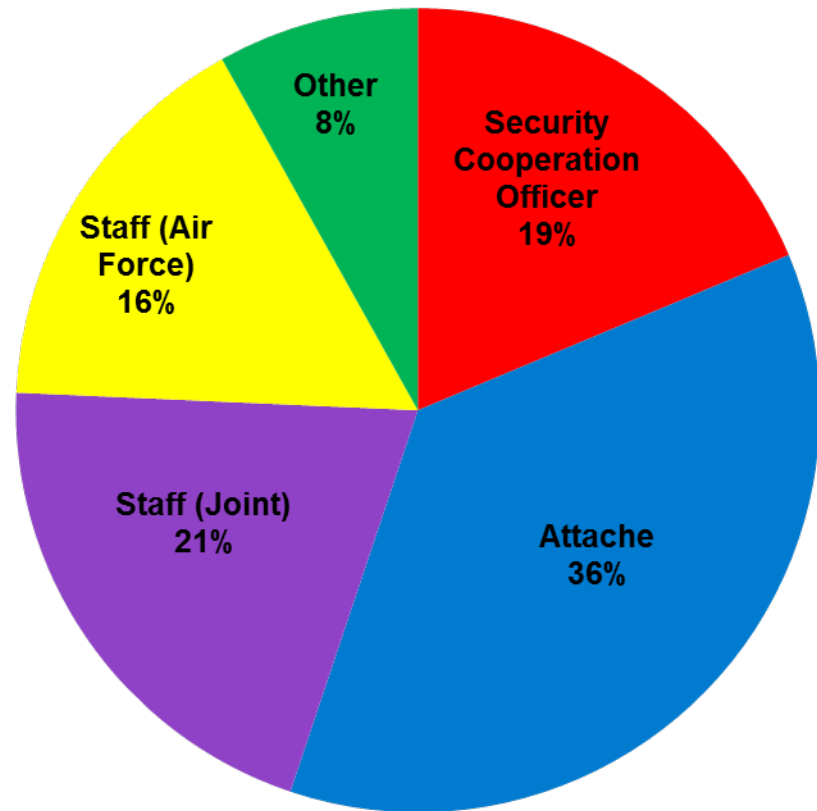
Note:
 *IAS program model requires ~2.3 officers/billet



What are RAS and their roles?

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- RAS work in over 105 countries in 56 different languages
- Serve across the highest levels OSD, Joint Staff, and COCOM as:
 - Attachés
 - Security Cooperation Officers (SCOs)
 - A5/J5 Desk Officers
 - Arms Inspectors
 - Air Advisors

