

Talent Based Career Alignment Program Guide



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Introduction and Purpose

“In business, leaders don’t say they’re in a competition for talent, they say very explicitly that they are in a war for talent. It’s not a game for them, they know talent determines whether their organization is going to live or die. That has always been true for the U.S. Army, but today we have to realize that the Army openly competes with civilian labor markets for our most valuable resources; that of our talented soldiers, non-commissioned officers, and officers. To win the war for talent, the Army must match high quality officers’ cognitive attributes, professional expectations, and family consideration with appropriate professional military education, employment opportunities, and positions of responsibility.”

MG J.P. McGee, 4th Director, Army Talent Management Task Force

Purpose: TBCA allows junior officers attending the Captains Career Course (CCC) to apply for a post Key-Developmental (KD) assignment. If selected to an Assured Mid-Career Pathway (AMCP), these officers will have a greater degree of career flexibility. Essentially, they will have 5-7 years of clear, career trajectory; taking them from CCC graduation to Intermediate Level Education (ILE) attendance.

TBCA has four main objectives:

- Allows the Army to retain high performing officers.
- Aligns our best captains to assured mid-career pathways.
- Assists captains with identifying and achieving personal and professional goals
- Provides predictability for officers and families, a key factor for officers that decide to leave the Army.



General Applicant Guidance

1. Applicants are responsible to update their IPERMs account, record brief and resume.
2. Application packets must be combined and submitted in one "Portable Document Format" (PDF) attachment. PDF's inside of PDF's (portfolio format) is acceptable. A separate complete application packet is required for each AMCP that you apply to.
3. Application title "last name, first name, rank, branch, year group, career course, program applying for".
4. Applications must be submitted to the TBCA inbox (usarmy.pentagon.hqda-dcs-g-1.mbx.atmtf-tbca-team@army.mil) before the suspense date (Phase 8 – 19 MAY 2023).
5. Documents received after the suspense date may not be accepted or included into your application packet. Any application packet that is not complete, as defined in this guide, will be returned to candidate, and may result in missing the submission suspense date and not being considered.
6. All officers will secure their post CCC KD assignment through the marketplace. TBCA will have no impact on this process.
7. If selected for a TBCA AMCP, a statement of understanding with all pertinent details will be completed.
8. TBCA AMCPs will begin upon successful completion of the selected officers KD assignment. Successful completion will be determined by the AMCP hiring authority.
9. For more information, visit the TBCA website (<https://talent.army.mil/tbca/>) or contact a TBCA action officer at (usarmy.pentagon.hqda-dcs-g-1.mbx.atmtf-tbca-team@army.mil).



Army Congressional Fellowship

1. Program Description: The Army Congressional Fellowship Program is a 44-month program which includes pursuit of a Master of Professional Studies (MPS) Degree in Legislative Affairs at George Washington University, service as a Fellow for a Member of Congress, and utilization on the Army Staff in a congressional-related duty position.
2. Purpose: The Army Congressional Fellowship Program has four purposes:
 - a. Provide outstanding service members with strong promotion potential an opportunity to learn and understand the importance of the strategic relationships between the Army and Congress.
 - b. Expose Congressional Members and staff to the outstanding quality of Army leaders, and also to help Congress understand the Army as an institution through contact with Army fellows working in their offices.
 - c. Develop a cohort of Army Leaders who can be immediately assigned to Legislative Liaison duties within HQDA [Office of the Chief Legislative Liaison (OCLL) and Assistant Secretary of the Army for Financial Management and Comptroller (ASA-FM&C)], National Guard Bureau-Legislative Liaison (NGB-LL), and Office of the Chief of Army Reserve Legislative Affairs Division (OCAR-LAD).
 - d. Develop a pool of officers and senior noncommissioned officers for potential future utilization in the field of legislative liaison.
3. Orientation and Academics: Selected participants begin the fellowship with an orientation program, which prepares Fellows for academics and familiarizes them to OCLL. The academic portion begins with a summer term of study at George Washington University (GWU). The GWU Master of Professional Studies (MPS) in Legislative Affairs consists of an 11-course program focused on Congress. The curriculum exposes students to all aspects of the congressional experience. Congressional staffers comprise the large majority of students in the program, which offers Army fellows a unique opportunity to network with others working on Capitol Hill and in the legislative liaison arena. Fellows enroll in core courses and electives in the summer and fall sessions. Fellows take elective courses in areas of their choosing, pursue independent study opportunities, and complete comprehensive exams earning a MPS Degree in Legislative Affairs in the spring. Fellows can be awarded transfer credit for Army Professional Military Education (PME) and courses completed that have not contributed to a Master's Degree, at the discretion of GWU.
4. The Capitol Hill experience: In January of the report year, fellows begin their assignment on Capitol Hill by serving on the staff of a Member of Congress or on a congressional committee. Fellows are typically given responsibility for drafting legislation, preparing, and staffing the Member for congressional hearings, writing speeches, drafting floor statements, handling defense-related constituent issues, and



briefing Members of Congress prior to committee meetings and floor debate. The Capitol Hill experience ends in December of the same year.

5. Utilization Assignment: Fellows will immediately serve a 24-month utilization assignment upon completion of time served in a Member's office. Fellows will be placed in either OCLL or SAFM-BUL. All assignments are approved by the Chief Legislative Liaison IAW AR 1-202.

6. Fellowship Tenure / Location:

a. During the academic and fellowship portions of the program Fellows will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC.

b. All fellows will be attached to OCLL, Washington, DC as Congressional Fellows.

7. Obligation Incurred: All Service Members participating in this program incur two separate active-duty service obligations (ADSOs) in the U.S. Army. ADSOs will be three times the length of the period, computed in days, for each day served in this program. One ADSO will be from pursuing a graduate degree and the second ADSO will be from participating in the Congressional Fellowship Program on Capitol Hill, approximately a combined four-year ADSO.

8. Eligibility Criteria: (No waivers)

a. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; Intermediate Level Education; GI Bill; or Commissioning Programs do not apply.

b. Possess a bachelor's degree from an accredited institution.

a. Meet Army Height and Weight Requirements according to AR 600-9 and be in excellent physical condition.

c. Not be pending any adverse actions or be at risk for promotion.

d. Extraordinary potential for future Army service.

e. Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.

f. Superb writing and speaking skills.

g. Be able to complete the full fellowship program without interruption.



h. Possess or have the ability to obtain a TS/SCI security clearance prior to beginning the fellowship.

i. Be able to serve/complete a twenty-four-month utilization assignment immediately following the fellowship without interruption.

j. Be able to begin the Fellowship on or about 01 APR 2026.

9. Program Application Specific Requirements:

a. Completed TBCA application.

b. Updated ORB and Resume.

c. All Officers Evaluation Reports (OER), most recent to oldest.

d. All Academic Evaluation Reports (AER), most recent to oldest.

e. All college transcripts.

f. Provide record ACFT Card and DA 5500/5501.

g. Letter of Intent explaining why you desire assignment within this specific TBCA program.

h. Letters of Recommendation (LOR) (any format): A maximum of two. One LOR must be from your pre-CCC commander. Address to "President of the Selection Panel." (If applying for more than one AMCP, you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)

i. Have an undergraduate grade point average of 3.0 or better. (Not required if you already possess a graduate degree or a juris doctorate.)

j. Writing Sample: All applicants must write a 2-page executive summary (single spaced) of the 2020 Army Posture Statement identifying key points for each of the Army's priorities. Use Arial, 12-pt. font, and 1-inch margins. Include a title and your name. No other headers or footers are necessary. (Access the statement on the posture of the U.S. Army Honorable John E. Whitley, Acting Secretary of the Army, and General James P. McConville, CSA dated May 05, 2021.)

k. Memorandum for Record with the following information (any format): rank, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if you have a graduate degree), GRE or GMAT scores (if you have one), and the following statement: "I understand that if I am awarded a TBCA Army Congressional Fellowship, I will incur the following obligations: a) Two separate Active Duty Service Obligations (ADSOs). ADSOs will be three times the length of the period, computed in days, for each day I



participate in this fellowship. One ADSO will be from pursuing a graduate degree from George Washington University and the second ADSO will be from participating in the Congressional Fellowship Program on Capitol Hill. Both ADSOs will be served concurrently. This will result in an approximate four-year ADSO. I understand the graduate degree ADSO will not begin until the day after I graduate from George Washington University and my second ADSO will not begin until the day after I complete my time on Capitol Hill. I understand the ADSOs I receive under this program is to be served consecutively with other civilian ADSOs, IAW AR 350-100, paragraph 3-3". b) I further understand that I have a twenty-four-month mandatory utilization, immediately following my time on Capitol Hill. The utilization assignment will be determined by the Office of the Chief for Legislative Affairs (OCLL). I understand any request to defer or reduce the utilization, must be submitted to OCLL for final decision.



Joint Chiefs of Staff (JCS), Office of the Secretary of Defense (OSD), and Army Staff (ARSTAF) Internship

1. Program Description: The JCS/OSD/ARSTAF Intern Program is a three-year program. The academic portion of the internship begins with an intensive academic program that culminates with a capstone paper which requires students to demonstrate their ability to integrate analytic and management tools to recommend solutions to specific policy problems. Upon earning their degree, interns are integrated into the policy and operational activities of the nation's senior military staffs to give them a broader perspective of operations within the military and our government. This program is open to officers in Operations, Operations Support, and Force Sustainment Career Fields. Officers successfully completing this program will be awarded a skill identifier of 6Z (Strategic Studies Graduate).
2. Scholarship Tenure/Location:
 - a. During Phase I, Interns will be assigned to the Student Detachment, Fort Jackson, SC with duty at Georgetown University, Washington, DC.
 - b. During Phase II, Interns will be assigned to the Intern Program-JCS, Washington DC with duty position within the Office of the Joint Chiefs of Staff or Office of the Secretary of Defense.
 - c. During Phase III, Interns will be assigned to the Intern Program-ARSTAF, Pentagon with duty position within the Army Staff.
3. Obligations Incurred: Interns incur an active-duty service obligation (ADSO) of three days for every one day in the academic portion of the program, approximately a three-year obligation. This ADSO is served consecutively with other civilian education ADSOs. There is no post internship utilization assignment.
4. Eligibility Criteria:
 - a. Be an Active Component (AC) captain from a career field within Operations, Operations Support, or Force Sustainment.
 - b. Not have a graduate degree paid for by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion; Cooperative Degree; GI Bill; or Commissioning Programs do not apply.
 - c. Have a bachelor's degree grade point average (GPA) of 3.0 or better. A waiver for a GPA below 3.0 will not be granted without the applicant possessing a graduate degree from an accredited university.



