



Adjutant General Corps

---CAC Approved---



AG Lieutenant KSB Storyboard



Proponent Vision: AG Lieutenants are people-centric, customer service-focused leaders who model the Army Values and display character, competence, and commitment exemplified in the ideals espoused by the Army Profession. They are responsible for managing the readiness of the personnel component of combat power, provide critical Human Resources (HR) and Military Pay (MILPAY) support, and positively impact the daily lives of Soldiers & Families. They integrate data analytics processes, utilize the latest in cutting-edge Army HR technology, and leverage the Military Decision Making Process in order to provide commanders with diagnostic, predictive, and prescriptive analysis and recommendations. They are physically fit leaders and are mentally agile project managers who foster an environment of trust and teamwork. They may serve as platoon leaders, executive officers, or staff officers who take full ownership of all aspects of personnel services and support operations, talent management, postal operations, and proactively manage current & future requirements.

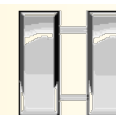
Developmental/ Experiential Learning
Positions: HR Platoon Leader; Postal Platoon Leader; Battalion S-1 (LT Coded); Brigade Strength Manager.
Broadening Experiences: Postal Officer; Victim Advocate; Master Resilience Trainer (MRT); Voting Assistance Officer; Range Safety Officer; Range OIC.
Experiences: Staff Officer experience; HR Company; Planning, coordinating, synchronizing, and integrating HR support operations in support of Battalion/Brigade-level combined-arms and sustainment operations; Deployments; Combat Training Center training rotations.

Education
College and University: Bachelor's Degree with a strong academic foundation that requires a demonstrated ability to conduct research / analysis and convey results in oral and written communication (R)
Credentials & Certifications (Continuing Education): Human Resources Certification Institute Professional in Human Resources (D); Lean Six Sigma (D); Project Management Program (D); Oracle PeopleSoft (D); Microsoft Office Specialist (D); Microsoft 365 (D); Certified Analytics Professional (D).
Military Schooling: AGBOLC (R); IPPS-A Functional Course (D); Postal Supervisor (D); Postal Operations (D); Airborne (O); Air Assault (O); SHARP (O); MRT (O).

Baseline Developed Talents (ATAF - Tier 2):		Assignment Developed Talents (ATAF – Tier 2):	
Conscientiousness (I)	Math & Science (I)	Agreeableness (II)	IT Programs and Systems (II) Sustains Climate & Morale (II)
Cultural Awareness (I)	Military Specific (I)	Conscientiousness (I)	Leadership (I) Systems Thinking (II)
Decision Making (I)	Reasoning (I)	Cultural Awareness (I)	Management (I) Tactical / Technical Competence (II)
Emotional Stability (I)	Social Skills (I)	Decision Making (I)	Math & Science (I) Teamwork (I)
Empathy (I)	Systems Thinking (I)	Emotional Stability (I)	Military Specific (II) Written Communication (II)
General Cognitive Ability (I)	Tactical / Technical Competence (I)	Empathy (I)	Openness to Experience (I)
General Communication (I)	Teamwork (I)	General Cognitive Ability (I)	Performance Management (I)
IT Programs and Systems (I)	Written Communication (I)	General Communication (I)	Reasoning (I)
Leadership (I)		Interests (I)	Social Skills (I)

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (I); Analyze Data or Information (I); Army Values (I), Basic Computer Skills (I); Basic Mathematics (I); Communication Ability (I); Communicator (I); Cooperation / Teamwork (I); Cultural Awareness (I); Decision Making (I); Detail-Focused & Precise (I); Emotional Control (I); Empathy (I); Interpersonal Relationship Building (I); Knowledge of Processes and Procedures (I); MOS / Branch-Specific Knowledge and Skill (I); Process Information and Data (I); Reading Comprehension (I); Self Management (I); Systems Thinking (I); Team Planning (I); Written Communication (I).

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (II); Analyze Data or Information (II); Army Values (II); Assessing and Mitigating Harm (I); Basic Computer Skills (II); Basic Mathematics (II); Communication Ability (I); Communicator (I); Consensus Building (I); Cooperation/Teamwork (I); Coordination (I); Critical Thinking (I); Cultural Awareness (I); Decision Making (I); Detailed-Focus & Precise (I); Emotional Control (I); Empathy (I); Humility (II); Improves the Organization (I); Innovative (I); Interpersonal Relationship Building (I); Knowledge of Processes and Procedures (II); Monitoring (I); MOS/Branch-Specific Knowledge and Skill (II); Process Information and Data (I); Project Manager (I); Reading Comprehension (II); Self Management (I); Social Interests (I); Sustains a Climate of Trust (II); Systems Thinking (II); Task Planning & Management (I); Team Planning (I); Written Communication (I).



AG Captain KSB Storyboard

Proponent Vision: AG Captains have a common reference point as a Battalion S-1 or Company Commander that enables them to expand their experience and skills in order to prepare to be a successful field grade officer. They model the Army Values and display character, competence, and commitment exemplified in the ideals espoused by the Army Profession. They foster an environment of trust and teamwork, are people-centric & customer service-focused, are key contributors during talent management, and are responsible for managing the readiness of the personnel component of combat power. They provide critical Human Resources and Military Pay (MILPAY) support, proactively manage current & future requirements, integrate data analytics processes, utilize the latest in cutting-edge Army HR technology, are experienced in the Military Decision Making Process, and provide commanders with cognitive, diagnostic, predictive, and prescriptive analysis and recommendations. They are mentally agile project managers who take full ownership of all aspects of personnel services and support operations. They command HR Company elements and are key planners within the sustainment enterprise that facilitate the execution of external HR mission support requirements.