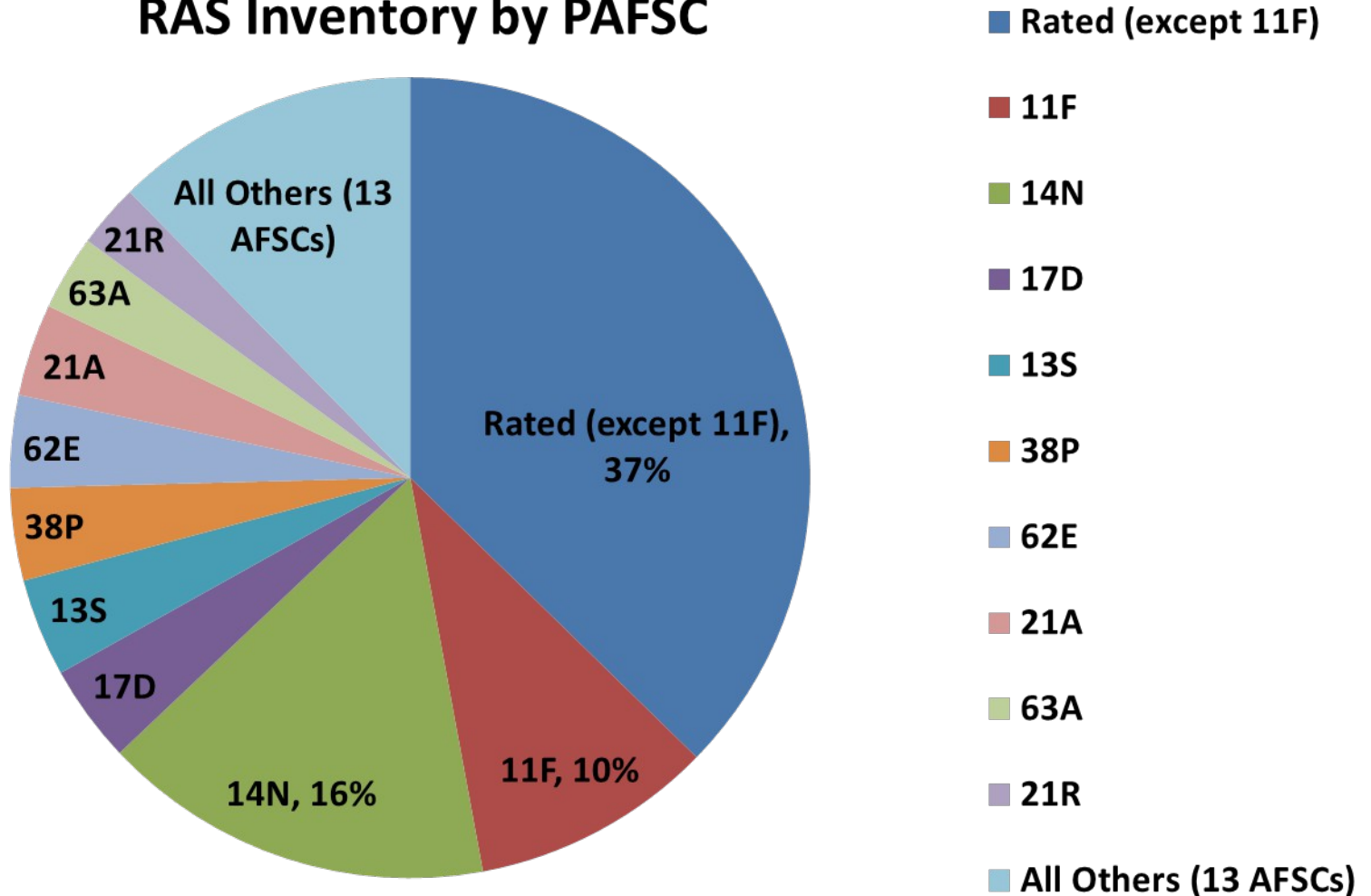




Percentage of RAS by AFSC

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