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Message from FAO Branch Chief



Greetings, fellow FAOs. I hope this note and newsletter finds you and your families healthy and thriving around the world. Thank you for everything you do for the Army and our Branch each day. In this edition of the FAO Newsletter and follow-on correspondence, you will find useful information for career planning and professional development. Topics of interest include announcement and guidance for ATAP 25-01 Marketplace (Winter 24/25); announcement of the upcoming DAS Preference Window; and release of the projected billets list. Also, please be on the lookout for upcoming releases of the FY23 Senior Service College Slate (mid-February), subsequent SSC-alternate activations, and the results for the FY24 Lieutenant Colonel and Colonel ACC Promotion Boards (mid-March). Be on the lookout for new initiatives to advance Branch priorities.

Disclaimer: The articles contained in this Branch Newsletter are for information and professional development purposes only. This is not an official journal or publication. Featured articles and “FAOs in Action” announcements are for information only, and do not reflect official endorsement by the U.S. Army, HRC, or FAO Branch. Views reflected are those of the authors alone.

Message from FAO Branch Chief, LTC Pete Roongsang

Lastly, you'll find a short note on the importance of mentorship within the FAO Corps. FAO Branch recently sent a wake-up message to Officers in the Move (OIM) for ATAP 25-01. Please read the message thoroughly and reach out to your Career Manager for follow-up questions. If you believe you either should be an OIM or should not be an OIM, reach out to your Career Manager as soon as possible. FAO Branch recognizes ATAP 25-01 will be small for most of our AOCs. In some instances, your Career Managers will manage these assignments outside of the marketplace via a Tailored Assignment Preference List (TAPL).

Please note the message regarding the upcoming DAS Preference Window. We highly encourage each FAO to consider preferencing a DAS assignment if you have the prerequisite Knowledge, Skills, and Behaviors (KSBs). DAS assignments are one of the experiences FAOs must have (DA PAM 600-3).

I recently participated in Joint Foreign Area Officer Orientation Course (JFAOC) at the Presidio of Monterey in January. Our next generation of FAOs are impressive, and eager to begin their journeys into the best job in our Army. Engaging with these Captains and Majors was professionally rewarding, and I encourage all FAOs - from second-tour Majors to our seasoned Colonels - to consider broadening and strengthening mentorship opportunities. Our institutional knowledge often does not reside on traditional platforms and thus mentorship is exponentially beneficial to both the mentee and mentor. They are most interested in topics such as in-region training ideas, FAO life overseas, and best advice for their first FAO assignments.

Stay tuned for future updates on how FAO Branch will improve our processes to support FAO talent-management and professional development. New pathways for professional military education and advanced civil-schooling will help reduce moves and training timelines while a new assignment model under consideration will better support FAO talent-management.

Lastly, another round of thanks for the incredible work you do around the world each day. With multiple global conflicts and potential flashpoints, FAOs continue to advance U.S. national security priorities. You and your families remain resilient and committed to the mission and to each other. FAO Branch will continue to remain a customer focused organization by prioritizing meeting Army requirements while supporting your careers and families.

Announcement – Army Foreign Area Officers Association

AFAOA



ARMY FOREIGN AREA OFFICER ASSOCIATION

Help AFAOA put an Army FAO plaque on the National Museum of the United States Army

\$3,475 of \$5,000 goal already raised

<https://armyhistory.causevox.com/army-foreign-area-officers-association>

Join the AFAOA Army Ten-Miler team – contact armyfaoassociation@gmail.com to join the team

Interested in mentoring an Army FAO? Join the AFAOA Mentorship Team

Upcoming Events:

- AFAOA Social – March 2024 – National Capitol Region – members and non-members
- Bi-annual newsletter – 1st publication March 15th, 2024 – send articles and announcements by March 1st to armyfaoassociation@gmail.com.
- Launch AFAOA Honor Society - NLT March 1st, 2024
- Hall of Fame and Honorary Society nominations – March 15th, 2024
- 1st Annual AUSA Breakfast – Awards Ceremony and Army Senior Leader engagements – October 2024

Join now: \$10.00 annual membership

For more information go to www.armyfaoassociation.com or email armyfaoassociation@gmail.com. The association is actively looking for an awards chair and newsletter editors. Volunteer now!

FOLLOW US ON FACEBOOK AND LINKEDIN: [Army Foreign Area Officer Association](#)

Announcement – Army Foreign Area Officers Association



The Foreign Area Officer Podcast

Announcing the launch of **The Foreign Area Officer Podcast!** The FAO Podcast is dedicated to sharing stories and experiences of the FAO community. It brings you interviews with FAOs worldwide to build a community of mentors and highlight the important work that FAOs do.

The podcast will launch on February 23, 2024 on Apple, YouTube, Spotify, Amazon and Podbean.

DISCLAIMER: The Foreign Area Officer Podcast is not an official audio production. The views shared are the personal views of the interviewee and the host and not necessarily those of the Department of Defense or its components. Neither the Department of Defense nor its service components endorse the content. This announcement is informational only.