- d. Not be pending any adverse actions, not at risk for promotion, or passed over for promotion to the next grade.
- e. Able to complete the full three-year program without interruption.
- f. Meet Army Height and Weight Requirements according to AR 600-9.
- g. Demonstrates and serves as an example of the "Warrior Ethos".
- h. Must be able to obtain and keep a Top Secret/Sensitive Compartmented Information Security Clearance throughout internship.

5. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and resume.
- c. All Officers Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Graduate Record Exam (GRE). Must be dated after 01 May 2016.
- g. Provide record ACFT Card and DA 5500/5501
- h. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- i. Letters of Recommendation (LOR) (any format): A maximum of two. One LOR must be from your pre-CCC commander. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)
- j. Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement: "I understand that if I am selected for the TBCA JCS/OSD/ARSTAF Internship, I will incur an active-duty service obligation (ADSO) of three years and that this ADSO is served consecutively with other civilian ADSOs. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program."



MG Wright MBA Program

1. Program Description: The MG James M. Wright MBA Program is a competitive 13-month accelerated MBA program at the College of William & Mary Raymond A. Mason School of Business, Williamsburg, Virginia. The program selects Active Component key developmental (KD)-complete Captains and Majors from the following basic branches: Air Defense, Adjutant General, Armor, Aviation, Chemical, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, Signal, Civil Affairs, PSYOPs, and Special Forces. Upon graduation, officers are required to serve a minimum of two years in a broadening utilization assignment at Headquarters, U.S. Army Training and Doctrine Command (TRADOC), Fort Eustis, Virginia, or U.S. Army Recruiting Command (USAREC). The MBA portion of the program entails a capstone project where students solve institutional level problems for Army organizations under the counsel of a faculty member and an executive partner (general officer/senior executive) from the sponsoring organization. The MG James M. Wright MBA Program produces officers who possess the knowledge, skills, and business process expertise needed to analyze risk and return, prioritize, and recommend solutions in support of acquiring, building, and improving the Army Force. The MBA's marketing electives ensure officers with a USAREC utilization possess regional marketing, data analytics, and enhanced social media expertise needed to support USAREC in market analysis and market penetration.

2. Tenure/ location: Officers are to the U.S. Army Student Detachment, Fort Jackson, SC with duty at the College of William & Mary Raymond A. Mason School of Business, Williamsburg, Virginia.

3. Obligations Incurred:

- a. Officers incur an active-duty service obligation (ADSO) of 3 days for every 1 day in the MBA program; approximately 3 years and 5 months. This ADSO is served consecutively with other civilian ADSOs.
- b. Following graduation, officers will serve an immediate utilization tour (24 months minimum) at Headquarters, TRADOC, Fort Eustis, Virginia or USAREC. Utilization assignment location/position will be determined by Headquarters, TRADOC.

4. Eligibility Criteria:

- a. Be an Active Component key developmental (KD)-complete Captain or Major from one of the following basic branches: Air Defense, Adjutant General, Armor, Aviation, Chemical, Cyber, Engineer, Field Artillery, Finance, Infantry, Logistics, Military Intelligence, Military Police, Signal, Civil Affairs, PSYOPs, or Special Forces.
- b. Have demonstrated superior performance and have strong potential for future military service, including potential selection for senior leadership or command positions as indicated by the last three officer evaluation reports.



- c. Meet Army height and weight requirements in accordance with AR 600-9.
 - d. Have no adverse actions pending, not at risk for promotion, or passed over for promotion to the next grade.
 - e. Able to complete full scholarship and utilization assignment without any interruptions.
 - f. Demonstrate and serve as an example of the "Warrior Ethos".
 - g. Have a baccalaureate degree grade point average of 3.0 or better.
5. TBCA Specific Application Requirements:
- a. Completed TBCA application.
 - b. Updated ORB and Resume.
 - c. All Officers Evaluation Reports (OER), most recent to oldest.
 - d. All Academic Evaluation Reports (AER), most recent to oldest.
 - e. All college transcripts.
 - f. Provide record ACFT Card and DA 5500/5501.
 - g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
 - h. Letters of recommendation (LOR) (any format): Two letters of recommendation (no more than four). Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)
 - i. Memorandum for Record with the following information (any format): grade, name, last four of your SSN, baccalaureate degree GPA, graduate degree GPA (if applicable), and the following statement: "I understand that if I am selected for a MG James M. Wright Scholarship, I will incur an active duty service obligation (ADSO) of three days for each day I am in my program and I understand that this ADSO is served consecutively with other civilian ADSOs. I also understand I will be obligated to serve an immediate two-year utilization determined by Headquarters, TRADOC. I authorize the U.S. Army Human Resources Command to release all documents to anyone who may require them in connection with my nomination and or selection to a broadening opportunity program. I understand I will not be allowed to participate in the Voluntarily



Transfer Incentive Program (VTIP) while I am in this program or during the 24-month utilization assignment”.



Army Strategic Intelligence Recruiting (Formerly Known as Great Skill Program (GSP))

1. Program Description: ASIR is seeking qualified individuals to join the GREAT SKILL Program. Program members perform specialized world-wide intelligence operations supporting the collection requirements of the Department of Defense and other national agencies. GSP will provide individualized career management, leveraging your knowledge, skills, and abilities to meet national critical information requirements. No intelligence experience is necessary to apply; all successful applicants will receive specialized training. Individuals electing to apply should exhibit excellent interpersonal skills; written and oral communication proficiency; initiative and leadership; flexibility and adaptability; critical thinking and research abilities; strong personal work ethic; integrity; and ethical decision making. Program members are provided a variety of unique opportunities, including significant missions that have national and global impact. Program members are assigned worldwide in some of the most dynamic and challenging environments.

2. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test (ACFT), meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. Applicants must possess language capability or score a 95 or higher on the DLAB. For more information, contact the TBCA team at usarmy.pentagon.hqda-dcs-g-1.mbx.atmtf-tbca-team@mail.mil.

3. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officers Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Documentation for DLPT with a minimum language proficiency of 2/2 or a DLAB above 94.
- g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender



use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)

- i. Provide record ACFT Card and DA 5500/5501.



Project Warrior

1. Program Description: Project Warrior is a program available to highly competitive officers, which provides the opportunity to impart relevant experiences and observations from branch specific key and developmental assignments. Officers selected for this program will serve at one of the three Combat Training Centers or within 1st Army as an OC/T. Upon successful completion of an assignment as an OC/T, Project Warrior Officers will return to select Captain's Career Course venues to serve as a Small Group Leader and share lessons learned from the force.

2. Eligibility Requirements:

- a. This program is open to competitive officers in Infantry, Armor, Field Artillery, Air Defense, Aviation, Engineer, Signal, Military Police, Military Intelligence, Chemical, Logistics, and Medical Service branches who demonstrate high tactical competence and high potential for future service at the battalion and brigade command levels.
- b. Meet Army Height and Weight Requirements according to AR 600-9 for all positions.
- c. Must maintain a 520 or above score on the Army Combat Fitness Test (no waivers).
- d. Must not have a movement restricting profile.
- e. Must not have received or be pending adverse action.
- f. Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.
- g. The candidate must have superb writing and speaking skills.

3. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officers Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.



- f. Graduate Record Exam (GRE). Must be dated after 01 May 2016.
- g. Provide record ACFT Card and DA 5500/5501.
- h. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- i. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



Eisenhower Leader Development Program (USMA Tactical Officer Program)

Available to officers from any commissioning source (OCS, ROTC, and Service Academies)

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers, regardless of their commissioning source, with the opportunity to lead and mentor cadets at West Point for three years before returning to their basic branch or functional area. These officers will also attend graduate school at Columbia University, Teachers College through the Advanced Civil Schooling process prior to assuming their position as a TAC officer.
2. A Tactical Officer (TAC) is the legal Company Commander of a Cadet Company and the primary developer of cadets at the United States Military Academy (USMA), West Point, New York. He or she assists each cadet in balancing and integrating the requirements of the physical, military, academic, and moral-ethical programs. A "TAC" trains and coaches the cadet chain of command to establish and sustain high unit standards and behavior essential to a cohesive company environment. TACs have a senior NCO (SFC or MSG) assigned as their NCO partner (1SG equivalent) - together they form and model a professional command team for the cadets. TACs inspire cadets to develop effective leadership styles through role-modeling, counseling, teaching, and training. A Tactical Officer also presents formal and informal instruction to the company, implements special development programs for individual cadets as needed, and is responsible for all company administration.
3. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test (6 event test), meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. All applicants must have attained a 2.5 GPA or better in their undergraduate degree producing program and have earned a minimum GRE score of Verbal: 153, Quantitative: 144, and Writing: 4.0 GRE.
4. Program Specific Application Requirements:
 - a. Completed TBCA application.
 - b. Updated ORB and Resume.
 - c. All Officers Evaluation Reports (OER), most recent to oldest.
 - d. All Academic Evaluation Reports (AER), most recent to oldest.
 - e. All college transcripts.



- f. Graduate Record Exam (GRE). Must be dated after 01 May 2016. GRE (Required for ACS, may be substituted with a GMAT score) (minimum scores: V: 153, Q: 144, W: 4.0).
- g. Provide record ACFT Card and DA 5500/5501.
- h. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- i. Letters of Recommendation (LOR) (any format): Two letters of recommendation (no more than four). Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



USMA Junior Rotating Faculty (Department of Behavioral Sciences & Leadership)

**Available to officers from any commissioning source
(OCS, ROTC, and Service Academies)**

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers, regardless of their commissioning source, with the opportunity to teach at West Point for three years as rotating faculty members before returning to their basic branch or functional area. We are seeking candidates that can thrive in a diverse community of students and faculty. Selected officers will earn a master's degree through two years of Advanced Civil Schooling (ACS) before joining the faculty. Future rotating faculty members in the Department of Behavioral Sciences and Leadership (BS&L) earn master's degrees in Business (MBA), Engineering Psychology, Psychology, or Sociology at a top-tier university. Many of our officers attend top universities that include Harvard, Duke, Dartmouth, Columbia, University of North Carolina, University of Virginia, and Yale, amongst many others. BS&L Instructors are devoted to cadet development, teaching excellence, service, research, and faculty development. Instructors will plan, coordinate, develop, implement, and revise innovative instructional strategic materials, and assessments under the direction of more senior officers and faculty as they instruct approximately 70 cadets per semester.

2. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test (6 event test), meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. All applicants must have attained a 3.0 GPA or better in their undergraduate degree producing program and submit a record GRE or GMAT. For strong consideration, applicants should strive to meet or exceed GRE scores of: 153(V), 144(Q), 4.0(AW), or GMAT scores of: 600 cumulative, 4.0 writing.

3. Applicants must have a demonstrated record of personal and professional excellence in the Army (multiple "MQ" ratings on OER's), superior communication skills, and can operate effectively in a diverse community of students and faculty. Most importantly, applicants must share our vision of developing leaders of character coupled with a strong desire to teach, coach, and mentor cadets.

4. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officer Evaluation Reports (OER), most recent to oldest.



- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Graduate Record Exam (GRE). No more than 5 years old. GRE (Required for ACS, may be substituted with a GMAT score) (minimum scores: V: 153, Q: 144, W: 4.0).
- g. Provide record ACFT Card and DA 5500/5501.
- h. Letter of Intent explaining why you desire an assignment with the Department of Behavioral Sciences and Leadership, outlining your fit for our department and how an assignment here aligns with your professional and personal goals. Format letter IAW AR 25-50, addressed to the Department Head, Behavioral Sciences and Leadership and keep to two (2) pages or less.
- i. Letters of recommendation (LOR) (any format): Three letters of recommendation (no more than four). One LOR must be from a former college professor. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific AMCP.)



USMA Joint Rotating Faculty (Department of Chemistry and Life Science)

**Available to officers from any commissioning source
(OCS, ROTC, and Service Academies)**

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers, regardless of their commissioning source, with the opportunity to teach cadets at West Point for three years before returning to their basic branch or functional area. The Department of Chemistry and Life Science is interested in qualified officers that hold an undergraduate degree in chemistry, chemical engineering, or biology, to attend two years of graduate school for the purpose of obtaining a master's degree in a chemistry, chemical engineering, or life science related field, followed by a three-year assignment to the Department of Chemistry and Life Science as one of our rotating faculty. Selection is based on a successful career, including company (battery, troop) command, undergraduate performance, GRE scores, and your willingness to participate in the program. All instructors teach at least one year in the general chemistry course to plebes (freshmen), and may, based on their interest level, branch out to teach an electives course.

2. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test, meet Army Height and Weight Requirements according to AR 600-9, must be competitive for promotion to the next rank, and must not have received or be pending adverse or disciplinary action. All applicants must have attained a 3.0 GPA or better in their undergraduate degree producing program and have a competitive GRE score. Applicants must possess an undergraduate degree or graduate degree in Chemistry, Chemical Engineering, Biology, or related fields.

3. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume/Curriculum Vitae (CV).
- c. All Officer Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Graduate Record Exam (GRE). No more than 5 years old. GRE (Required for ACS, may be substituted with a GMAT score) (minimum scores: V: 153, Q: 144, W: 4.0).



- g. Provide record ACFT Card and DA 5500/5501.
- h. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- i. Letters of recommendation (LOR) (any format): Three letters of recommendation (no more than four). One LOR must be from a former college professor. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



USMA Junior Rotating Faculty (Department of Civil and Mechanical Engineering)

**Available to officers from any commissioning source
(OCS, ROTC, and Service Academies)**

1. Program Description: Each year, the Department of Civil and Mechanical Engineering selects five to ten branch-qualified captains to attend a two-year advanced civil schooling program, with a three-year follow-on assignment to the USMA faculty. Our officers attend high-quality graduate programs and obtain Master of Science degrees in civil, mechanical, or aerospace engineering. As instructors in our two nationally ranked undergraduate engineering programs, our officers teach, perform professional service, conduct scholarly research and outreach to the Army, and participate in the mentorship of cadets, both in and outside of the classroom. An assignment to the USMA faculty is a challenging and rewarding developmental experience. Undergraduate degrees outside the Engineering field are not disqualifying, but a STEM background is preferred.

2. Eligibility Requirements: All applicants must be physically fit, meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. Possess a STEM-based undergraduate degree or graduate degree with the potential to earn an advanced degree in civil engineering, mechanical engineering, aeronautical engineering, or a closely related discipline. All applicants must have attained a 3.0 GPA or better in their undergraduate degree-producing program and have a competitive GRE score.

3. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officer Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Graduate Record Exam (GRE). No more than 5 years old. GRE (Required for ACS, may be substituted with a GMAT score) (minimum scores: V: 153, Q: 144, W: 4.0).



- g. Provide record ACFT Card and DA 5500/5501.
- h. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- i. Letters of recommendation (LOR) (any format): Three letters of recommendation (no more than four). One LOR must be from a former college professor. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



USMA Junior Rotating Faculty (Department of Electrical Engineering and Computer Science)

**Available to officers from any commissioning source
(OCS, ROTC, and Service Academies)**

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers, regardless of their commissioning source, with the opportunity to teach cadets at West Point for three years before returning to their basic branch or functional area. These officers will also attend graduate school through the Advanced Civil Schooling process for two to three years before coming to teach Cadets in Electrical Engineering, Computer Science, or Cyber Science. Many of our officers attend top universities that include Stanford, MIT, Columbia, and Carnegie Mellon, amongst many others. As part of the EECS faculty, you can participate in cutting-edge research in one of the three research centers (Robotics, Cyber, and Photonics), teach important computing topics, and mentor and advise young Cadets about professionalism and the profession of arms.

2. Eligibility Requirements:

- a. Be able to pass the Army Combat Fitness Test, meet Army Height and Weight Requirements according to AR 600-9.
- b. Must not have received or be pending adverse or disciplinary action.
- c. Attained a 3.0 GPA or better in their undergraduate degree producing program and have a competitive GRE score.
- d. Possess a STEM-based undergraduate degree or graduate degree with the potential to earn an advanced degree in electrical engineering, computer science, cyber security, or a closely related discipline.
- e. Meet career timeline and performance requirements as dictated by HRC.

3. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officer Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.



- e. All college transcripts.
 - f. Provide record ACFT Card and DA 5500/5501.
 - g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
 - h. Letters of Recommendation (LOR) (any format) are not required, but no more than three will be accepted. LORs are encouraged to help strengthen an application or explain any deficiencies. Address to "President of the Selection Panel."
4. For any questions about participation or selection to EECS, contact the recruiting mailbox at eecsfacultyrecruiting@westpoint.edu.



USMA Junior Rotating Faculty (Department of English and Philosophy) Available to officers from any commissioning source (OCS, ROTC, and Service Academies)

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers, regardless of their commissioning source, with the opportunity to teach cadets at West Point for three years before returning to their basic branch or functional area. Selected individuals will attend Advanced Civil Schooling (ACS) for two full academic years to earn either a Master of Arts in English or a Master of Arts in Philosophy. Officers would then serve a two-to-three-year utilization tour as an instructor at West Point. English instructors teach First Year Composition (EN101) and Introduction to Literature (EN102). Philosophy Instructors generally teach Introduction to Philosophy and Ethical Reasoning (PY201) but may occasionally teach composition as well. Each section typically ranges from 14-18 cadets. Other duties, as assigned, could include academic engagement with other faculty and cadets, participation in cadet extra-curricular development, service to the department, or participation with one of the Department's Cadet Fine Arts Forum clubs.

2. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test, meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. All applicants must have attained a 3.0 GPA or better in their undergraduate degree producing program and have a competitive GRE score.

3. Applicants must possess a Humanities based undergraduate degree or graduate degree (e.g., History, Law, English, Philosophy, The Classics, or Foreign Language).

4. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officer Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Graduate Record Exam (GRE). No more than 5 years old. GRE (Required for ACS, may be substituted with a GMAT score) (minimum scores: V: 153, Q: 144, W: 4.0).



- g. Provide record ACFT Card and DA 5500/5501.
- h. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- i. Letters of recommendation (LOR) (any format): Three letters of recommendation (no more than four). One LOR must be from a former college professor. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



USMA Junior Rotating Faculty (Department of Mathematical Sciences) Available to officers from any commissioning source (OCS, ROTC, and Service Academies)

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers, regardless of their commissioning source, with the opportunity to teach cadets at West Point for three years before returning to their basic branch or functional area. These officers will also attend graduate school for a Master's Degree through the Advanced Civil Schooling process for two years before coming to teach. If you are selected to become a rotating faculty member, you will participate in the Advanced Civil Schooling program, where you will earn a Master's Degree in Mathematics, Applied Mathematics, Operations Research, Statistics, or Data Science at one of several universities. Many of our officers chosen to be rotating faculty attend one of these endorsed schools: Rensselaer Polytechnic Institute, North Carolina State University, College of William and Mary, or the Naval Postgraduate School. Once you have received your degree, you will become part of the faculty as part of your utilization commitment.

2. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test, meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. The GRE is not needed for application to this program but must be taken before applying to graduate schools and these scores must meet HRC minimum standards. All applicants must have attained a 2.5 GPA or better in their undergraduate degree producing program and have a competitive GRE score.

3. Applicants must possess an undergraduate degree in one of the following fields of study: mathematics, applied mathematics, operations research, statistics, data science, or a mathematics-intensive area such as engineering, physics, computer science, economics, and business.

4. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officer Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.



- f. Graduate Record Exam (GRE). No more than 5 years old. GRE (Required for ACS, may be substituted with a GMAT score) (minimum scores: V: 153, Q: 144, W: 4.0).
- g. Provide record ACFT Card and DA 5500/5501.
- h. Letter of Intent explaining why you desire assignment with the Department of Mathematical Sciences.
- i. Letters of Recommendation (LOR) (any format): Three letters of recommendation (no more than four). One LOR must be from a former college professor. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



USMA Junior Rotating Faculty (Department of Physical Education) Available to officers from any commissioning source (OCS, ROTC, and Service Academies)

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers, regardless of their commissioning source, with the opportunity to teach at West Point for three years as rotating faculty members before returning to their basic branch or functional area. We are seeking candidates that can thrive in a diverse community of students and faculty. Selected officers will earn a master's degree through one year of Advanced Civil Schooling (ACS) before joining the faculty. Future rotating faculty members in the Department of Physical Education (DPE) earn master's degrees in Kinesiology, Exercise Physiology, or Physical Education at a top-tier university. Instructors are assigned to one of four teaching committees: Military Movement (applied gymnastics), Boxing, Combatives, or Aquatics (survival swimming). The mission of DPE is to educate, train, and inspire the Corps by challenging each Cadet in activities that promote holistic health and optimal physical performance in order to commission **leaders of character** who are **physically fit and mentally tough**.

2. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test, meet Army Body Composition requirements IAW AR 600-9, and must not have received or be pending adverse or disciplinary action. Competitive applicants should have attained a 3.0 GPA or better in their undergraduate degree producing program, and all applicants must submit a record GRE. For strong consideration, applicants should strive to meet or exceed GRE scores of 153(V), 144(Q), 4.0(AW). All commissioning sources are encouraged to apply (ROTC, OCS, USMA).

3. Applicants must have a demonstrated record of personal and professional excellence in the Army (multiple "MQ" ratings on OER's), superior communication skills, physical fitness, and can operate effectively in a diverse community of students and faculty. Most importantly, applicants must share our vision of cultivating a culture of physical excellence.

4. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officer Evaluation Reports (OER), most recent to oldest.



- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Graduate Record Exam (GRE). No more than 5 years old. GRE (minimum scores: V: 153, Q: 144, W: 4.0).
- g. Provide record ACFT Card and DA 5500/5501.
- h. Letter of Intent (short essay) explaining why you desire an assignment with the Department of Physical Education, outlining your fit for our department and how an assignment here aligns with your long-term professional and personal goals. Additionally, include what unique strengths you would contribute to enhance the department, specifically address what committees you are best suited to enhance and why (military movement, boxing, aquatics, and/or combatives). Format letter IAW AR 25-50, addressed to the Department Head, Physical Education, and limit to two (2) pages or less.
- i. Video communicating and demonstrating the most effective way to teach one of the following exercises: deadlift, hand-release push up, or squat.
- j. Letters of recommendation (LOR) (any format): Three letters of recommendation (no more than four). Address to "COL Nicholas H. Gist, Director, Department of Physical Education, USMA, West Point, NY 10996." (If applying for more than one AMCP you have the option to have the recommender recommend you for "Any Broadening Opportunity Program" instead of a specific AMCP.)



USMA Junior Rotating Faculty (Department of Physics and Nuclear Engineering)

**Available to officers from any commissioning source
(OCS, ROTC, and Service Academies)**

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers, regardless of their commissioning source, with the opportunity to teach cadets at West Point for three years before returning to their basic branch or functional area. These officers will also attend graduate school through the Advanced Civil Schooling process for two to three years before coming to teach Cadets in Physics, Nuclear Engineering, or Space Science.

2. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test, meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. All applicants must have attained a 3.0 GPA or better in their undergraduate degree producing program and have a competitive GRE score.

3. Applicants must possess a STEM based undergraduate degree or graduate degree with the potential to earn an advanced degree in physics, nuclear engineering, space science, or a closely related discipline.

4. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officer Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Graduate Record Exam (GRE). No more than 5 years old. GRE (Required for ACS, may be substituted with a GMAT score) (minimum scores: V: 153, Q: 144, W: 4.0).
- g. Provide record ACFT Card and DA 5500/5501.



- h. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- i. Letters of Recommendation (LOR) (any format): Three letters of recommendation (no more than four). One LOR must be from a former college professor. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



USMA Junior Rotating Faculty (Department of Systems Engineering) Available to officers from any commissioning source (OCS, ROTC, and Service Academies)

1. Program Description: The United States Military Academy at West Point provides qualified and competitive officers with the opportunity to teach cadets in the Department of Systems Engineering for three years before returning to their basic branch or functional area. These officers will also attend graduate school for a master's degree through the Advanced Civil Schooling process for two years before coming to teach. Our department is internationally respected as the Army's Systems Engineering Department. We are home to world-class military and civilian scholars and offer three undergraduate majors to our Cadets – Engineering Management, Systems Engineering, and Systems and Decision Sciences. We are seeking officers from all commissioning sources and branches who are passionate in helping the Systems Team to educate, inspire, and develop the future of our Army.

2. If you are selected to become a rotating faculty member, you will participate in the Advanced Civil Schooling program, where you will earn a master's degree in topics such as Systems Engineering, Engineering Management, Decision Analysis, Systems Design and Management, Operational Research, Industrial Engineering, Mathematics, and Management Science and Engineering. Some of our recently acquired officers have attended the following schools: Massachusetts Institute of Technology, Rensselaer Polytechnic Institute, North Carolina State University, Stanford University, Carnegie Mellon, and the University of Virginia. Once you have received your degree, you will join the faculty as part of your utilization commitment.

3. Systems engineering is “an interdisciplinary approach and means to enable the realization of successful systems. It focuses on defining customer needs and required functionality early in the development cycle, documenting requirements, then proceeding with design synthesis and system validation while considering the complete problem.” Engineering management is “the art and science of planning, organizing, allocating resources, and directing and controlling activities which have a technological component.” We look for officers with undergraduate degrees in systems engineering, engineering management, operations research, mathematics, traditional engineering (civil, mechanical, environmental, etc.), computer science, management, economics, or a closely related field. Our diverse background as a faculty is the strength of our department as we teach cadets the full spectrum from classical engineering to business management.

4. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test, meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. All applicants must have attained a 2.5 GPA or better in their undergraduate degree producing program.



5. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume/Curriculum Vitae (CV).
- c. All Officer Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Provide record ACFT Card and DA 5500/5501.
- g. GRE/GMAT Unofficial Report, if desired.
- h. Letter of Intent explaining why you desire assignment with the Department of Systems Engineering. Please include remarks on the following topic areas: 1) how your qualifications and career goals will support this assignment 2) how you envision yourself impacting cadets both in and outside the classroom.
- i. Letters of Recommendation (LOR) (any format): Three letters of recommendation (no more than four). One LOR must be from a former college professor. Address LORs to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



MX400 Officership Instructor for The Superintendent's Capstone Course (The Simon Center for the Professional Military Ethic, United States Military Academy)

5. Program Description: MX400 - Officership is the Superintendent's capstone course at the United States Military Academy. As the only course at West Point that fulfills requirements of the Academic, Military, and Character programs, MX400 reflects the unique demands of Army Officership. MX400 is a culminating integrative experience that builds upon previous courses in the West Point curriculum in order to prepare cadets to meet the challenges of Officership in the 21st Century. MX400 is a three-credit core course taken by all First-Class Cadets and taught by faculty assigned to the Simon Center for the Professional Military Ethic (SCPME).

2. Outcomes & Concept:

- (1) **Apply** doctrinal principles to military and leadership problems.
- (2) **Reflect** on the West Point experience to develop military expertise and strengthen character.
- (3) **Demonstrate** critical thinking, collaboration, and effective communication.
- (4) **Formulate** and **present** interdisciplinary solutions to complex military problems.
- (5) **Demonstrate** professional excellence with self-directed learning.
- (6) **Integrate** honorable service concepts into interdisciplinary solutions

With its emphasis on each officer's duty to provide moral leadership, MX400 challenges cadets to become commissioned leaders of character who demonstrate virtue, honor, patriotism, and subordination. In MX400, cadets look both to the past and the future, reflecting on their own character-development experiences as part of the West Point Leader Development System (WPLDS), while also studying the enduring and emerging ethical challenges of the profession they are about to enter. MX400 empowers cadets to understand and embrace their ongoing development as leaders of character and their emerging identities as Army officers. Upon completion of MX400, each cadet should internalize their professional identity and feel confident in his or her ability to apply critical thinking in complex situations and present interdisciplinary solutions to complex military problems.

6. Eligibility Requirements: All applicants must be able to pass the Army Combat Fitness Test (6 event test), meet Army Height and Weight Requirements according to AR 600-9, and must not have received or be pending adverse or disciplinary action. All applicants must



have attained a 2.5 GPA or better in their undergraduate degree producing program and have earned a minimum GRE score of Verbal: 153, Quantitative: 144, and Writing: 4.0 GRE.

7. Program Specific Application Requirements:

- j. Completed TBCA application.
- k. Updated ORB and AIM Resume.
- l. All Officer Evaluation Reports (OER), most recent to oldest.
- m. All Academic Evaluation Reports (AER), most recent to oldest.
- n. All college transcripts.
- o. Graduate Record Exam (GRE). Must be dated after 01 May 2016. GRE (Required for ACS, may be substituted with a GMAT score) (minimum scores: V: 153, Q: 144, W: 4.0).
- p. Provide record ACFT Card and DA 5500/5501.
- q. Letter of Intent explaining why you desire this assignment within this specific TBCA program.
- r. Letters of Recommendation (LOR) (any format): Two letters of recommendation (no more than four). Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



3rd United States Infantry, The Old Guard (TOG)

1. Program Description: This program will provide competitive officers with early acceptance for assignments among the 3d U.S. Infantry Regiment (The Old Guard), the Army's oldest and proudest Infantry Regiment. Assignments to this Infantry Regiment are prestigious, challenging and rewarding. Members of The Old Guard serve in the shadow of the most important institutions of our Republic in support of the senior military and civilian leaders of our Nation. The Regiment's primary focus is to render honors to the Nation's Fallen Warriors in Arlington National Cemetery. In addition to final honors, the organization conducts ceremonies to honor foreign heads of government and state and our own senior military leaders. In addition to ceremonial duties, the Regiment maintains its tactical and technical responsibilities as an Infantry-based formation through rotational training readiness schedules in support of U.S. NORTHCOM operations. Additional positions are available for Adjutant General, Military Intelligence, Signal, Chemical, Chaplain, Transportation, Judge Advocate General, Medical, Public Affairs, Military Police, and Ordnance officers.

2. Eligibility Criteria:

- a. Height: 70 to 76 inches tall for males. 68 to 74 inches tall for females (a waiver may be granted for up to three inches)
- b. Must meet height and weight standards for all positions.
- c. Must maintain a passing score on all events of Army Combat Fitness Test (no waivers).
- d. Must not have a movement restricting profile. Must not have a shaving profile.
- e. Must not have received or be pending adverse action.

3. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officers Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.



- f. Provide record ACFT Card and DA 5500/5501.
- g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater). Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase, "Any Broadening Opportunity Program" instead of a specific AMCP.)

75th Ranger Regiment (75th RR)

1. Program Description: The Army's 75th Ranger Regiment is the Nation's premiere Special Operations Direct Action raid force. The Ranger Regiment is a lethal, agile, and versatile Special Operations Force that performs forcible entry operations and Special Operations raids across the entire spectrum of combat. As the Army's elite Special Operations direct action raid force, the Regiment is capable of planning and executing complex worldwide operations in high-risk, uncertain, and politically sensitive areas. It is constantly transforming to meet future operational requirements while ensuring mission success.
2. Rangers are unmatched at echelon. Capable of infiltrating by land, sea, or air, the 75th Ranger Regiment trains on a wide variety of weapons and mobility platforms, and fully integrates with supporting agencies and other Special Operations Forces as required. Their training encompasses arctic, jungle, desert, and mountain operations, as well as amphibious instruction. The training philosophy of the 75th Ranger Regiment is performance-oriented, emphasizing tough standards and a focus on realism while concentrating on basics and safety. Whether operating at night, during adverse weather, or on difficult or unknown terrain, the Rangers of the 75th Ranger Regiment continue to demonstrate their motto, "Rangers Lead the Way."
 - a. The five geographically dispersed Ranger battalions are:
 - i. 1st BN, 75th Ranger Regiment, Hunter Army Airfield, Ga.
 - ii. 2d BN, 75th Ranger Regiment, Fort Lewis, Wash.
 - iii. 3d BN, 75th Ranger Regiment, Fort Benning, Ga.
 - iv. Regimental Special Troops BN, 75th Ranger Regiment, Fort Benning, Ga
 - v. Regimental Military Intelligence BN, 75th Ranger Regiment, Fort Benning, Ga
 - b. MOS utilization in the 75th Ranger Regiment:
 - i. There are approximately 70 enlisted, and 30 Commissioned and Warrant officer MOSs in the 75th Ranger Regiment.
 - ii. While the Ranger Regiment is an Infantry unit, Rangers of every MOS are critical to accomplishing every mission the organization undertakes.