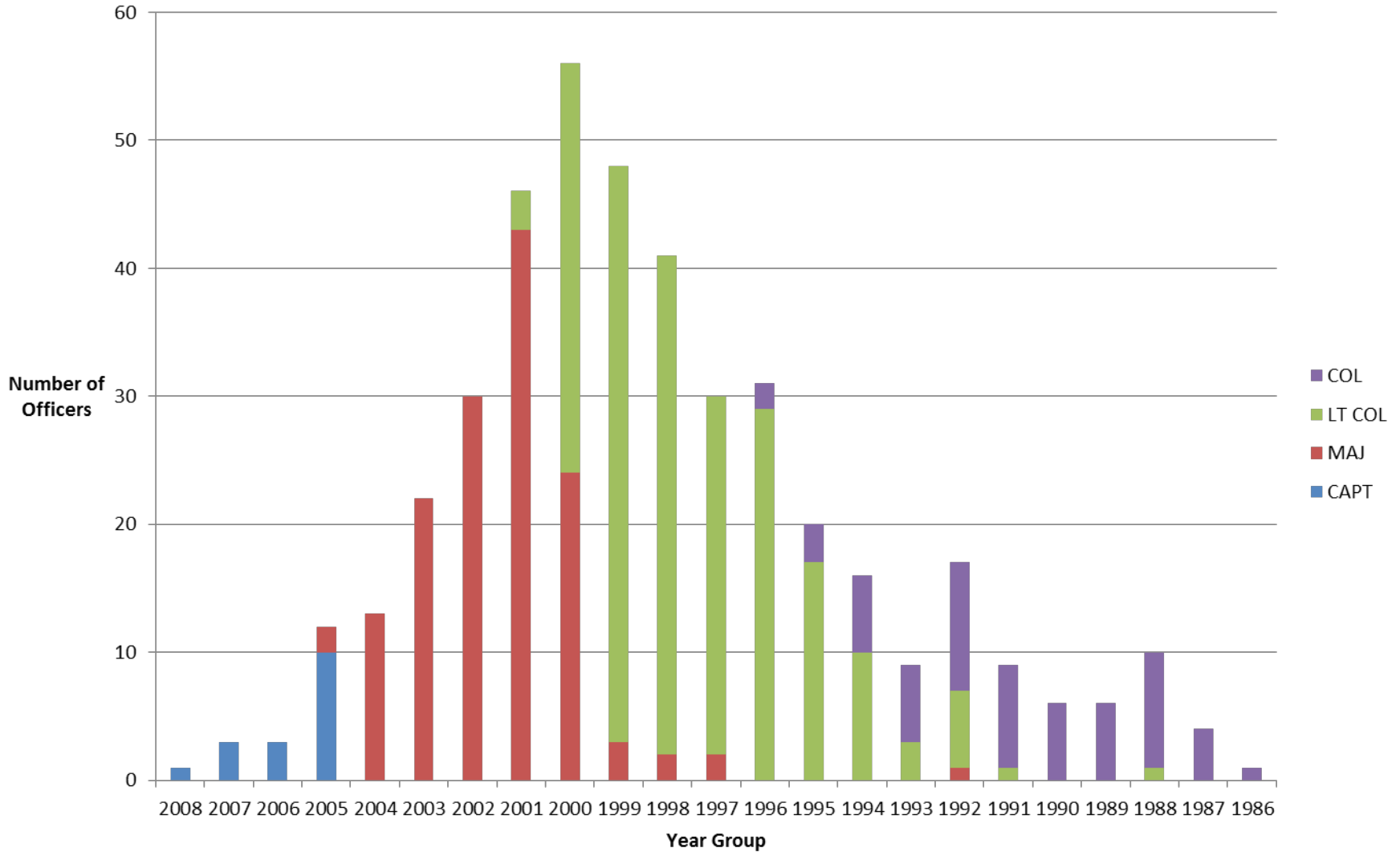
RAS Inventory by PAFSC





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Certified RAS by Rank and Year Group