Developmental/ Experiential Learning

Positions: Battalion S-1 (CPT Coded); Company Commander
Broadening Experiences: TGPAT or MMT Director; Division G-1 Strength Manager; Division Sustainment Brigade (DSB) HROB; Medical Planner Toolkit (MPTk) Operator.
Experiences: S-1 in combined arms and sustainment organizations; HR Company; Planning, coordinating, synchronizing, and integrating HR support operations in support of Battalion through Division level Commanders; Deployments; Combat Training Center training rotations; Initial exposure to Army Enterprise HR operations.

Education

College and University: Graduate degree in a discipline that can be applied in support of the human dimension of the Army or information systems or technology that can enhance or develop Army-HR automation capabilities (O)
Credentials & Certifications (Continuing Education): Human Resources Certification Institute Professional in Human Resources (D); Lean Six Sigma (D); Project Management Program (D); Oracle PeopleSoft (D); Microsoft Office Specialist (D); Microsoft 365 (D); Certified Analytics Professional (D).
Military Schooling: AGCCC (R); IPPS-A Functional Course (D); Company Commander Course (D); Support Operations Course (D); Postal Operations (O); Airborne (O); Air Assault (O); SHARP (O); MRT (O).

Baseline Developed Talents (ATAF - Tier 2):

- Conscientiousness (II)
- Cultural Awareness (II)
- Decision Making (II)
- Emotional Stability (II)
- Empathy (II)
- General Cognitive Ability (II)
- General Communication (II)
- IT Programs and Systems (II)
- Leadership (II)
- Math and Science (II)
- Military Specific (II)
- Problem Solving (I)
- Reasoning (II)
- Social Skills (II)
- Systems Thinking (II)
- Tactical/Technical Competence (II)
- Team Work (II)
- Written Communication (II)

Assignment Developed Talents (ATAF – Tier 2):

- Agreeableness (III)
- Budget & Finance (I)
- Conscientiousness (II)
- Creativity (II)
- Cultural Awareness (II)
- Decision Making (II)
- Emotional Stability (II)
- Empathy (II)
- General Cognitive Ability (II)
- General Communication (II)
- Interest (II)
- IT Programs and Systems (III)
- Leadership (II)
- Management (II)
- Math & Science (II)
- Military Specific (III)
- Openness to Experience (II)
- Performance Management (II)
- Problem Solving (II)
- Reasoning (II)
- Sustains Climate & Morale (III)
- Systems Thinking (III)
- Social Skills (II)
- Tactical / Technical Competence (III)
- Teamwork (II)
- Training and Developing Others (II)
- Written Communication (III)

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (II); Analyze Data or Information (II); Analytical Thinking (II); Army Values (II); Basic Computer Skills (II); Basic Mathematics (II); Communication Ability (II); Communicator (II); Cooperation / Teamwork (II); Cultural Awareness (II); Cyber Knowledge (I); Data Science (I); Decision Making (II); Detail-Focused & Precise (II); Emotional Control (II); Empathy (II); Knowledge of Processes and Procedures (II); Lead by Example (II); MOS/Branch-Specific Knowledge and Skill (II); Process Information and Data (II); Proficiency With Mission Systems (I); Quantitative Reasoning (II); Reading Comprehension (II); Self Management (II), Structured Problem Solving (I); Systems Thinking (II); Team Planning (II); Written Communication (II).

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (III); Analyze Data or Information (II); Analytical Thinking (II); Army Values (III); Assessing and Mitigating Harm (II); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (II); Communicator (II); Consensus Building (II); Cooperation/Teamwork (II); Coordination (II); Creative Problem Solving (II); Critical Thinking (II); Cultural Awareness (II); Cyber Knowledge (I); Data Science (I); Decision Making (II); Detail-Focused & Precise (II); Emotional Control (II); Empathy (II); Encourages Fairness and Inclusiveness (III); Encourages Subordinates to Exercise Initiative, Accept Responsibility, and Take Ownership (II); Financial Management (I); Fosters Teamwork & Cohesion (III); Humility (III); Improves the Organization (II); Innovative (II); Knowledge of Processes and Procedures (III); Lead by Example (II); Mentoring (II); Military and Professional Bearing (III); Monitoring (II); MOS/Branch-Specific Knowledge and Skill (III); Process Information & Data (II); Proficiency With Mission Systems (I); Quantitative Reasoning (II); Reading Comprehension (III); Recognizes and Rewards Good Performance (II); Self Management (II), Social Interest (II); Structured Problem Solving (II); Sustains a Climate of Trust (III); Systems Thinking (III); Task Planning & Management (II); Team Planning (II); Written Communication (II).



AG Major KSB Storyboard



Proponent Vision: AG Majors are planners and strategic enablers with unique perspectives & backgrounds in HR support within combined arms and sustainment organizations. They model the Army Values and display character, competence, and commitment exemplified in the ideals espoused by the Army Profession. They are experts in organizational leadership and provide expert oversight of all facets of Brigade-level HR Support and Personnel Services Support Operations. They coach, teach, and mentor leaders and subordinate S-1s on HR support operations, are key contributors during talent management, and are responsible managing the readiness of the personnel component of combat power. They proactively manage current & future requirements, are experts in the Military Decision Making Process, utilize the latest in cutting-edge Army HR technology, and provide commanders with cognitive, diagnostic, predictive, and prescriptive analysis and recommendations. They integrate within the sustainment enterprise to facilitate the execution of Division through ASCC-level external HR mission requirements, and possess a familiar understanding of the Army's Personnel Force Structure and Planning Program Budget Execution Systems that is applied in HR assignments within the Army enterprise.

Developmental/ Experiential Learning

Positions: Brigade S-1; Battalion XO; O-4 Coded Battalion S-3 and Commands; Division Special Troops Battalion SPO; Deputy Division G-1; Division HROC Chief
Broadening Experiences: HRC Staff; Army G-1; HRSC (TPOC) Officer; Joint Staff; Contracting Officer Representative.
Experiences: S-1 in combined arms and sustainment organizations; DSB/DSTB Experience; Planning, coordinating, synchronizing, and integrating HR support operations within the ESC SPO HROB or TSC HRSC (TPOC); Deployments; Combat Training Center training rotations; Joint Service; Army Enterprise HR operations.