DEFENSE ATTACHÉ SERVICE (DAS) PREFERENCE WINDOW

Serving on an overseas U.S. Embassy country team is essential for every FAO in their professional development. Broadly, a country team assignment opportunity includes security cooperation officer (SCO) positions and defense attaché service (DAS) positions. Positions in the DAS include Senior Defense Official/Defense Attaché (SDO/DATT), Army Attaché (ARMA), and Assistant Army Attaché (A/ARMA). This article intends to provide a detailed overview of the DAS Preference Window: its timeline, points of consideration in opting in, and follow-on requirements if nominated.

DAS Assignment Process

In accordance with approved HRC policy/procedures, HRC FAO Branch conducts a DAS Preference Window separate from the biannual AIM2 01/02 Markets. This is a five-phase operation consisting of the following:

Phase I: Set the Conditions. Career Managers identify requisitions, perform a scrub of incumbents in DAS billets, and the HRC FAO Branch Chief sends a message to FAOs announcing the upcoming DAS Preference Window.

Phase II: Market Execution. The DAS Preference Window generally runs for 2 weeks around the March timeframe of each calendar year. In accordance with AR 611-60, although FAOs may be involuntarily assigned based on the needs of the Army, maximum emphasis is placed on obtaining volunteers for assignment to the DAS. HRC FAO Branch encourages all qualified and eligible FAOs to express their interest in attaché duty by opting-in to the DAS Preference Window. FAOs may opt-in to the window to view-only (not preference), preference one or more DAS billets, or to preference all DAS billets. Once the window closes, the FAO's preferences are locked.



LTC Tony Nelson (48P), SDO/DATT to Sri Lanka, representing the DoD at a ship commissioning for an EDA vessel for the Sri Lanka Navy.

Disclaimer:

1. Typically, all FAOs are eligible to opt-in to the DAS Preference Window, regardless of their normal PCS timeline.
 2. The DAS Preference Window will depict all FAO DAS billets that are required to be filled in the given timeframe. If the FAO requires training prior to the in-country report date (e.g., Joint Military Attaché School (JMAS), Foreign Area Counter Threat (FACT) course, security cooperation courses, language training, etc.), the FAO will likely be required to PCS to the NCR to fulfill these requirements. As such, the window will show two key dates for the FAO to consider: a NLT report date to the NCR for required training—which can be anywhere from four months and up to a year in length—and a required NLT report date in-country.
- Note: The time spent in the NCR while the FAO is completing the required training is considered non-rated time. If JMAS is required, TDY for attendance is not authorized—this will require a PCS to the NCR.**
3. It is in the FAO's interest to ensure their preferences are their true preferences.
 4. Example Scenario #1: If a FAO preferences 20x DAS billets in the Window, then FAO Branch presumes the FAO is OK with being nominated to serve at any one of the 1–20 DAS billets—though FAO Branch will endeavor to prioritize nominations in accordance with the FAO's preferences.

DAS PREFERENCE WINDOW

5. Example Scenario #2: In the DAS Preference Window, there is an optional statement the FAO can select that reads “I am willing to accept an assignment to any DAS billet.” If the FAO selects this option, FAO Branch will consider the FAO for all assignments in the market. By clicking this statement, FAO Branch may nominate the FAO to a position that the FAO may not have specifically preferred in the market. It is important to read through all screening questions carefully to avoid confusion.

6. Once the Window closes, FAOs will be unable to alter their preferences.

7. Should a FAO formally request to be withdrawn from DAS consideration at any point from Window closure to release of DAS nominations or even post-nomination, the FAO must provide written justification to their Career Manager by AIM message. Doing so does not come without risk—there will be a note placed in the FAO’s file indicating they’ve withdrawn from DAS consideration/nomination.

Note: withdrawing without exigent circumstances / compelling justification MAY prejudice the FAO's opportunity to serve in future DAS assignments.

Phase III: Clear the Market. As soon as FAOs lock-in their preferences, Career Managers will conduct applicable EFMP pre-screenings on all preferred locations. Once EFMP pre-screenings are complete, FAO Branch will slate FAOs to the requisitioned DAS billets in the Market. Factors in slating:

1. Officer preferences.
2. File strength, STP, and promotion potential to LTC and, where applicable, COL.
3. Rank, AOC, language proficiency(ies), and DLPT test dates.
4. Adherence to DA PAM 600-3, CH 27: priority will be placed on FAOs with no prior country team experience or no prior DAS experience.
5. Compliance with AR 611-60 prerequisites. Prerequisites that often disqualify FAOs include but are not limited to:
 - a. Be free of any personal, family, commercial, or other connections with the applicable country that might interfere with the ability to successfully carry out the DAS assignment (e.g., FAO’s heritage or marital ties to the applicable country or spouse’s citizenship status).
 - b. Meet medical fitness standards for the geographic area (see AR 40-501).
 - c. Be designated and qualified as a FAO in the geographical area where the country the officer is nominated for is located. (Out of AOC is approved on a case-by-case basis).
 - d. Be proficient in a language of the region for which the FAO is being considered (minimum score of 2/2 on the DLPT). Language proficiency will be verified by a current (within 1 year) DLPT score as recorded on a DA Form 330. If no foreign language ability is recorded, FAOs must possess a DLAB score that qualifies the officer to potentially be trained in the language for the country the officer is nominated for is located. Language training is on a case-by-case basis, and only sustainment training is given for CAT III and IV Languages