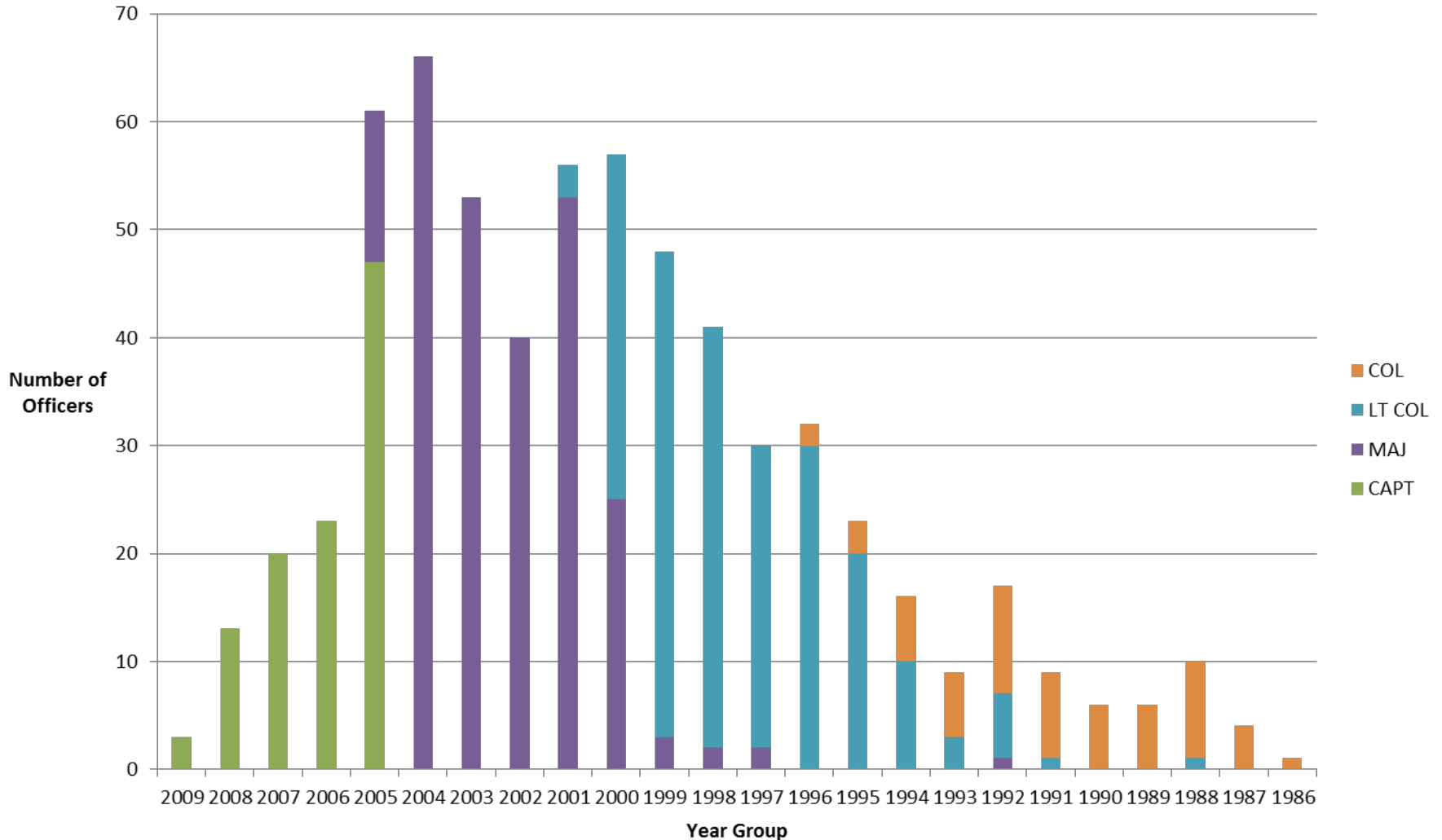


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All RAS (including in training) by Rank and Year Group

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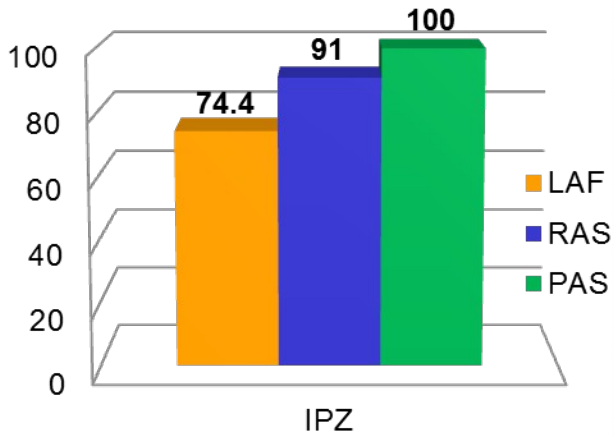
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IAS Promotion Lt Col Board

