

# SF CPT KSB Storyboard



**Proponent Vision:** The Special Forces Captain (18A) is the entry level Special Forces Officer and serves on an SFOD-A as the Detachment Commander. In this role, they provide leadership, institutional knowledge in all SOF Core Activities and are the subject matter expert for the preparation, employment, and sustainment of the SFOD-A operations. They are responsible for the integration of internal and external resources, with and through Allied, Combined, and Joint partners, to execute all mission requirements. Special Forces Captains possess the ability to operate in dynamic and emerging situations, under the most austere and politically sensitive environments, demonstrating their abilities to operate with limited to no contact from higher echelons, while maintaining alignment with their Commanders Intent.

**Developmental/Experiential Learning:**

**Positions:** SFOD-A Commander, SFOD-B XO, BN AS3, Group AS3, BN HSC Commander, Group HSC Commander

**Broadening Experiences:** USAJFKSWCS 18A or ARSOFCCC Instructor, SFOD-F XO, SFOD-G Commander, SFOD-H XO, SOT-D Planner/OC

**Education:**

**College and University: Credentials & Certifications (Continuing Education)**

**Required:** Bachelors Degree

**Military Schooling**

**Required:** Special Forces Qualification Course / ARSOFCCC or Maneuver CCC / BOLC B

**Desired:** Ranger / Pathfinder / Sapper/ Military Free Fall (MFF)/ Combat Diver (CDQC)/ SF Senior Mountaineering Course / SF ADV Recon TGT Analysis Exploitation Tech Course(SFARTAETC) / Instructor Training Course (ITC) formerly Instructor Preparation Course (IPC) / Military Free Fall JM (MFFJM) / Military Freefall Advanced Tactical Infiltration Course (ATIC) / SF Mountain Leaders Course/ Combat Dive Supervisor Course (CDSC) / MFF Advanced Tactical Infiltration Course / Advanced Special Operations Techniques (ASOT III) / ASOT Manager/Special Warfare TRNG Course (SWTCC/ Pre-requisite for RSE) / Special Warfare Operational Design Course / Special Warfare Network Design Course

**Baseline Developed Talents (ATAF - Tier 2):** Training and Developing Others (I), Tactical and Technical Competence (I), General Communication (I), General Fitness (III), Psychomotor Ability (I), Conscientiousness (I), Stress Tolerance (III), Active Listening (II), General Cognitive Ability (II), Social Skills (II), Teamwork (II)

**Assignment Developed Talents (ATAF – Tier 2):** Leadership (III), Management (II), Training and Developing Others (II), Cultural Awareness (I), Tactical and Technical Competence (II), Openness to Experience (II), Psychomotor Ability (II), Problem Solving (II), Decision Making (II), Perceptual Speed & Accuracy (II), Situational Awareness (II)

**Specified ATAF KSBs (Baseline Developed):** Multi-Tasking (III), Perceptive (III), Army Values (II), Lead by Example (II), Coordination (II), Team Development (II), Conflict Management (II), Creative Problem Solving (II), Troubleshooting (II), Decision Making (II), Mental Agility (II), Sound Judgement (II), Communicator (II), Commitment to Serve (II), Critical Thinking (II), Assessing and Mitigating Harm (II), Enforces Standards (II), Maintains Relevant Geopolitical Awareness (II), Unstructured Problem Solving (II), Monitoring (II)

**Specified ATAF KSBs (Assignment Developed):** Resilience (III), Self-Control (III), Initiative (III), Assertiveness(III), Situational Awareness (III), Innovative (II), Adaptability (II), Stress Tolerance (III), Intellectual Efficiency (II), Improve Unit Performance (III), Enforce Standards (III), Delegating (III), Mentoring (III), Decision Making (IV), Sound Judgement (IV), Joint, Interagency, Intergovernmental and Multinational (JIIM) Perspective (III), Tolerance for Ambiguity (II), Emotional Control (III)

# SF MAJ KSB Storyboard



**Proponent Vision:** The Special Forces Major is a senior level expert in Special Operations who serves in key developmental and staff positions across the Army and Army/Joint Special Operations communities. Once Special Forces Majors have fulfilled their KD requirements, they will transition to broadening positions with increasing field grade responsibilities. Their extensive experience in the Special Operations community provides Commanders at the Group level and higher with the ability to conduct SOF Core Activities while ensuring SOF/CF I3 with Army, Joint, and Allied partners. They will possess the knowledge, education, and experience to plan and execute military operations across the operational continuum and the full range of military operations, in support of Special Operations within a JIIM environment, supporting Theater Campaign Plans and Security Cooperation Plans.