Education

College and University: Graduate degree in a discipline that can be applied in support of the human dimension of the Army or information systems or technology that can enhance or develop Army-HR automation capabilities (D).
Credentials & Certifications (Continuing Education): Human Resources Certification Institute Senior Professional in Human Resources (D); Lean Six Sigma (D); Project Management Program (D); Oracle PeopleSoft (D); Microsoft Office Specialist (D); Microsoft 365 (D); Certified Analytics Professional (D).
Military Schooling: Intermediate Level Education (R); IPPS-A Functional Course (D); Support Operations Course (D); JCWS (O); SAMS (O).

Baseline Developed Talents (ATAF - Tier 2):		Assignment Developed Talents (ATAF – Tier 2):	
Conscientiousness (II)	Military Specific (III)	Agreeableness (IV)	Interest (III)
Cultural Awareness (II)	Multi-Domain Collaboration (I)	Budget & Finance (II)	IT Programs & Systems (III)
Decision Making (III)	Problem Solving (III)	Conscientiousness (III)	Leadership (III)
Emotional Stability (II)	Reasoning (III)	Cultural Awareness (III)	Management (III)
General Cognitive Ability (II)	Systems Thinking (III)	Decision Making (III)	Math & Science (III)
General Communication (II)	Tactical/Technical Competence (III)	Emotional Stability (III)	Military Specific (III)
IT Programs and Systems (III)	Teamwork (III)	Empathy (III)	Multi-Domain Collaboration (I)
Leadership (III)	Written Communication (III)	General Cognitive Ability (III)	Openness to Experience (III)
Math & Science (II)		General Communication (III)	Performance Management (III)
			Problem Solving (III)
			Reasoning (III)
			Sustains Climate & Morale (IV)
			Systems Thinking (III)
			Tactical / Technical Competence (IV)
			Teamwork (III)
			Training and Developing Others (III)
			Written Communication (III)

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (III); Analyze Data or Information (III); Analytical Thinking (III); Army Values (III); Basic Computer Skills (III); Basic Mathematics (II); Communication Ability (II); Cooperation / Teamwork (III); Cultural Awareness (II); Data Science (I); Decision Making (II); Detail-Focused & Precise (II); Emotional Control (II); Joint, Interagency, Intergovernmental, And Multinational (JIIM) Perspective (I); Knowledge of Processes and Procedures (III); Lead by Example (III); MOS/Branch-Specific Knowledge and Skill (III); Process Information and Data (II); Proficiency With Mission Systems (I); Quantitative Reasoning (III); Reading Comprehension (III); Self Management (III); Structured Problem Solving (III); Systems Thinking (III); Team Planning (III); Written Communication (III)

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Army Values (IV); Assessing and Mitigating Harm (III); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (III); Cooperation/Teamwork (III); Coordination (III); Critical Thinking (III); Cultural Awareness (III); Data Science (II); Decision Making (III); Detail-Focused & Precise (II); Emotional Control (III); Empathy (III); Encourages Fairness and Inclusiveness (IV); Encourages Subordinates to Exercise Initiative, Accept Responsibility and Take Ownership (III); Financial Management (II); Fosters Teamwork & Cohesion (III); Humility (IV); Improves the Organization (III); Innovative (III); Joint, Interagency, Intergovernmental, And Multinational (JIIM) Perspective (I); Knowledge of Processes and Procedures (IV); Lead by Example (III); Mentoring (III); Military and Professional Bearing (III); Monitoring (III); MOS/Branch-Specific Knowledge and Skill (IV); Process Information & Data (III); Proficiency With Mission Systems (II); Quantitative Reasoning (III); Reading Comprehension (III); Recognizes and Rewards Good Performance (III); Social Interest (III); Structured Problem Solving (III); Sustains a Climate of Trust (IV); Self Management (III); Systems Thinking (III); Task Planning & Management (III); Team Planning (III); Written Communication (III)



AG Lieutenant Colonel KSB Storyboard



Proponent Vision: AG Lieutenant Colonels bring extensive experience in leadership, technical proficiency, and the ability to lead, train, motivate, and care for Soldiers in both the command and staff environments. They model the Army Values and display character, competence, and commitment exemplified in the ideals espoused by the Army Profession. They are well-versed in all facets of tactical, operational, and strategic operations and have advanced understanding of the Personnel Force Structure and Planning Program Budget Execution Systems and how they are applied within the Army enterprise. They are experts in organizational leadership and provide expert oversight of all facets of Division-level HR Support and Personnel Services Operations. They are experts in the Military Decision Making Process and talent management, and provide commanders with cognitive, diagnostic, predictive, and prescriptive analysis and recommendations. They integrate within the sustainment enterprise at the theater level to facilitate the execution of ASCC-level external HR mission requirements. They are key contributors during the development of Army-level policy and serve as planners and strategic enablers within the Joint Force.

Developmental/ Experiential Learning

Positions: Division or TSC G-1 (CSL); DSTB/STB Battalion Commander; HHBN Battalion Commander; Recruiting Battalion Commander
Broadening Experiences: Army G-1; Joint Staff; HRC Staff Officer; Deputy Corps G-1; Corps HROC Chief; HRSC Division Chief (TPOC Director); Non-CSL G-1
Experiences: Division-level G-1; DSTB/STB Command; Planning, coordinating, synchronizing, and integrating HR support operations within the TSC HRSC (TPOC); Deployments; Combat Training Center training rotations; Joint Service; Development of Army-level policy; Army Enterprise HR operations.