CY13 Lt Col Board

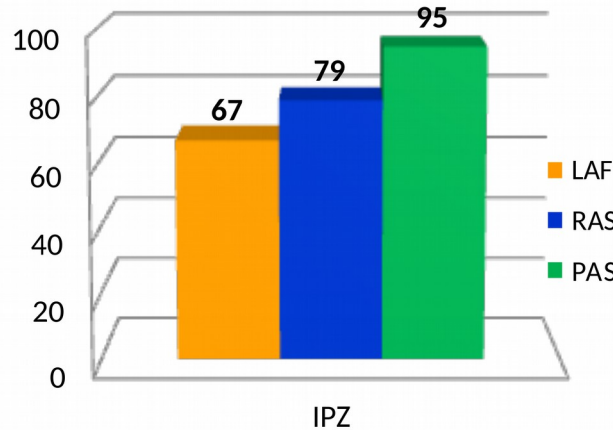
% Comparison – LAF vs IAS



Considered	1535	46	65
Selected	1142	42	65

CY14 Lt Col Board

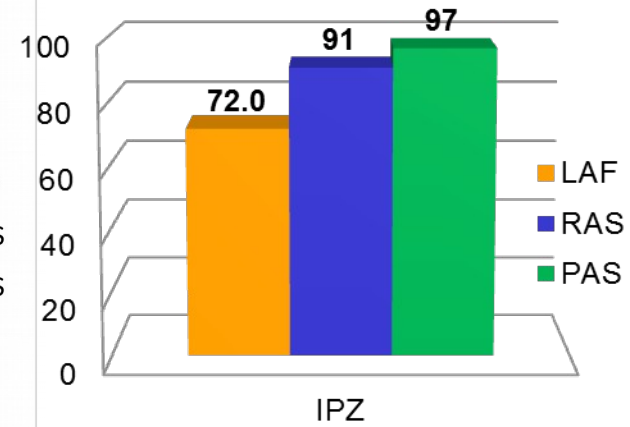
% Comparison – LAF vs IAS



Considered	1591	47	57
Selected	1066	37	54

CY15 Lt Col Board

% Comparison – LAF vs IAS



Considered	1727	46	78
Selected	1244	42	76

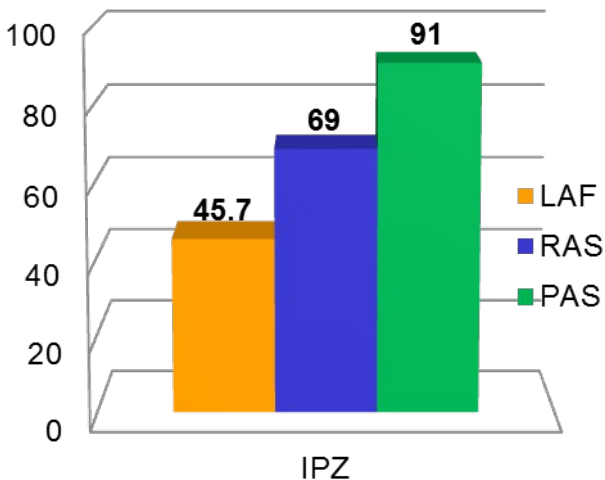
2015 BPZ Rates - LAF 4.3%, PAS 10%, RAS 13%