- iii. All Rangers are highly trained in each facet of Ranger skills and SOPs, to include parachute operations, advanced marksmanship, Ranger First Responder, combatives, mobility, and Close Quarters Combat.
 - iv. The Ranger Regiment is resourced appropriately to accomplish any assigned mission, which means there are many opportunities for advanced schooling and certification across the full spectrum of Army, Special Operations, inter-Service, and civilian educational opportunities, schools, and certifications.
 - v. Bottom line: all Rangers are Rangers first, but non-Combat Arms Rangers are Subject Matter Experts in their field, with enhanced educational opportunities, while promoting at the same or higher rate than their peers in the Regular Army.
- c. Each Ranger Rifle battalion is authorized approximately 800 personnel, who are assigned to one of three Rifle Companies, a Specialty/Enabler Company, a Support Company, and a Headquarters Company. Ranger battalions are equipped to be light, rapidly deployable, and high-tech, utilizing state-of-the-art war-fighting equipment.
 - d. The unit has an intensive assessment and selection process, called the Ranger Assessment and Selection Program (RASP), designed to ensure candidates possess the necessary attributes to be successful as Rangers. Only the most exceptional officers, non-commissioned officers and Soldiers are selected to serve. Those volunteers selected for the 75th Ranger Regiment must meet tough physical, mental and moral criteria. All commissioned officers and combat-arms noncommissioned officers must be Airborne qualified (or willing to attend Airborne School) and Ranger Qualified and have previously demonstrated a proficiency in the duty position for which they are seeking.
 - e. When hired to serve in the Regiment, both officers and senior NCOs attend the Ranger Assessment and Selection Program 2 to integrate them into the unit and familiarize them with Regimental policies, standard operating procedures, the commander's intent and Ranger standards: a candidate's performance at RASP 2 determines if they are selected by a Board to serve in the position they were hired for.
 - f. Junior enlisted Soldiers assigned to the Regiment must first go through the Ranger Assessment and Selection Program 1, which assesses their physical qualifications, ability to work on a team, and emphasizes basic Regimental standards. RASP 1 is eight weeks long at Fort Benning, GA.
 - g. All Soldiers must pass RASP 1 or 2 to be assigned to the 75th Ranger Regiment.



- c. All Officers Evaluation Reports (OER), most recent to oldest.
 - d. All Academic Evaluation Reports (AER), most recent to oldest.
 - e. All college transcripts.
 - f. Record APFT or ACFT Card and DA 5500/5501, if applicable.
 - g. One-page letter of intent in memorandum for record format addressed to the Commander, 75th Ranger Regiment, COL Jim D. Keirsey.
 - h. Letters of Recommendation (LOR) (any format): Letters of recommendation from your current (or former, if still in CCC) rater and senior rater (do not exceed 4 letters of recommendation). If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.
 - i. Once in follow on KD assignment after CCC, will need to submit DA 4187 signed by your BDE Commander or first O-6 in your chain of command.
 - j. Fill out and complete the RASP 2 Pre-Screening Questionnaire. Available Online: [05-4. Last Name, First Name, Rank, MOS, Year Group, Pre-Screening Questionnaire \(10 FEB 2022\).pdf](#)
6. Points of Contact: the 75th Ranger Regiment Recruiting Detachment – (706) 545-0575 or 75OfficerRecruit@socom.mil



US Army Corps of Engineers (ACS with USACE utilization)

1. Program Description: The United States Army Corps of Engineers, provides qualified and competitive Engineer officers, with the opportunity to pursue a Masters of Science degree in a STEM field of study prior to serving a utilization in an USACE district as a Project Engineer or Project Manager for at least 24 months before returning to the Engineer Regiment. Officers assigned to USACE will be exposed to a highly technical civilian workforce that provides engineering solutions world-wide for DoD, the Federal Interagency, as well as our international Allies and Partners during times of peace, combat and disaster emergencies.

2. Eligibility Criteria:

a. Do not already possess a graduate degree fully funded by the U.S. Army. This means the tuition and fees were solely funded by the U.S. Government. Degrees funded through Tuition Assistance (TA), Degree Completion, Cooperative Degree, Intermediate Level Education, GI Bill, or Commissioning Programs do not constitute a fully funded graduate degree and thus remain eligible for ACS.

b. Possess a bachelor's degree from an accredited institution.

c. Meet army height and weight requirements and be in great physical condition.

d. Not be pending any adverse actions or be at risk for promotion.

e. Strong potential for future Army service.

f. Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.

g. Be able to complete the full program without interruption – a maximum of 21 months of graduate school followed by a minimum of 24 months utilization.

h. Must pursue a STEM graduate degree.

i. Must apply and get accepted to at least one low-cost category graduate school in sufficient time to begin graduate studies no later than 01 August 2024 (FY16 officers). Low-cost is currently defined as less than \$26,000 for one complete academic year of tuition and fees.

3. Tenure / location: Officers will be assigned to the U.S. Army Student Detachment, Fort Jackson, SC with duty at their graduate school location. Following graduation, officers are assigned to USACE to serve an immediate utilization tour (24 months minimum) at an



USACE district TBD. Utilization assignment location will be determined by USACE and Engineer Branch, HRC.

4. Obligations Incurred: Officers incur a three-for-one Active-Duty Service Obligation (ADSO) computed in days, for each day in this program. Officers must complete their graduate studies in 21 months or less. This ADSO is served consecutively with other ADSOs.

5. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.
- c. All Officers Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. Provide record ACFT Card and DA 5500/5501.
- f. All college transcripts. All applicants must have attained a 3.0 GPA or better in their undergraduate degree producing program.
- g. Due to current COVID related disruptions to available testing, the GRE is not needed for application to this program but must be taken before applying to graduate schools if required, and these scores must meet or exceed ACS program minimum standards.
- h. Letter of Intent explaining why you desire assignment within the US Army Corps of Engineers and the STEM graduate degree you intend to pursue. Limit page length to no more than two pages.
- i. Letters of Recommendation (LOR) (any format): Two letters of recommendation. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



US Army Corps of Engineers (Direct Fill Assignments)

1. Program Description: The United States Army Corps of Engineers (USACE), provides qualified and competitive Engineer officers, with the opportunity to serve in a district as a Project Engineer or Project Manager for two to three years before returning to the Engineer Regiment. Officers assigned to USACE will be exposed to a highly technical civilian workforce that provides engineering solutions world-wide for DoD, the Federal Interagency, as well as our international Allies and Partners during times of peace, combat and disaster emergencies.
2. Eligibility Requirements:
 - a. Possess a bachelor's degree from an accredited institution. Engineering or science degrees are highly desired, but not required.
 - b. Meet Army Height and Weight Requirements according to AR 600-9 for all positions.
 - c. Not be pending any adverse actions or be at risk for promotion.
 - d. Strong potential for future Army service.
 - e. Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.
3. Assignment Location: If selected, the officer and USACE will sign a statement of understanding guaranteeing an assignment within USACE following the officer's successful completion of Company Command. Although guaranteed an USACE assignment, the officer will interview and preference available districts in the appropriate ATAP marketplace in order to determine the specific USACE district for this assignment.
4. Obligations Incurred: There are no additional ADSOs with this TBCA AMCP.
5. Program Specific Application Requirements:
 - a. Completed TBCA application.
 - b. Updated ORB and Resume.
 - c. Provide record ACFT Card and DA 5500/5501.
 - d. All Officers Evaluation Reports (OER), most recent to oldest.



- e. All Academic Evaluation Reports (AER), most recent to oldest.
- f. Letter of Intent explaining why you desire assignment within the US Army Corps of Engineers. Limit page length to no more than two pages.
- g. Letters of Recommendation (LOR) (any format): Two letters of recommendation. Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



Security Force Assistance Command

Security Force Assistance Brigade

1. Program Description: The Security Force Assistance Brigades (SFAB) are specialized units with the core mission to conduct training, advising, assisting, enabling and accompanying operations with allied and partner nations. Soldiers in SFABs are highly trained, and among the top tactical leaders in the Army. Their work will strengthen our allies and partners while supporting this Nations security objectives and the combatant commanders' warfighting needs capabilities.

2. Eligibility Requirements:

- a. Must maintain deployable status.
- b. All applicants must be able to pass the Army Combat Fitness Test with a minimum score of 360 (at least 60 in each event).
- c. Meet Army Height and Weight Requirements according to AR 600-9.
- d. Have a PULHES of 111221 or better (no ACFT limiting profile) - vision and hearing limitations must be correctable (waivers are available for non-ACFT limiting profiles).
- e. Must not have received or be pending adverse or disciplinary action.
- f. Qualify for and maintain a secret security clearance.
- g. Proven leader with high promotion potential.
- h. Pass Official Military Personnel File (OMPF) check for derogatory information.

3. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Completed DA Form 4187 (SFAC Volunteer application).
- c. Completed DD 2807-1 (Report of Medical History and DD 2808 (Report of Medical Examination)
- d. Updated ORB and Resume.
- e. All Officers Evaluation Reports (OER), most recent to oldest.
- f. All Academic Evaluation Reports (AER), most recent to oldest.



- g. All college transcripts.
- h. Provide record ACFT Card and DA 5500/5501.
- i. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- j. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



United States Army Recruiting Command (USAREC)

1. Program Description: United States Army Recruiting Command is a program available to highly competitive officers, which provides the opportunity for additional command time for eligible officers. In this capacity they will lead formation to meet the number one priority in the Army. The USAREC mission to "Recruit America's best and brightest volunteers" is an important mission that will impact our Army's ability to fight and win the wars of the future.

2. Eligibility Criteria:

- a. Must possess a high degree of maturity, leadership, judgment, self-discipline.
- b. Display moral attributes, ethical qualities, and personal traits that thoroughly embrace our Warrior Ethos and Army Values.
- a. Meet Army Height and Weight Requirements according to AR 600-9 for all positions.
- c. Must maintain a 520 or above score on the Army Combat Fitness Test (No waivers).
- d. Must not have received or be pending adverse action.
- e. Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.
- f. The candidate must have superb writing and speaking skills.