Education

College and University: Graduate degree in a discipline that can be applied in support of the human dimension of the Army or information systems or technology that can enhance or develop Army-HR automation capabilities (R).
Credentials & Certifications (Continuing Education): Human Resources Certification Institute Senior Professional in Human Resources (D); Lean Six Sigma (D); Project Management Program (D); Oracle PeopleSoft (D); Microsoft Office Specialist (D); Microsoft 365 (D); Certified Analytics Professional (D).
Military Schooling: Pre-Command Course (D); IPPS-A Functional Course (D); Support Operations Course (D); Senior Service College (D); JAWS (O); SAMS (O).

Baseline Developed Talents (ATAF - Tier 2):

Conscientiousness (III) Military Specific (IV)
 Cultural Awareness (III) Multi-Domain Collaboration (II)
 Decision Making (III) Problem Solving (III)
 Emotional Stability (III) Reasoning (III)
 General Cognitive Ability (III) Systems Thinking (III)
 General Communication (III) Tactical/Technical Competence (IV)
 IT Programs and Systems (III) Teamwork (III)
 Leadership (III) Written Communication (III)
 Math & Science (III)

Assignment Developed Talents (ATAF – Tier 2):

Agreeableness (IV) Interest (III) Problem Solving (III)
 Budget & Finance (II) IT Programs & Systems (IV) Reasoning (III)
 Conscientiousness (III) Leadership (IV) Sustains Climate & Morale (IV)
 Cultural Awareness (III) Management (IV) Systems Thinking (III)
 Decision Making (III) Math & Science (III) Tactical / Technical Competence (IV)
 Emotional Stability (IV) Military Specific (IV) Teamwork (IV)
 Empathy (III) Multi-Domain Collaboration (II) Training and Developing Others (IV)
 General Cognitive Ability (III) Openness to Experience (III) Written Communication (III)
 General Communication (III) Performance Management (IV)

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Army Values (IV); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (III); Cooperation / Teamwork (III); Cultural Awareness (III); Data Science (II); Decision Making (III); Detail-Focused & Precise (III); Emotional Control (III); JIIM Perspective (II); Knowledge of Processes and Procedures (IV); Lead by Example (III); MOS/Branch-Specific Knowledge and Skill (IV); Process Information and Data (III); Proficiency With Mission Systems (III); Quantitative Reasoning (III); Reading Comprehension (IV); Self Management (III); Structured Problem Solving (III); Systems Thinking (III); Written Communication (III).

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Army Values (IV); Assessing and Mitigating Harm (IV); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (III); Cooperation/Teamwork (III); Coordination (III); Critical Thinking (III); Cultural Awareness (III); Data Science (III); Decision Making (III); Detail-Focused & Precise (III); Emotional Control (IV); Empathy (III); Encourages Fairness and Inclusiveness (IV); Encourages Subordinates to Exercise Initiative, Accept Responsibility and Take Ownership (IV); Financial Management (II); Fosters Teamwork & Cohesion (IV); Humility (IV); Improves the Organization (III); Innovative (III); JIIM Perspective (II); Knowledge of Processes and Procedures (IV); Lead by Example (IV); Mentoring (IV); Military and Professional Bearing (IV); Monitoring (IV); MOS/Branch-Specific Knowledge and Skill (IV); Process Information & Data (III); Proficiency With Mission Systems (III); Quantitative Reasoning (III); Reading Comprehension (IV); Recognizes and Rewards Good Performance (IV); Self Management (III); Social Interest (III); Structured Problem Solving (III); Sustains Climate & Trust (IV); Systems Thinking (III); Task Planning & Management (IV); Team Planning (III); Working In Multidisciplinary Contexts (II); Written Communication (III).



AG Colonel KSB Storyboard



Proponent Vision: AG Colonels are versatile and experienced strategic leaders and creative thinkers who serve in both staff and command billets in various types of environments. They model the Army Values and display character, competence, and commitment exemplified in the ideals espoused by the Army Profession. They are experts in organizational leadership and provide expert oversight of all facets of Corps-level and higher HR Support and Personnel Services Operations. They possess extensive backgrounds in all facets of tactical, operational, and strategic operations and are experts in the Personnel Force Structure and Planning Program Budget Execution Systems and how they are applied in the Army enterprise. They are experts in the Military Decision Making Process and talent management, and provide commanders with cognitive, diagnostic, predictive, and prescriptive analysis and recommendations and structured problem solving solutions. They serve in key HR positions responsible for the execution and oversight of theater-level HR mission requirements. They provide Army-level DOTMLPFp oversight of HR capabilities and capacity, are contributors during the development of Army-level policy, and serve in key leadership positions within the Joint Force.

Developmental/ Experiential Learning
Positions: Corps G-1 (CSL); ASCC G-1 (CSL); Brigade Commander; Installation Commander (O-6 Coded)
Broadening Experiences: Army G-1; HRC Staff Officer; HQDA Joint Staff Officer; ASCC HROC Chief; Non-CSL G-1
Experiences: Corps-level and higher G-1; Brigade Command; Planning, coordinating, synchronizing, and integrating theater-level HR support operations; Deployments; Combat Training Center training rotations; Joint Service; Development of Army-level policy; Army Enterprise HR operations.

Education
College and University: Graduate degree in a discipline that can be applied in support of the human dimension of the Army or information systems or technology that can enhance or develop Army-HR automation capabilities (R).
Credentials & Certifications (Continuing Education): Human Resources Certification Institute Senior Professional in Human Resources (D); Lean Six Sigma (D); Project Management Program (D); Oracle PeopleSoft (D); Microsoft Office Specialist (D); Microsoft 365 (D); Certified Analytics Professional (D).
Military Schooling: Senior Service College (R), Pre-Command Course (D); IPPS-A Functional Course (D); JAWS (O); SAMS (O).