IAS Promotion Col Board

CY12 Col Board

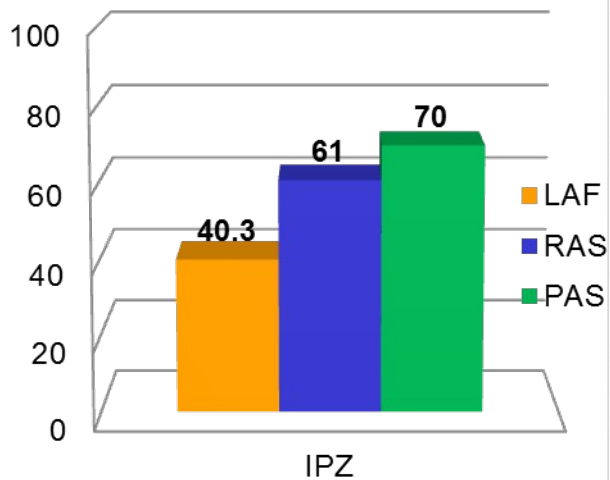
% Comparison – LAF vs IAS



Considered	921	13	11
Selected	424	9	10

CY13 Col Board

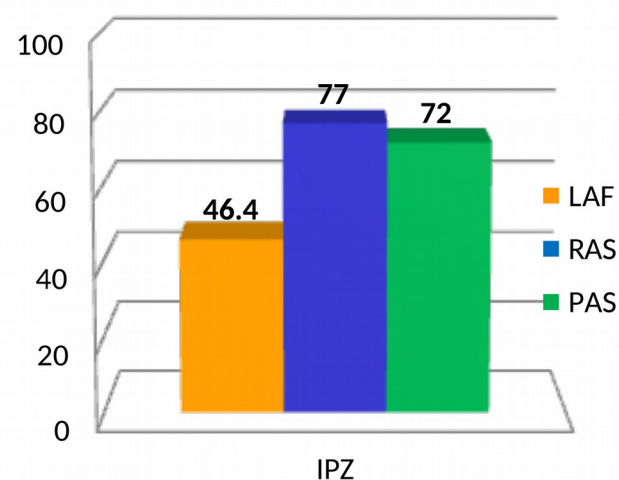
% Comparison – LAF vs IAS



Considered	763	13	20
Selected	308	8	14

CY14 Col Board

% Comparison – LAF vs IAS



Considered	765	13	49
Selected	355	10	35



IAS Program Updates

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- **Operating environment**
 - **O&M budget and manpower updates**
 - **Future year DLIFLC quotas meet projected program needs**
 - **Limited number of Advanced Academic Degree slots for all USAF requirements**

- **Status of policy changes**
 - **New AFI 36-4002 published 15 Jun 15--updated FLPB rules, including for RAS**
 - **RAS selects now 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**
 - **Retesting for those with a 3/3 extended to two years for FLPB purposes**
 - **New USAF Strategic Language List published 1 July 15**
 - **Lists languages by priority category: Immediate, Emerging, Enduring, Others**

- **New GO/SES-level DLSC FAO Senior Subcommittee (SSC) established 25 Aug 15**
 - **Will work with O-6 DoD FAO Council and Services to advance FAO programs**



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International Affairs Specialist Advisory Panel (IASAP)

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IAS Advisory Panel (IASAP) Process, Results and Preview

- **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**
- **Tasks completed at April 2015 IASAP**
 - **Review Program Status, Health of the Career Field, Initiatives/Challenges**
 - **Vector 36 IAS Officers on VML for Fall 2015 and Spring 2016 assignment cycles**
- **Tasks to be completed at November 2015 IASAP**
 - **Review Program Status, Health of the Career Field, Initiatives/Challenges**
 - **Vector ~150 IAS Officers in Summer 2016 assignment cycle**
 - **Screen candidates for IAS O-5 command opportunities**



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IAS Assignments
Maj Katie Tanner, AFPC

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Training Assignment Process

- **DLI**
 - **Form 5 generated by SAF/IA and provided to DE office at APFC to generate:**
 - **Active Duty Service Commitment for training**
 - **Assignment notification**
- **Naval Post Graduate--Managed through AFIT**
 - **Form 9 generated by AFIT once member is accepted into NPS**
 - **Active Duty Service Commitment for training**
 - **Assignment notification**



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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**



IAS Billet Priorities

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- **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

Spring 2015 Assignment Cycle:

- **18 IAS Officers identified on VML**
- **17 IAS Officers matched to 43 IAS Requisitions**
 - **Fill Rate: 40%**

Summer 2015 Assignment Cycle:

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



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IAS Assignments

Fall 2015 Assignment Cycle:

- **26 IAS Officers identified on VML**
- **33 IAS Officers matched to 42 IAS Requisitions**
 - **Fill Rate: 78.6%**



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Security Cooperation Overview

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Security Cooperation Training

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- All SCO billets require pre-departure training as determined by COCOM
- Typically includes:
 - Defense Institute for Security Assistance Management (DISAM)
 - Complete the online Security Cooperation Management - Orientation Course (SCM-OC)
 - Attend the in-resident SCM- OCONUS (SCM-O) course at the at Wright-Patterson AFB
 - DISAM provides reporting and funding details after registration at <http://www.disam.dsca.mil/>
 - Complete an orientation visit to the Washington DC area
 - Up to three days of directed appts arranged by the officer
 - Guidance and funding details are AF Portal (search term: “SCO DC Orientation”)