3. Additional Requirements: All applicants must meet the criteria established in Army Directive 2018-16 (Suitability Criteria for Military Personnel in Specified Positions). Prior to assuming this position, a local and centralized background check will be determined for ethical suitability for this position. Items that will preclude an officer from this program include, but are not limited to the following items:

- a. For the purpose of this policy, "adverse information" is any substantiated adverse finding or conclusion from an officially documented investigation or inquiry, or any other credible information of an adverse nature. To be credible, the information must be resolved and supported by a preponderance of the evidence. To be adverse, the information must be derogatory, unfavorable, or of a nature that reflects clearly unacceptable conduct, integrity, or judgment on the part of the Soldier.
- b. Type I offenses that result in a civilian or military criminal conviction or a finding of guilty in a field grade Article 15, Uniform Code of Military Justice proceeding are



automatic disqualifiers for appointment to, or retention in, a designated position. Type I offenses have no expiration, and the disqualification may not be appealed. Upon discovery of a Type I offense commanders will coordinate with their command legal counsel to initiate elimination proceedings in accordance with applicable law, regulation, and policy. Information in the Soldier's record suggestive of a Type I offense that does not result in a criminal conviction or a finding of guilty in a field grade Article 15 proceeding will be treated as a Type II offense and reviewed by the approval authority.

- c. Type II offenses meeting the definition of adverse information will also result in automatic disqualification for appointment to, or retention in, a designated position and are limited to those that occurred during the Soldier's military career. A disqualification determination based on a Type II offense may be appealed.
 - d. Type III offenses meeting the definition of adverse information and committed within 5 years of the date of a Soldier's nomination, unless otherwise stated, may be disqualifying for appointment to, or retention in, a designated position. An approval authority may favorably adjudicate a Type III offense. A disqualification determination based on a Type III offense may be appealed.
4. Program Specific Application Requirements:
- a. Completed TBCA application.
 - b. Updated ORB and Resume.
 - c. All Officers Evaluation Reports (OER), most recent to oldest.
 - d. All Academic Evaluation Reports (AER), most recent to oldest.
 - e. All college transcripts.
 - f. Provide record ACFT Card and DA 5500/5501.
 - g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
 - h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



United States Army Cadet Command, Assistant Professor of Military Science (APMS)

1. Program Description: United States Army Cadet Command, Assistant Professor of Military Science (APMS) is a program available to highly competitive officers, which provides the opportunity to impart lessons learned from key and developmental assignments and shape the future of the officer corps in select colleges across the Cadet Command. This program provides selected officers with the opportunity to “recruit, educate, train, and commission leaders of character” to help shape the wars of the future.

2. Eligibility Criteria:

- a. Must possess a high degree of maturity, leadership, judgment, self-discipline.
- b. Display moral attributes, ethical qualities, and personal traits that thoroughly embrace our Warrior Ethos and Army Values.
- c. Meet Army Height and Weight Requirements according to AR 600-9 for all positions.
- d. Must maintain a 520 or above score on the Army Combat Fitness Test (No waivers).
- e. Must not have received or be pending adverse action.
- f. Have interpersonal skills and the ability to interact and form relationships with individuals from diverse backgrounds.
- g. The candidate must have superb writing and speaking skills.

3. Additional Requirements: All applicants must meet the criteria established in Army Directive 2018-16 (Suitability Criteria for Military Personnel in Specified Positions). Prior to assuming this position, a local and centralized background check will be determined for ethical suitability for this position. Items that will preclude an officer from this program include, but are not limited to the following items:

- a. For the purpose of this policy, “adverse information” is any substantiated adverse finding or conclusion from an officially documented investigation or inquiry, or any other credible information of an adverse nature. To be credible, the information must be resolved and supported by a preponderance of the evidence. To be adverse, the information must be derogatory, unfavorable, or of a nature that reflects clearly unacceptable conduct, integrity, or judgment on the part of the Soldier.



- b. Type I offenses that result in a civilian or military criminal conviction or a finding of guilty in a field grade Article 15, Uniform Code of Military Justice proceeding are automatic disqualifiers for appointment to, or retention in, a designated position. Type I offenses have no expiration, and the disqualification may not be appealed. Upon discovery of a Type I offense commanders will coordinate with their command legal counsel to initiate elimination proceedings in accordance with applicable law, regulation, and policy. Information in the Soldier's record suggestive of a Type I offense that does not result in a criminal conviction or a finding of guilty in a field grade Article 15 proceeding will be treated as a Type II offense and reviewed by the approval authority.
 - c. Type II offenses meeting the definition of adverse information will also result in automatic disqualification for appointment to, or retention in, a designated position and are limited to those that occurred during the Soldier's military career. A disqualification determination based on a Type II offense may be appealed.
 - d. Type III offenses meeting the definition of adverse information and committed within 5 years of the date of a Soldier's nomination, unless otherwise stated, may be disqualifying for appointment to, or retention in, a designated position. An approval authority may favorably adjudicate a Type III offense. A disqualification determination based on a Type III offense may be appealed.
4. Program Specific Application Requirements:
- a. Completed TBCA application.
 - b. Updated ORB and Resume.
 - c. All Officers Evaluation Reports (OER), most recent to oldest.
 - d. All Academic Evaluation Reports (AER), most recent to oldest.
 - e. All college transcripts.
 - f. Provide record ACFT Card and DA 5500/5501.
 - g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
 - h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



FA30 – Information Operations

1. Program Description: The FA 30 career field attracts quality officers from all accession branches. Following the Information Operations (IO) Qualification Course, IO Officers gain proficiency by providing tactical and operational expertise to commanders at all levels of command and organizations including JIIM - this wide range of experiences make IO Officers a high-demand capability. The FA30 career field provides the Army with a core of professionally developed information environment specialists to support the nation's operational environment dominance strategy. The IO officer understands the complexity of the information environment, assesses, and evaluates the Army's best use of information, and synchronizes information-related capabilities (IRCs) for commanders to shape and protect the Army's use of the information environment. The IO officer synchronizes IRCs to affect information warfare, information protection, communications alignment, and engagement. The IO officer brings specialized training and development in operations security (OPSEC) and military deception (MILDEC). IO officers are found at Brigade and higher-level commands in the Army, Joint force, NATO, as well as specialized IO units.
2. Eligibility Requirements:
 - a. All applicants must be able to pass the Army Combat Fitness Test and meet Army Height and Weight Requirements according to AR 600-9.
 - b. Must not have received or be pending adverse or disciplinary action.
 - c. Officers must be culturally astute, strategic thinkers, expert communicators with integrity, and capable of working with government agencies in the areas of international studies, government, or marketing.
 - d. Officers must have the ability to operate in Joint, Interagency, Intergovernmental, and Multinational (JIIM) environments and leverage information related capabilities (IRC) beyond the Army in achieving their commander's objectives.
3. Officers working in IO previously with Skill Identifier (SI) P4 are encouraged to apply. Recommended fields of study include but are not limited to: marketing, advertising, anthropology, psychology, sociology, political science, international relations, and communications.
4. Possess or able to obtain a TS/SCI security clearance prior to beginning the fellowship.
5. Program Specific Application Requirements:
 - a. Completed TBCA application.



- b. Updated ORB and Resume.
- c. All Officers Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts.
- f. Record ACFT Card and DA 5500/5501, if applicable.
- g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



FA40 – Space Operations

1. Program Description: An FA 40 officer utilizes and integrates space capabilities with terrestrial, air, sea and high altitude-based systems owned and operated by the Department of Defense, the Intelligence Community, civil agencies and commercial partners to provide integrated and timely capabilities to the warfighter. Army space operations, duties and responsibilities are centered on seven codified joint space capabilities: space situational awareness (SSA); space control; positioning, navigation and timing (PNT); space-based intelligence, surveillance and reconnaissance (ISR); satellite communications; environmental monitoring; or missile warning. The sheer variety of the more than 353 FA40 billets across the Army means they could be performing these basic functions in a vast array of different circumstances and levels from tactical planning with Army brigades and divisions to operational and strategic roles with higher headquarters.

2. Eligibility Requirements:

- a. Must be able to pass the Army Combat Fitness Test (ACFT).
- b. Meet Army Height and Weight Requirements according to AR 600-9.
- c. Must not have received or be pending adverse or disciplinary action.
- d. Possess or can obtain and maintain a TS/SCI security clearance prior to beginning the fellowship.
- e. A strong interest or passion for Space Operations.

2. Program-Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB/SRB and Resume.
- c. All Officers Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts
- f. Provide record ACFT Card and DA 5500/5501.
- g. Letter of Intent explaining why you desire assignment within this specific TBCA program.



- h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from the previous senior rater) Addressed to "President of the Selection Panel." (If applying for more than one AMCP, you can have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



FA48 – Foreign Area Officer

1. Program Description: Army FAOs are the U.S. Army's premier country, regional, and U.S. foreign policy experts. FAOs are Soldiers grounded in the profession of Arms- deliberately accessed, trained, educated, and developed to provide leadership and expertise in diverse organizations including the Army, Joint, Interagency, Intergovernmental and Multinational (JIIM) environments. FAOs provide unequalled time-sensitive situational awareness to senior decision makers. FAOs are experts on regional military capabilities and work with foreign military leaders and government officials to build partner capacity in support of U.S. goals and objectives. FAOs spend a large portion of their careers serving at postings in U.S. embassies, at Army Service Component Commands, or Geographic Combatant Commands as regional policy and security cooperation experts.

2. Eligibility Requirements:

- a. All applicants must have passed their most recent Army Combat Fitness Test.
- b. Meet Army height and weight requirements according to AR 600-9.
- c. Must not have received or be pending adverse or disciplinary action.
- d. Must possess or be eligible to obtain a top secret – sensitive compartmented information (TS//SCI) security clearance.
- e. Officer must be world-wide deployable and able to operate in an austere, combat, deployed environment wearing a full complement of personal protective equipment to include helmet, mask, body armor, and individual weapon.
- f. Citizenship Requirement. If the officer's spouse and or other dependent family members are not U.S. citizens, they must begin the naturalization process when the officer begins the FAO accessions process. If this is not completed in a timely manner, it may limit an officer's assignment potential.
- g. A minimum Defense Language Aptitude Battery (DLAB) score of 95 posted on the Soldier Talent Profile (STP). Some Areas of Concentration (AOC) may have higher requirements, and officers can only be accessed into AOCs for which their DLAB score meets minimum requirements.
- h. Officers must be willing to accept designation into any FA48 AOC. AOC designation is made by the HRC FAO Branch at the time of accession after a careful analysis of cohort officer file strength, officer Knowledge, Skills, Behaviors, and Preferences (KSB-P), previous qualifications, and needs of the Army.
- i. Family Considerations. Critical FAO positions are located OCONUS at U.S. Embassies, frequently in austere locations. FAO Branch cannot support long-term



and multiple back-to-back CONUS assignments or assignments near major OCONUS U.S. military units with robust medical support. Applicants with family members participating in EFMP or MACP should consider that multiple unaccompanied tours are highly likely if they desire to serve as a FAO.

j. Demonstrate the following KSBs at a level commensurate with grade and experience:

i. Precise, efficient, and compelling in both written and spoken word.
Skilled in developing appropriate relationships.

ii. Able to connect with others to effect positive results.

iii. Synthesizes and applies knowledge from multiple disciplines into a coherent overarching perspective.

iv. Able to choose between best practices and unorthodox approaches to reach a solution. Thinks outside the box, independent, able to implement Commander's intent.

v. Aware of and able to operate across different cultural settings.

vi. Uses reason and thinks in terms of cause and effect. Able to deconstruct and solve complex problems.