## **Developmental/Experiential Learning:**

**Positions:** SFOD-B, BN Staff, Group Staff, SOT-D Plans Officer

**Broadening Experiences:** SOT-D Operations Officer, SF Personnel Director (SF Proponent), Commanders Initiatives/Action Group, Special Forces Officer Course Commander, ARSOFCCC Director, HRC SF Branch Assignments Officer

## **Education:**

**College and University: Credentials & Certifications (Continuing Education)**

**Recommended:** Masters Degree

### **Military Schooling**

**Required:** Intermediate Level Education (CGSC, Naval Post Graduate School, or National Defense University)

**Desired:** School of Advanced Military Studies / Joint, Interagency, and Multinational Planners Course (JIMPC) / Special Warfare Operational Design Course / Special Warfare Network Design Course / ASOT Managers Course

**Baseline Developed Talents (ATAF - Tier 2):** Problem Solving (III), Multi-Domain Collaboration (III), Openness to Experience (III), Performance Management (III), Emotional Stability (III), Extraversion (III), Situational Awareness (III), Stress Tolerance (III), Training and Developing Others (III), Reasoning (III)

**Assignment Developed Talents (ATAF – Tier 2):** Leadership (IV), Decision Making (IV), Social Skills (IV), Multi-Domain Collaboration (IV), Written Communication (IV), Meta-Cognition (IV), Reasoning (IV), Performance Management (IV), Openness to experience (IV), Stress Tolerance (IV), Emotional Stability (IV)

**Specified ATAF KSBs (Baseline Developed):** Resilience (III), Initiative (III), Assertiveness (III), Situational Awareness (III), Adaptability (IV), Stress Tolerance (IV), Intellectual Efficiency (II), Task Planning & Management (III), Improve Unit Performance (III), Enforce Standards (III), Delegating (III), Mentoring (III), Joint, Interagency, Inter-governmental, and Multinational (JIIM) Perspective (III), Tolerance for Ambiguity (III), Emotional Control (III), Innovative (III), Analytical Thinking (III), Problem Solving (III)

**Specified ATAF KSBs (Assignment Developed):** Consensus Building (IV), Inspirational Leader (IV), Shared Leadership (IV), Organizational Perspective (IV), Prudent Risk-Taker (IV), Virtue (IV), Mentoring (IV), Assesses Developmental Needs of Others (IV), Oral Communication Skill (IV), Written Communication (IV), Assessing/Mitigating Harm (IV), Interdisciplinary Reason (IV), Interpersonal Relationship Building (IV), Providing Feedback (IV), Analyze and Organize Information to Create Knowledge (IV)

# SF LTC KSB Storyboard



**Proponent Vision:** The Special Forces Lieutenant Colonel is an expert in the planning and execution of all aspects of Special Operations Core Activities, who can serve as a Special Forces Battalion Commander or as a senior staff officer at two-star & three-star Command. They can also serve as the Commander, Special Operations Task Force, which is responsible for Command and Control of all Special Operations resources within a designated area of responsibility. As senior Special Operations staff officers, they will serve as primary and deputy directors of 3/33/35/37/39, Chief of Staff, or any special staff as required. Their unique experience and education has prepared them to lead formations in JIIM environments, that are oriented toward completing missions in support of operational and strategic level requirements.

**Developmental/Experiential Learning:**

**Positions:** BN CDR, Group XO, two-star & three-star staff positions

**Broadening Experiences:** DDSO, Legislative Affairs, USASOC/SOCOM/JSOC Staff positions

**Education:**

**College and University: Credentials & Certifications (Continuing Education)**

**Expected:** Masters Degree

**Military Schooling**

**Required:** Intermediate Level Education

**Desired:** Senior Service College (SSC) / Joint and Combined Warfighting School (JCWS) / Joint Planners Course (JPC) / Special Warfare Operational Design Course / Special Warfare Network Design Course

**Baseline Developed Talents (ATAF - Tier 2):** Leadership (IV), Decision Making (IV), Social Skills (IV), Multi-Domain Collaboration (IV), Written Communication (IV), Meta-Cognition (IV), Reasoning (IV), Performance Management (IV), Openness to Experience (IV), Stress Tolerance (IV), Emotional Stability (IV)

**Assignment Developed Talents (ATAF – Tier 2):** Technical and Tactical Competence (IV), Sustains Climate & Morale (IV), Situational Awareness (IV), Management (IV), Agreeableness (IV), Cultural Awareness (IV), Multi-Domain Collaboration (IV), Extraversion (IV), Decision Making (IV), Training and Developing Others (IV)

**Specified ATAF KSBs (Baseline Developed):** Consensus Building (IV), Inspirational Leader (IV), Shared Leadership (IV), Organizational Perspective (IV), Prudent Risk-Taker (IV), Virtue (IV), Decision Making (IV), Mentoring (IV), Assesses Developmental Needs of Others (IV), Oral Communication skill (IV), Written Communication (IV), Assessing and Mitigating Harm (IV), Interdisciplinary Reason (IV), Interpersonal Relationship Building (IV), Providing Feedback (IV), Analyze and Organize Information to Create Knowledge (IV)

**Specified ATAF KSBs (Assignment Developed):** Strategic Thinking (IV), Selflessness (IV), Humility (IV), Army Self-Efficacy (IV), Working with The Public (IV), Tolerance for Ambiguity (IV), Knowledge of Combined Arms Operations (IV), Maintains Relevant Geopolitical Awareness (IV), Balances Mission and Welfare of Followers (IV), Sustains a Climate of Trust (IV), Resilience (IV), Communication Ability (IV), Intercultural Communication (IV), Spatial Visualization (IV), Consideration (IV)