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IAS Command Board

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IAS Command Board Overview

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- **SAF/IAP acts as board chair as the 16F/P (RAS/PAS) Functional Manager**
- **Board members score records of all applicants, as in all other boards**
- **Board-approved candidate list is provided to hiring authorities**
- **November 2014 board screened 26 RAS/PAS applicants for Summer 2015 IAS O-5 command billets**
 - **MPEP Asia Pacific**
 - **MPEP Hawaii**
 - **JPAC Det 1**
 - **NPS AFELM (position converted to C16F after the board)**
- **November 2015 board will screen for all projected Summer 2016 IAS O-5 command vacancies**



O-5 C16F Positions

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AFSC	TITLE	Next Fill	LOCATION	LANGUAGE
C16F3C	CC, 318 TRS	Summer '16	IAAFA, Lackland AFB	Spanish
C16F3C	CC, 837 TRS	Summer '16	IAAFA, Lackland AFB	Spanish
C16FL	CC, 637 Int'l Supt Sq	Summer '16	DLIELC, Lackland AFB	Not Specified
C16FH	CC, MPEP Europe	Summer '16	Ramstein AB, Germany	Not Specified
C16FL	CC, 332 TRS	Summer '17	DLIELC, Lackland AFB	Not Specified
C16F3H	CC, MPEP Americas	Summer '17	Ottawa, Canada	Spanish
C16F3H	CC, MPEP Asia-Pacific	Summer '17	JB Pearl Harbor- Hickam	Any Asian language
C16FX	CC, NPS AFELM	Summer '17	Monterey, CA	Not Specified
C16F3E	CC, JPAC Det 1	Summer '18	Bangkok, Thailand	Not Specified

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IAS Sustainment Training Opportunities

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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
 - Eurasia (15 – 17 September, Brussels, Belgium)
 - Int’l Organized Crime (19 – 21 October, Washington, DC)*
 - AFRICOM (7 – 9 November, Washington, DC)
 - EUCOM (25-27 January, Washington, DC)
 - PACOM (22 – 24 February, Seoul, South Korea)
 - CENTCOM (18 – 20 April, Tampa, FL)
 - Conflict Analysis (13 – 15 June, Washington, DC)*
 - SOUTHCOM (12 – 14 September, Washington, DC)

*Trans-regional seminar



IAS Sustainment Training

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- **Language Programs**
 - **Distance Learning**
 - **DLIFLC, SOFTS, eMentor, Joint Language University**
 - **<http://www.au.af.mil/au/culture/resources/>**
 - **Individual tutoring**
 - **Select vendor, submit SF-182, IAS processes payment**
 - **Language and Area Studies Immersion Program**
 - **16B (22 Jan – 20 Feb 2016)**
 - **16C (4 Mar – 2 Apr 2016)**
 - **16D (15 Apr – 14 May 2016)**
 - **16E (27 May – 25 Jun 2016)**
 - **California State University – Long Beach**
 - **16-day intensive training event (French, MSA, Chinese Mandarin, Persian Farsi)**



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IAS Resources and Contacts



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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/>
- 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

Name	Duty Title	Contact Info
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Maj Kevin Dewever	Chief, International Affairs Specialist Strategy and Policy/ Regional Director, South Asia and Europe/Eurasia	kevin.g.dewever.mil@mail.mil
Lt Col Mark Burns	Regional Director, Latin America & Sub-Saharan Africa	mark.w.burns1.mil@mail.mil
1st Lt Tiara Puro	Regional Director, Europe/Eurasia (outbound 25 Sep 15)	tiara.a.puro.mil@mail.mil
Mr. Zach Hickman	Regional Director, Asia and Middle East/North Africa	zachary.b.hickman.civ@mail.mil
Mrs. Roxane Porter	Chief, Overseas Development Education Program	roxane.m.porter.civ@mail.mil
Mr. Rich O'Neil	Security Cooperation Policy & Support	Richard.e.oneil.ctr@mail.mil
Maj Katie Tanner	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 yellow border. Inside the border, the words "SECRETARY OF THE AIR FORCE" are written in a semi-circle at the top, and "INTERNATIONAL AFFAIRS" is written in a semi-circle at the bottom. The center of the seal features an eagle with its wings spread, perched on a globe. A banner across the globe reads "SPERMEN THROUGH COOPERATION".

Questions

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