Baseline Developed Talents (ATAF - Tier 2):		Assignment Developed Talents (ATAF – Tier 2):	
Conscientiousness (IV)	Military Specific (IV)	Agreeableness (IV)	Interest (IV) Problem Solving (IV)
Cultural Awareness (III)	Multi-Domain Collaboration (III)	Budget & Finance (III)	IT Programs & Systems (IV) Reasoning (III)
Decision Making (III)	Problem Solving (III)	Conscientiousness (IV)	Leadership (IV) Sustains Climate & Morale (IV)
Emotional Stability (IV)	Reasoning (III)	Cultural Awareness (IV)	Management (IV) Systems Thinking (IV)
General Cognitive Ability (III)	Systems Thinking (III)	Decision Making (IV)	Math & Science (III) Tactical / Technical Competence (IV)
General Communication (III)	Tactical/Technical Competence (IV)	Emotional Stability (IV)	Military Specific (IV) Teamwork (IV)
IT Programs and Systems (IV)	Teamwork (IV)	Empathy (III)	Muti-Domain Collaboration (III) Training and Developing Others (IV)
Leadership (IV)	Written Communication (III)	General Cognitive Ability (III)	Openness to Experience (III) Written Communication (III)
Math & Science (III)		General Communication (III)	Performance Management (IV)

Specified ATAF KSBs (Baseline Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Army Values (IV); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (III); Cooperation / Teamwork (III); Cultural Awareness (III); Data Science (III); Decision Making (III); Detail-Focused & Precise (IV); Emotional Control (IV); JIIM Perspective (III); Knowledge of Processes and Procedures (IV); Lead by Example (IV); MOS/Branch-Specific Knowledge and Skill (IV); Process Information and Data (III); Proficiency With Mission Systems (III); Quantitative Reasoning (III); Reading Comprehension (IV); Self Management (III); Structured Problem Solving (III); Systems Thinking (III); Written Communication (III).

Specified ATAF KSBs (Assignment Developed): Advanced Computer Skills (IV); Analytical Thinking (III); Analyze Data or Information (III); Army Values (IV); Assessing and Mitigating Harm (IV); Basic Computer Skills (III); Basic Mathematics (III); Communication Ability (III); Cooperation/Teamwork (IV); Coordination (III); Critical Thinking (IV); Cultural Awareness (IV); Data Science (III); Decision Making (IV); Detail-Focused & Precise (IV); Emotional Control (IV); Empathy (III); Encourages Fairness and Inclusiveness (IV); Encourages Subordinates to Exercise Initiative, Accept Responsibility and Take Ownership (IV); Financial Management (III); Fosters Teamwork & Cohesion (IV); Humility (IV); Improves the Organization (III); Innovative (III); JIMM Perspective (III); Knowledge of Processes and Procedures (IV); Lead by Example (IV); Mentoring (IV); Military and Professional Bearing (IV); Monitoring (IV); MOS/Branch-Specific Knowledge and Skill (IV); Process Information & Data (III); Proficiency With Mission Systems (IV); Quantitative Reasoning (III); Reading Comprehension (IV); Recognizes and Rewards Good Performance (IV); Self Management (III); Social Interest (IV); Structured Problem Solving (IV); Sustains a Climate of Trust (IV); Systems Thinking (IV); Task Planning & Management (IV); Team Planning (IV); Working In Multidisciplinary Contexts (III); Written Communication (III).



AG WO1 KSB Storyboard



Proponent Vision: Intermediate to advanced technical and tactical skills in the application of AG core competencies and critical tasks, HR enabling systems, Troop Leading Procedures, Military Decision Making Process, all HR doctrine and regulatory guidance, as well as FM 3-0 and FM 4-0; ability to perform at the tactical level; proficient in oral and written communication and the facilitation of building relationships. Technically astute in the IPPS-A environment at echelon.

Developmental/ Experiential Learning

Positions: BDE S-1 HR Tech

Broadening Experiences: HR CO HR Tech; BDE HR Tech OC/T

Experiences: Staff integration; command inspections; HR ISO BN/BDE-level combined-arms & sustainment operations; CTC; deployment; unit exercises; AIM2/MER management; USR; HR Metrics management; data management; exercise/operational HR planning; evaluation profile management; conduct data analysis; plans, prepares, and conducts HR training; leads and manages **12-40 subordinates**

Education

College and University: Associate's Degree (D);

Credentials & Certifications (Continuing Education): Professional in HR (PHR) (D); CAPM (D); MS Office Certification (D)

Military Schooling: AGWOBC (R); IPPS-A FC (R); Postal Supervisor (D); Postal Operations (D); Airborne (O); Air Assault (O); MRT (O)

Baseline Talents (ATAF - Tier 2):

Sustains Climate & Morale (II)	General Fitness (II)
Oral Communication (II)	Conscientiousness (II)
Written Communication (II)	Tactical/Technical Competence (II)
General Cognitive Ability (II)	Military-Specific (II)
Math & Science (II)	Social Skills (II)
Reasoning (II)	Teamwork (II)
Stress Tolerance (II)	Motives (II)
IT Programs and Systems (II)	

Assignment Developed Talents (ATAF – Tier 2):

Attention Control (II)	IT Programs and Systems (III)
Creativity (II)	Openness to Experience (II)
Conscientiousness (III)	Leadership (II)
Performance Management (II)	Tactical/Technical Competence (III)
General Cognitive Ability (III)	Motives (III)
Teamwork (II)	Training & Developing Others (II)
Problem Solving (II)	Written Communication (III)

Tier 3 ATAF KSBs (Baseline): Analytical Thinking (II); Army Values (II); Basic Computer Skills (II); Basic Mathematics (II); Dependability (II); General Cognitive Aptitude (II); Health & Fitness Orientation (II); Interpersonal Tact (II); MOS/ Branch- Specific Knowledge & Skill (II); Oral Communication Skill (II); Persistence (II); Process Information & Data (II); Reading Comprehension (II); Self-Efficacy (II); Stress Tolerance (II); Team Orientation (II); Warrior Ethos (II); Written Communication (II)

Tier 3 ATAF KSBs (Assignment Developed): Attentiveness (II); Basic Computer Skills (III); Cognitive Flexibility (II); Curiosity (II); Data Science (I); Dependability (III); Detail-focused & Precise (III); Encourages Subordinates to Exercise Initiative, Accept Responsibility and Take Ownership (II); Improves unit performance (II); MOS/ Branch- Specific Knowledge & Skill (III); Processes Information & Data (III); Proficiency with Mission Systems (II); Efficacy (III); Team Orientation (II); Training And Developing Others (II); Troubleshooting (II); Written Communication (II); Reading Comprehension (II).