3. Program Specific Application Requirements:

a. Completed TBCA application.

b. Updated STP.

c. All Officers Evaluation Reports (OER), most recent to oldest.

d. All Academic Evaluation Reports (AER), most recent to oldest.

e. All Graduate Degree transcripts.

f. If you have an Undergraduate Grade Point Average less than 2.5, Graduate Record Exam (GRE) scores are required. Scores must be dated within five years of expected graduate school admission window.

g. Provide record ACFT Card and DA 5500/5501.

h. One-page Letter of Intent explaining why you desire assignment within this specific TBCA program.

i. Letter of Recommendation (LOR) (any format): One letter of recommendation (from a previous senior rater) addressed to "President of the Selection Panel." (If applying for



more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)

- j. A completed current FAO Questionnaire, submitted to HRC FAO Branch (usarmy.knox.hrc.mbx.opmd-osd-fao-branch@mail.mil) and the FA48 Proponent Office (usarmy.pentagon.hqda-dcs-g-3-5-7.mbx.damo-ssf-fa-48@mail.mil). The most recent FAO Questionnaire can be found on the FAO Milsuite site.
- k. Any other supporting documents not in the applicant's Official Military Personnel File (OMPF).

4. Post-Transfer Requirements: Selected officers must successfully complete all FA48 MEL 4 requirements, or they will be returned to their basic branch or per the needs of the Army. FA48 MEL 4 requirements include: (1) Intermediate Level Education (ILE) Common Core from any HQDA G-3/5/7 approved source; (2) Joint Foreign Area Officer Course (JFAOC); (3) basic language course through Defense Language Institute Foreign Language Center (DLIFLC) or Defense Language Institute-Washington (DLI-W) in a FAO Proponent-approved control language or demonstrated language capability at the DLIFLC graduation standard in a FAO Proponent-approved control language; (4) completion of In-Region-Training (IRT) or equivalent credit for operational experience as determined by the FA48 Proponent Office; and (5) master's degree or higher in a FAO Proponent- approved subject from an accredited university, nominally through the ACS program.

5. Additional Resources: Officers are encouraged to read the FAO Chapter in Smartbook DA PAM 600-3 (<https://www.milsuite.mil/book/groups/smartbook-da-pam-600-3>) for an overview on the Foreign Area Officer Functional Area. Additional resources are available on the FAO Milsuite site: <https://www.milsuite.mil/book/groups/army-foreign-area-officer-program>. For any questions specific to the FA48 program, or the FA48 required application documents, reach out to the FA48 Future Readiness Officer listed on HRC's website.



FA49 Operations Research & Systems Analysis (ORSA)

1. Program Description: The Operations Research/Systems Analysis (ORSA) Functional Area (FA) provides uniquely skilled officers that assist decision makers in solving complex problems by producing the analysis and logical reasoning necessary to inform and underpin critical decisions. The ORSA is an integral part of the Army and Joint leaders' decision-making processes to organize, man, train, equip, sustain, and resource transformation from the current to the future force and conduct analysis in support of Multi-Domain Operations (MDO) and other warfighting operations.
2. Eligibility Criteria:
 - b. All applicants must be able to pass the Army Combat Fitness Test.
 - c. Meet Army Height and Weight Requirements according to AR 600-9.
 - d. Must not have received or be pending adverse or disciplinary action.
 - e. FA49 prefers that applicants complete a STEM (Science, Technology, Engineering, or Mathematics) undergraduate degree with at least one semester of calculus and probability/statistics each with a B or higher. Applicants without a STEM background must be willing to complete these pre-requisites. Applicants must have a minimum undergraduate GPA of 2.5 on a 4.0 point scale. Officers with a completed Bachelor's degree or a Master of Science (MS) in an Operations Research (OR)-related degree are highly encouraged to apply. This includes officers who are accepted to or are in the process of earning a MS in an OR-related degree. These degrees include, but are not limited to: Data Science, Artificial Intelligence, Machine Learning, Computer Science, Statistics, Applied Mathematics, Applied Statistics, Industrial Engineering, Operations Research, Systems Engineering, or any of the sub-fields within these disciplines (e.g. natural language processing, human factors, etc.).
 - f. Applicants must complete a Graduate Record Exam (GRE) Quantitative Reasoning score within the past 5 years in the 50th percentile or greater. Applicants without a current GRE score must provide scores to the FA49 Proponent Office prior to the VTIP Panel convening. Submitted scores will be a pdf taken from the ETS website. There is no institution/recipient code for FA49. Applicants with an MS in an OR-related degree may request a waiver for the GRE score from the FA49 Proponent Office.
 - g. Applicants must be complete with their respective Captains Career Course prior to transfer to FA49. Applicants must be complete with their basic branch



CPT Key Developmental (KD) requirements, or in a KD assignment with at least one KD OER.

- h. Applicants must possess or have the ability to obtain and maintain a TS/SCI security clearance.
 - i. Officers currently serving, or projected to serve, a utilization tour as part of an ACS program (e.g. instructor at the United States Military Academy, AI Task Force, etc.) may not apply until approximately 12-14 months prior to PCS from the utilization as a rule. However, applicants are encouraged to contact the FA49 Proponent Office as early as possible to express the intent to transfer as this facilitates receiving career timeline guidance and avoiding unnecessary delays. Applicants who are approved for transfer to FA49 will complete their utilization and then PCS to a new FA49 assignment for a minimum of 24-36 months.
 - j. Applicants with a GRADSO contract must be willing to pursue a MS in an OR-related degree from paragraph e., above. The degree and school are subject to the approval of the FA49 Proponent Office/Career Manager. Exercising a GRADSO option prior to VTIP does not preclude participation in ACS through FA49.
 - k. Strong potential for future Army service.
3. Program Specific Application Requirements:
- a. Completed TBCA application.
 - b. Updated ORB and Resume.
 - c. Provide record ACFT Card and DA 5500/5501.
 - d. All Officers Evaluation Reports (OER), most recent to oldest.
 - e. All Academic Evaluation Reports (AER), most recent to oldest.
 - f. All college transcripts. All applicants must have attained a 2.5 GPA or better in their undergraduate degree producing program.
 - g. Due to current COVID related disruptions to available testing, the GRE is not needed for application to this program at this time; however, any applicants who are approved for transfer to FA49 without a GRE will need to complete the GRE with a Quantitative Reasoning score in the 50th percentile or greater prior to completion of the first year in their basic branch CPT KD assignment. Failure to do so or failure to achieve the prescribed standard in time will result in the officer returning to their basic branch for further assignments.



- h. Memorandum for Record explaining your desire and qualifications to serve as an FA49 and highlighting any analytic work you have done and associated impacts. Limit page length to no more than two pages.



FA50 – Force Management

1. Program Description: Force Management is a critical operating function for the Army. It encompasses the many processes that generate future requirements and ensure the Army is efficiently and effectively organized, manned, equipped, trained, and sustained. Force Management provides trained and ready forces to Combatant Commands, now and in the future. Functional Area (FA) 50 officers — Army Force Managers — understand the art and science of “how the Army runs.” The Force Management Functional Area provides critically skilled officers who integrate and implement changes to the force. FA50 officers provide synchronized delivery of capabilities and translate strategy into capabilities, while advising Army leaders on the second- and third-order effects of their force management decisions. They are self-disciplined strategic thinkers. FA50s are problem solvers for Army and Joint senior leaders. The Army strives to implement orderly management of change through existing processes to minimize turbulence in organizations. Force management is the capstone process to establish and field mission-ready Army organizations. The process includes the execution of activities encompassing the development of concepts, capabilities requirements, force development, force integration, and documentation. The focal point of force management is meeting the Secretary of the Army statutory requirements to recruit, organize, supply, equip, train, service, mobilize, demobilize, administer, maintain, and station the Army.

2. Eligibility Requirements:

- a. All applicants must be able to pass the Army Combat Fitness Test.
- b. Meet Army Height and Weight Requirements according to AR 600-9.
- c. Must not have received or be pending adverse or disciplinary action.
- d. Have the technical aptitude necessary to grasp complex, abstract ideas.
- e. Express their ideas clearly, concisely, and accurately in both oral and written communication.
- f. Analyze raw data to produce products that support senior-level decision makers.
- g. Operate routinely in high-level staff assignments where guidance may be minimal and close interaction with senior-level decision makers is frequent.
- h. A specific undergraduate degree is not required; however, those with undergraduate degrees in business or public administration, finance, supply-chain management, project or resource management, organizational design, or development and/or leadership are highly encouraged to apply. We are looking for officers who have the technical aptitude to grasp complex, abstract ideas and understand key leadership actions that must be taken to adapt the Army as change occurs.



- i. Must possess the potential for Advanced Civilian Schooling, Training with Industry (TWI), and complex research fellowship programs.
 - j. Desired (but not required) Army Talent Attributes (ATAF) include Problem-Solving, Adaptability, Analytical-Thinking, and/or Systems-Thinking.
 - k. Possess or obtain upon accession a top-secret security clearance.
3. Program Specific Application Requirements:
- a. Completed TBCA application.
 - b. Updated ORB and Resume.
 - c. All Officers Evaluation Reports (OER), most recent to oldest.
 - d. All Academic Evaluation Reports (AER), most recent to oldest.
 - e. All college transcripts (plus any professional certifications obtained)
 - f. Provide record ACFT Card and DA 5500/5501.
 - g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
 - h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



FA51 – Acquisition

1. Program Description: The Army Acquisition Functional Area 51 is responsible for equipping and sustaining the world's most capable, powerful, and respected Army. Our first responsibility is to the Soldier who protects and preserves our Nation. We strive to meet the needs of the Soldier throughout the full spectrum of operations by incorporating technical solutions to respond to the rapidly evolving threat environment. We ensure the delivery of quality capabilities, providing the right product or service to the right place, at the right time to ensure the Army is equipped for the 21st century. Our next responsibility is to our Partners—Army, Joint, industry, international, and academia. We work with these partners to develop, acquire, deliver, sustain, and safely dispose of weapons systems and provide contracting services to our Soldiers in all military operations. We work closely with our partners to continually improve Army capabilities and ensure their interoperability. Our final responsibility is to the American public. We must be good stewards of the taxpayers' dollars and work to continuously achieve the highest levels of effectiveness and efficiency in our business decisions while maintaining strict adherence to acquisition ethics policies, regulation, and laws. The Army acquisition workforce consists of commissioned officers, noncommissioned officers, and Department of the Army civilians.