AG CW2 KSB Storyboard



Proponent Vision: Intermediate to advanced technical and tactical skills in the application of AG core competencies and critical tasks, HR enabling systems, Troop Leading Procedures, Military Decision Making Process, all HR doctrine and regulatory guidance, as well as FM 3-0 and FM 4-0; ability to perform at the tactical level; proficient in oral and written communication and the facilitation of building relationships. Technically astute in the IPPS-A environment at echelon.

Developmental/ Experiential Learning

Positions: BDE S1 HR Tech; DIV HROC HR Tech; HR Co HR Tech; HROB HR Tech

Broadening Experiences: ARSOF HR Tech; OCLL; NATO BN HR Tech; TAC Officer

Experiences: Staff integration; command inspections; HR ISO BN/BDE-level combined-arms & sustainment operations; CTC; deployment; unit exercises; AIM2/MER management; USR; HR Metrics management; exercise/operational HR planning; theater HR operational planning; evaluation profile management; conduct data analysis; plans, prepares, and conducts HR training; administers 12-40 subordinates; postal inspections

Education

College and University: Associate's Degree (D);

Credentials & Certifications (Continuing Education): Professional in HR (PHR) (D); CAPM (D); MS Office Certification (D)

Military Schooling: AGWOIC (R); IPPS-A FC (R); Postal Supervisor (D); Postal Operations (D); Airborne (O); Air Assault (O); MRT (O)

Baseline Talents (ATAF - Tier 2):

Attention Control (II)	IT Programs and Systems (II)
Creativity (II)	Openness to Experience (II)
Conscientiousness (III)	Leadership (II)
Performance Management (II)	Tactical/Technical Competence (III)
General Cognitive Ability (III)	Motives (III)
Teamwork (II)	Training & Developing Others (II)
Problem Solving (II)	Written Communication (III)

Assignment Developed Talents (ATAF – Tier 2):

Conscientiousness (IV)	Creativity (III)
General Communication (III)	Interests (III)
IT Programs and Systems (III)	Leadership (II)
Management (II)	Motives (III)
Multi-Domain Collaboration (II)	Openness to Experience (II)
Problem Solving (II)	Reasoning (II)
Social Skills (III)	Stress Tolerance (III)
Tactical/Technical Competence (III)	Teamwork (II)
Training and Developing Others (II)	Written Communication (IV)

Tier 3 ATAF KSBs (Baseline): Attentiveness (II); Basic Computer Skills (III); Cognitive Flexibility (II); Curiosity (II); Data Science (I); Dependability (III); Detail-focused & Precise (III); Encourages subordinates to exercise initiative, accept responsibility and take ownership(II); Improves unit performance (II); MOS/ Branch- Specific Knowledge & Skill (III); Processes Information & Data (III); Proficiency with Mission Systems (II); Efficacy (III); Team Orientation (II); Training And Developing Others (II); Troubleshooting (II); Written Communication (II)

Tier 3 ATAF KSBs (Assignment Developed): Detail-Focused & Precise (IV); Cognitive Flexibility (III); Creative Problem Solving (II); Communicator (III); Investigative Interests (III); Data Science (II); Technologically Adept (III); Motivating Others (II); Peer Leadership (III); Task Planning & Management (II); Learning Orientation (III); JIIM Perspective (II); Adaptability (III); Innovative (II); Structured Problem Solving (II); Active Learning (III); Critical Thinking (II); Interpersonal Relationship Building (III); Interpersonal Tact (IV); Stress Tolerance (III); Knowledge of System Inter-Relations (III); MOS/Branch-Specific Knowledge and Skill (III); Cooperation/Teamwork (II); Team Building (III); Assesses developmental needs of others (II); Mentoring (III); Reading Comprehension (IV); Written Communication (IV)



AG CW3 KSB Storyboard



Proponent Vision: Advanced to Expert technical and tactical skills in the application of AG core competencies and critical tasks, HR enabling systems, Troop Leading Procedures, Military Decision Making Process, all HR doctrine and regulatory guidance, as well as FM 3-0 and FM 4-0; ability to perform at the tactical level; proficient in oral and written communication and the facilitation of building relationships. Technically astute in the IPPS-A environment at echelon.

Developmental/ Experiential Learning
Positions: HRSC/ASCC HROC/TSC TPOC HR Tech; ESC/Corps G1 HR Tech; Corps HROC Tech; HHBn S-1 HR Tech; CAB Strength Manager;
Broadening Experiences: WOBC Instructor; TSOC J1 HR Tech; GOMO HR Tech; WO Recruiter; Training With Industry
Experiences: ESC/DIV/Corps Personnel Readiness; ESC/DIV/ Corps combined-arms, sustainment & theater-opening HR planning and operations; staff integration; command inspections; deployment; joint/multinational exercises; AIM2/MER management; HR Metrics management; data analytics and business intelligence, GO evaluation profile management; conduct data analysis; plans, prepares, and conducts HR training; leads and mentors subordinate HR Techs

Education
College and University: Baccalaureate Degree- Human Resources, Business, Data or Equivalent (D);
Credentials & Certifications (Continuing Education): DA/BI Certifications; Senior Professional in HR (SPHR) (D); CAPM/PMP (D)
Military Schooling: AGWOAC (R); IPPS-A FC (R); SPO Course (D); HTAR (D); Postal Supervisor (D); Airborne (O); Air Assault (O)

Baseline Talents (ATAF - Tier 2):		Assignment Developed Talents (ATAF – Tier 2):		
Conscientiousness (IV)	Creativity (III)	Active Listening (IV)	Agreeableness (III)	Interests (III)
General Communication (III)	Interests (III)	Conscientiousness (IV)	Cultural Awareness (III)	Teamwork (III)
IT Programs and Systems (II)	Leadership (II)	Decision Making (III)	General Cognitive Ability (IV)	Military-Specific (IV)
Management (II)	Motives (III)	General Communication (IV)	IT Programs and Systems (III)	Reasoning (III)
Multi-Domain Collaboration (II)	Openness to Experience (II)	Leadership (III)	Training and Developing Others (III)	
Problem Solving (II)	Reasoning (II)	Management (III)	Meta-Cognition (III)	
Social Skills (III)	Stress Tolerance (III)	Openness to Experience (III)	Oral Communication (IV)	
Tactical/Technical Competence (III)	Teamwork (II)	Performance Management (IV)	Problem Solving (III)	
Training and Developing Others (II)	Written Communication (IV)	Social Skills (IV)	Sustains Climate & Morale (III)	
		Tactical/Technical Comp (III)	Written Communication (IV)	

Tier 3 ATAF KSBs (Baseline): Detail-Focused & Precise (IV); Cognitive Flexibility (III); Creative Problem Solving (II); Communicator (III); Investigative Interests (III); Data Science (II); Technologically Adept (III); Motivating Others (II); Peer Leadership (III); Task Planning & Management (II); Learning Orientation (III); JIIM Perspective (II); Adaptability (III); Innovative (II); Structured Problem Solving (II); Active Learning (III); Critical Thinking (II); Interpersonal Relationship Building (III); Interpersonal Tact (IV); Stress Tolerance (III); Knowledge of System Inter-Relations (III); MOS/Branch-Specific Knowledge and Skill (III); Cooperation/Teamwork (II); Team Building (III); Assesses developmental needs of others (II); Mentoring (III); Reading Comprehension (IV); Written Communication (IV)

Tier 3 ATAF KSBs (Assignment Developed): Active Listening (IV); Affiliation (III); Achievement Orientation (IV); Maintains Relevant Geopolitical Awareness (III); Mental Agility (III); Sound Judgement (III); Perceptive (IV); Communication Ability (IV); Communicator (IV); Interest In Leadership (III); Knowledge Management (III); Consensus Building (III); Motivating Others (III); Project Manager (III); Analyzes and Organizes Information to Create Knowledge (III); Reflective Thinking (III); Warrior Ethos/Service Ethos (IV); Intellectual Efficiency (III); Oral Communication Skill (IV); Improves Unit Performance (IV); Providing Feedback (IV); Unstructured Problem Solving (III); Critical Thinking (III); Quantitative Reasoning (III); Interpersonal Relationship Building (IV); Sustains a Climate of Trust (III); Knowledge of Combined Arms Operations (III); Knowledge of System Inter-Relations (IV); MOS/Branch-Specific Knowledge and Skill (IV); Proficiency with Mission Systems (IV); Cooperation/Teamwork (III); Fosters Teamwork, Cohesion, Cooperation, Loyalty and Esprit de Corps (IV); Team Building (IV); Assesses developmental needs of others (III); Mentoring (IV); Written Communication (IV)



AG CW4 KSB Storyboard



Proponent Vision: Advanced to Expert technical and tactical skills in the application of AG core competencies and critical tasks, HR enabling systems, Troop Leading Procedures, Military Decision Making Process, all HR doctrine and regulatory guidance, as well as FM 3-0 and FM 4-0; ability to perform at the tactical level; proficient in oral and written communication and the facilitation of building relationships. Technically astute in the IPPS-A environment at echelon.

Developmental/ Experiential Learning
Positions: DIV G-1 SR HR Tech; ASCC G1; HRSC/TSC TPOC/ASCC HROC
Broadening Experiences: Career Manager; Proponent, WO AXO, SACEUR; GOMO HR Tech; ACOM/ DRU HR Tech; COCOM HR Tech; OCLL; OCSA
Experiences: Enterprise staff integration; HR ISO DIV/ Corps/ASCC-level combined-arms & sustainment operations; HR ISO strategic operations; deployment; joint/multinational exercises; AIM2/MER management; USR; operational HR planning; HR support to GOs; conduct data analysis; plans, prepares, and conducts HR training; HR change management and advisement; drives collaboration; leads, manages & mentors large groups of subordinate HR Techs

Education
College and University: Master's Degree- Human Resources, MBA, Data, Organizational Leadership or Equivalent (D);
Credentials & Certifications (Continuing Education): DA/BI Certifications; Professional in HR (SPHR) (D); CAPM/ PMP (O)
Military Schooling: WOILE-FO (R); WOSC (R); IPPS-A FC (D); HTAR (D); Postal Supervisor (D)

Baseline Talents (ATAF - Tier 2):

Active Listening (IV)	Agreeableness (III)	Interests (III)
Conscientiousness (IV)	Cultural Awareness (III)	Teamwork (III)
Decision Making (III)	General Cognitive Ability (IV)	Military-Specific (IV)
General Communication (IV)	IT Programs and Systems (III)	Reasoning (III)
Leadership (III)	Training & Dev Others (III)	
Management (III)	Meta-Cognition (III)	
Openness to Experience (III)	Oral Communication (IV)	
Performance Management (IV)	Problem Solving (III)	
Social Skills (IV)	Sustains Climate & Morale (III)	
Tactical/Technical Competence (III)	Written Communication (IV)	

Assignment Developed Talents (ATAF – Tier 2):

Active Listening (IV)	Performance Management (IV)
Conscientiousness (IV)	Reasoning (IV)
Cultural Awareness (IV)	Situational Awareness (III)
Decision Making (IV)	Sustains Climate & Morale (IV)
General Communication (IV)	Tactical/Technical Competence (IV)
Leadership (IV)	Teamwork (IV)
Meta-Cognition (IV)	Written Communication (IV)
Multi-Domain Collaboration (III)	
Oral Communication (IV)	