2. Eligibility Requirements: The work performed by FA 51 officers requires in- depth knowledge and synergy of acquisition, business, technology, and military operations which cannot be duplicated by other branches or FAs. FA 51 Officers must be able to synthesize a wealth of information in the complex world of material and services procurement, determine what is occurring or about to occur, communicate (both written and verbally) those events, and make sound, logical decisions. In addition, FA 51 officers are extremely articulate, inspirational leaders who listen skillfully, communicate tactfully, and establish excellent rapport with customers because they understand the customers' requirements. Acquisition officers oversee and manage contracts and programs worth billions of dollars and supervise the technical development efforts and purchases which satisfy warfighter requirements in the rapidly changing operational environment. FA 51 officers of all grades operate at the tactical, operational, and strategic levels with joint, interagency, and multinational partners. An understanding of military operations is critical. The ability to lead a diverse workforce that includes military, civilians, other services, elements of the federal government, civilian industry, and other nations is paramount. FA 51 officers must find and exploit opportunities to quickly provide mature materiel capabilities or services which satisfy warfighter needs while conducting themselves beyond reproach.

- a. All applicants must be able to pass the Army Combat Fitness Test.
- b. Must have a four-year college degree, preferably in a **Business, STEM, Cyber or any technical field (for example Mathematics, Physics, Aeronautical Engineering, etc.)**.
- c. GPA 2.5 or higher



- d. Meet Army Height and Weight Requirements according to AR 600-9.
 - e. Must not have received or be pending adverse or disciplinary action.
3. Program Specific Application Requirements:
- a. Completed TBCA application.
 - b. Updated ORB and Resume.
 - c. All Officers Evaluation Reports (OER), most recent to oldest.
 - d. All Academic Evaluation Reports (AER), most recent to oldest.
 - e. All college transcripts.
 - f. Provide record ACFT Card and DA 5500/5501.
 - g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
 - h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)

FA52 – Nuclear and Countering Weapons of Mass Destruction (CWMD)

1. Program Description: Nuclear deterrence is a critical component of our National Defense Strategy and remains paramount in this renewed era of great power competition. Nuclear and CWMD officers provide the Army with a technically educated, operationally experienced, and highly trained cadre specializing in all aspects of nuclear and CWMD strategic and operational-level policy, planning, and execution. Their expertise covers the spectrum from nuclear weapon design and effects to nuclear and CWMD policy development and implementation. FA52 officers are the Army's nuclear weapon, nuclear effects, strategic nuclear deterrence, and CWMD experts. To meet this mission, the functional area strives to ensure that FA52 officers have a graduate degree in a science, technology, engineering, mathematics (STEM), CWMD, or a policy discipline. FA52 officers are the primary advisors to maneuver commanders on the effects of nuclear weapons. These officers integrate with Geographic Combatant Commander (GCC) and Army Service Component Commander (ASCC) planning staffs. FA52 officers also work in the joint, interagency, intergovernmental, and multinational (JIIM) environment on nuclear operations, stockpile management, and policy, plans, and treaties related to nuclear and WMD issues. FA52 officers provide technical advice to strategic and operational leaders regarding the effects of nuclear weapons on operations and maneuver units. They also advise senior leaders on nuclear and CWMD planning and policy development. Over two-thirds of FA52 officers are assigned to represent Army equities in JIIM organizations. They lead planning teams, action groups, and staffs for nuclear weapons effects and CWMD activities. FA52 officers have a broad array of experience and serve in diverse roles, and as a result, are required to educate the force on weapon effects, policy, and strategic deterrence. FA52 officers often provide guidance, advice, and education to offices outside their agency. Using their technical nuclear proficiencies, FA52 officers develop four functional competencies throughout their careers: (1) nuclear weapon design, effects, and sustainment requirements; (2) nuclear & CWMD planning; (3) U.S. nuclear policies and arms control treaties; and (4) nuclear and CWMD research, development, testing, and evaluation (RDT&E) capabilities.

2. Eligibility Requirements:

Possess an undergraduate degree in one of the following areas: policy, international relations, nuclear engineering, hard sciences (e.g. physics, chemistry, biology, etc...), engineering discipline, mathematics, or CWMD-related field (Homeland Security, Nonproliferation Studies, etc...). Preference is given to higher academic proficiency and STEM educational backgrounds. Officer must be capable of completing a master's degree related to the FA52 functional competencies.



- b. All applicants must be able to pass the Army Combat Fitness Test (ACFT).
 - c. Meet Army Height and Weight Requirements according to AR 600-9.
 - d. Must not have received or be pending adverse or disciplinary action.
 - e. Qualify for and maintain a top-secret security clearance in accordance with AR 380–67 throughout their careers.
 - f. Apply highly technical analysis and scientific concepts to nuclear deterrence and CWMD challenges and be able to effectively convey this expertise to senior leaders in written and oral communications.
 - g. Be extremely adept at organizing workload, assigning tasks, and mentoring civilian and military peers.
3. Program Specific Application Requirements:
- k. Completed TBCA application.
 - l. Updated ORB and Resume.
 - m. All Officers Evaluation Reports (OER), most recent to oldest.
 - n. All Academic Evaluation Reports (AER), most recent to oldest.
 - o. All college transcripts.
 - p. Graduate Record Exam (GRE). Must be dated after 01 May 2016 and which meets the minimum standard for the Army's Advanced Civil Schooling (ACS) Program.
 - q. Provide record ACFT Card and DA 5500/5501.
 - r. Letter of Intent explaining why you desire assignment within this specific TBCA program.
 - s. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



FA57 – Simulation Operations

1. Program Description: This program is available for highly competitive officers and provides an opportunity to assess early into Functional Area 57. Simulation Operations Officers specialize in creating realistic simulation environments where leaders plan, train, test, and experiment in support of readiness, modernization, and enhanced decision support. FA 57s are the Army's experts at translating complex concepts into viable readiness and modernization solutions by leveraging new and emerging technologies. Simulation Operations Officers are highly effective at planning, preparing, communicating, and executing simulation support at the tactical, operational, and strategic level. FA 57s execute their roles in the Operating, Institutional, and Joint Forces.

2. Eligibility Requirements:

- a. All applicants must be able to pass the Army Combat Fitness Test.
- b. Meet Army Height and Weight Requirements according to AR 600-9.
- c. Must not have received or be pending adverse or disciplinary action.
- d. Possess or obtain upon accession a top-secret security clearance.
- e. Must have interpersonal skills and the ability to interact and form relationships with individuals from diverse background.
- f. Must have superb writing and speaking skills.
- g. Must possess a high degree of maturity, leadership, judgment, self-discipline.
- h. Operate routinely in high-level staff assignments where guidance may be minimal and close interaction with senior leaders is frequent.
- i. Translate complex technical material and ideas into operationally relevant and understandable language for commanders and staffs.
- j. Professional history with computer science, modeling or simulation technical experience is highly regarded, but not essential to the selection process for FA57 officers.

3. Program Specific Application Requirements:

- a. Completed TBCA application.
- b. Updated ORB and Resume.



- c. All Officers Evaluation Reports (OER), most recent to oldest.
- d. All Academic Evaluation Reports (AER), most recent to oldest.
- e. All college transcripts
- f. Provide record ACFT Card and DA 5500/5501.
- g. Letter of Intent explaining why you desire assignment within this specific TBCA program.
- h. Letters of Recommendation (LOR) (any format): One letter of recommendation (from previous senior rater) Address to "President of the Selection Panel." (If applying for more than one AMCP you have the option to have the recommender use the phrase "Any Broadening Opportunity Program" instead of a specific AMCP.)



FA59 – Strategist

1. Program Description: Army Strategists (Functional Area 59 officers) deliver winning, innovative solutions to address the complex challenges of the contemporary security environment. Through specialized education, training, and experience, Strategists develop expertise in creating, articulating, and implementing strategies and become adept at leading operational and institutional campaign planning. An FA59 Strategist is a decisive leader in senior headquarters that organizes, designs, guides, and directs multidisciplinary, joint, and coalition teams to develop military courses of action to resolve complex problems. Strategists think in the context of time, plan on multiple horizons, and are comfortable with ambiguity and tension. Strategists enable senior leaders to make fully-informed decisions by creating and communicating products that tell a story, while applying sound logic and compelling evidence, resulting in clear, coherent options to achieve a desired aim.

2. Additional Information. For more information about Army Strategists, visit us at:

- a. LinkedIn: <http://linkedin.com/company/fa59-army-strategist>
- b. Talent Management Task Force: <https://talent.army.mil/job/armystrategist/>

3. Eligibility Requirements:

- a. All applicants must be able to pass the Army Combat Fitness Test.
- b. Meet Army Height and Weight Requirements according to AR 600-9.
- c. Must not have received or be pending adverse or disciplinary action.
- d. Must possess, or be able to obtain, a top secret – sensitive compartmented information (TS//SCI) security clearance.
- e. Officer must be deployable.

4. FA59 Desired Skills and Attributes:

- a. Ability to influence, persuade, lead, and be informed by, diverse teams with wide-ranging perspectives.
- b. Demonstrated aptitude for historical and logical reasoning.
- c. Critical and creative thinking skills necessary to understand and resolve complex problems.
- d. The capability to focus on outcomes and end states.
- e. Ability to express ideas accurately, clearly, and concisely in both oral and written communication.



f. Candor and the moral courage to speak accurately and truthfully to senior leaders.

g. Intellectual curiosity that drives a commitment to lifelong learning and professional and personal self-development.

5. Program-Specific Application Requirements:

a. Completed TBCA application.

b. Updated ORB and Resume.

c. All Officers Evaluation Reports (OER), most recent to oldest.

d. All college transcripts.

e. Provide record ACFT Card and DA 5500/5501.

f. Letter of Intent explaining why you desire assignment within this specific TBCA program.

6. FA59 Diagnostics and Assessments: Upon receipt of application, the FA59 Branch Manager will provide applicants with instructions to complete the following assessments.

a. Graduate Skills Diagnostic.

b. Writing sample on a topic selected by the FA59 Proponent.

c. Army Research Institute Aptitude Assessment.

d. Graduate Record Examination.

7. Post Transfer Requirements:

a. Selected officers must be KD complete and not at jeopardy for promotion to MAJ.

b. Selected officers must successfully complete all FA59 MEL 4 requirements, or they will be returned to their basic branch or per the needs of the Army. FA59 MEL 4 requirements include: (1) Defense Strategy Course (DSC); (2) Command and General Staff Officer Course (CGSOC) Common Core; (3) Basic Strategic Art Program (BSAP); and (4) strategy-related master's degree from a regionally accredited university.

c. Officers accessed without a strategy-related master's degree will complete an approved graduate program. A strategy-related master's degree includes, but is not limited to, history, international relations, national security, public administration, foreign policy, geography, security studies, economics, public policy, and regional studies. Final determination on acceptable graduate programs is made by the FA59 proponent manager.