Tier 3 ATAF KSBs (Baseline): Active Listening (IV); Affiliation (III); Achievement Orientation (IV); Maintains Relevant Geopolitical Awareness (III); Mental Agility (III); Sound Judgement (III); Perceptive (IV); Communication Ability (IV); Communicator (IV); Interest In Leadership (III); Knowledge Management (III); Consensus Building (III); Motivating Others (III); Project Manager (III); Analyzes and Organizes Information to Create Knowledge (III); Reflective Thinking (III); Warrior Ethos/Service Ethos (IV); Intellectual Efficiency (III); Oral Communication Skill (IV); Improves Unit Performance (IV); Providing Feedback (IV); Unstructured Problem Solving (III); Critical Thinking (III); Quantitative Reasoning (III); Interpersonal Relationship Building (IV); Sustains a Climate of Trust (III); Knowledge of Combined Arms Operations (III); Knowledge of System Inter-Relations (IV); MOS/Branch-Specific Knowledge and Skill (IV); Proficiency with Mission Systems (IV); Cooperation/Teamwork (III); Fosters Teamwork, Cohesion, Cooperation, Loyalty and Esprit de Corps (IV); Team Building (IV); Assesses developmental needs of others (III); Mentoring (IV); Written Communication (IV)

Tier 3 ATAF KSBs (Assignment Developed): Active Listening (IV); Analyzes & Organizes Information to Create Knowledge (IV); Communicator (IV); Cooperation/ Teamwork (IV); Critical Thinking (IV); Knowledge of Combined Arms Operations (IV); Knowledge of Inter-Relations (IV); Leads by Example (IV); Maintains Relevant Geopolitical Awareness (IV); Oral Communication Skill (IV); Providing Feedback (IV); Reading Comprehension (IV); Reflective Thinking (IV); Self-Management (IV); Situational Awareness (III); Sound Judgement (IV); Sustains a Climate of Trust (IV); Working with the Public (III); Written Communication (IV)



AG CW5 KSB Storyboard



Proponent Vision: Mastery of technical and tactical skills in the application of AG core competencies and critical tasks, HR enabling systems, Troop Leading Procedures, Military Decision Making Process, all HR doctrine and regulatory guidance, as well as FM 3-0 and FM 4-0; ability to perform at the strategic-level; highly proficient in oral and written communication and the facilitation of building relationships; displays high mental and emotional capacity; driven to continued excellence and service; expert team builder.

Key Positions

Tier 1 Positions: Corps G-1 SR HR Tech; HRSC SR HR Tech; DMPM SR HR Tech; HRC G1 SR HR Tech

Tier 2 Positions: FORSCOM SR HR Tech; Chief Warrant Officer of the AG Corps; SWO Advisor to TAG; AXO (CSA, VCSA, SA)

Experiences: Enterprise and Strategic HR leadership; HR support to ASLs; deployment; joint/multinational exercises; drive collaboration; full spectrum theater HR support; shape organizations; change management and advisement; manage large teams; develop HR policy; lead, manage, and mentor warrant officers

Education

College and University: Master's Degree (D)- Human Resources, MBA, Data, Organizational Leadership or Equivalent

Credentials & Certifications (Continuing Education): Senior Professional in HR (SPHR) (D); PMP (D); DA/BI Certification (D)

Military Schooling: WOMC (R); HTAR (D); SLS (O)

Baseline Talents (ATAF - Tier 2):

Active Listening (IV)	Performance Management (IV)
Conscientiousness (IV)	Reasoning (IV)
Cultural Awareness (IV)	Situational Awareness (III)
Decision Making (IV)	Sustains Climate & Morale (IV)
General Communication (IV)	Tactical/Technical Competence (IV)
Leadership (IV)	Teamwork (IV)
Meta-Cognition (IV)	Written Communication (IV)
Multi-Domain Collaboration (III)	Oral Communication (IV)

Assignment Developed Talents (ATAF – Tier 2):

Active Listening (IV)	Performance Management (IV)
Conscientiousness (IV)	Reasoning (IV)
Cultural Awareness (IV)	Situational Awareness (IV)
Decision Making (IV)	Sustains Climate & Morale (IV)
General Communication (IV)	Tactical/Technical Competence (IV)
Leadership (IV)	Teamwork (IV)
Meta-Cognition (IV)	Written Communication (IV)
Multi-Domain Collaboration (IV)	

Tier 3 ATAF KSBs (Baseline): Active Listening (IV); Analyzes & Organizes Information to Create Knowledge (IV); Communicator (IV); Cooperation/ Teamwork (IV); Critical Thinking (IV); Knowledge of Combined Arms Operations (IV); Knowledge of Inter-Relations (IV); Leads by Example (IV); Maintains Relevant Geopolitical Awareness (IV); Oral Communication Skill (IV); Providing Feedback (IV); Reading Comprehension (IV); Reflective Thinking (IV); Self-Management (IV); Situational Awareness (III); Sound Judgement (IV); Sustains a Climate of Trust (IV); Working with the Public (III); Written Communication (IV)

Tier 3 ATAF KSBs (Assignment Developed): Active Listening (IV); Analyzes & Organizes Information to Create Knowledge (IV); Communicator (IV); Cooperation/ Teamwork (IV); Critical Thinking (IV); Knowledge of Combined Arms Operations (IV); Knowledge of Inter-Relations (IV); Leads by Example (IV); Maintains Relevant Geopolitical Awareness (IV); Oral Communication Skill (IV); Providing Feedback (IV); Reading Comprehension (IV); Reflective Thinking (IV); Self-Management (IV); Situational Awareness (IV); Sound Judgement (IV); Sustains a Climate of Trust (IV); Working with the Public (IV); Written Communication (IV)