MAJ Travis Clonch (48G), ARMA to Morocco, explaining an AH-64D to a Moroccan General de Brigade (2*) during the African Land Forces Colloquium in Germany.

DAS PREFERENCE WINDOW

Phase IV: DAS Nomination. Once the slate is approved by the HRC Operations Support Division Chief, Career Managers send nomination letters to the HQDA G-2 and the Army Field Support Command (AFSC) for concurrence/approval. Career Managers will also send DAS Packets to nominees with a 30-day suspense to complete and return the packets to AFSC.

Once nominations are approved by the various stakeholders, AFSC will send training schedules to the Career Manager and the nominated FAO (now designees). Once the Career Manager receives the training schedule, RFO staffing begins.

Note 1: Failure to complete and return the DAS nomination packet within the stipulated 30-day period may result in the FAO's nomination being revoked.

Note 2: Nominated FAOs will be required to successfully complete a counterintelligence polygraph examination consistent with the requirements of DODI 5210.91 and AR 381-20.

Note 3: If a billet goes un-preferenced, a FAO withdraws from their nomination, or EFMP pre-screening(s) disqualifies a FAO from their nominated position's location, FAO Branch will readvertise the billet(s) through AIM Message to the FAOs who've opted into the market for the opportunity to self-nominate for consideration.

Phase V: Training and arrival on station. FAOs will attend designated training as outlined on their training schedule prior to arrival on station. FAOs who've attended JMAS more than five years ago may be required to complete the JMAS Refresher Course. SDO/DATT nominees must attend SCO operations course if their last training was greater than five years ago. While the FAO is attending training, AFSC will send a Request for Assignment Instructions (RFAI) to the Career Manager. The RFAI provides pertinent details and instructions that are included in the designee's AI to station.

Note: It is essential that designees immediately initiate steps to obtain diplomatic passports and host-nation visas after their Career Manager has published their RFO to station.

This five-phase operation concludes when the designees PCS to the U.S. Embassy.

Key Dates for the 2024 DAS Preference Window:

- 01 Feb 24: HRC confirms DAS requisitions for DAS Window
- 09 Feb 24: Announcement message to FAOs with eligible YMAVs
- 15 Mar 24: 2024 DAS Preference Window Opens
- 30 Mar 24: 2024 DAS Preference Window Closes
- NET 01 May 24: Assignment Notifications
 - EFMP Screenings complete
 - Slate Approved

Note: The preponderance of DAS billets in the 2024 DAS Window will be for in-country reports in Summer 2026. This allows for up to one year of required training prior to on station arrival.

The respective FAO's Career Manager is the primary POC for interested, nominated, or designated FAOs throughout this five-phase operation.

HRC FAO Branch is looking forward to executing the fourth iteration of the DAS Preference Window in 2024, striving to guide the right officers, to the right assignments, at the right times IAW DA PAM 600-3.

Foreign Area Officer: Call to Active Duty

We are open for limited year groups (YG) and areas of concentrations (AOC) for the Call to Active Duty (CAD) program. We are seeking Officers who are fully qualified and have been successful in assignments in their current rank.

Officers applying through CAD are unlikely to keep their year group when transitioning from the Reserve Component to Active Component. Your active duty YG is assigned based on your active date of rank (ADOR). Your ADOR will be calculated from the date you start active duty and subtract every day you have served in that rank in the reserves.

For example: An Army Reserve officer is accepted for FA48 through CAD and will start active duty on 01JUL2024. This officer was promoted to MAJ in the Reserve Component in 2019. Since their promotion they completed four years of normal drill and annual training (~35 days a year) and one augmentee assignment for 163 days. This officer's ADOR will be calculated by taking 01JUL24 and subtracting 303 days resulting in an ADOR of 01SEP23. An officer with ADOR of 01SEP23 would be placed in YG13.

MAJ Requirements

AOC	B	E	G	J	P
YGs	11	13	11, 12, 13	11	11, 10

LTC Requirements

AOC	B	E	G	J	P
YGs			04, 05	04	

All CAD applications are submitted through Force Alignment and Development Division at HRC as per the MILPER. Read MILPER Number 23-520 in its entirety and ensure you meet all other requirements outlined. Before applying, please send the information below to the FAO Branch group email box at: usarmy.knox.hrc.mbx.tadd-osd-fao-branch@army.mil:

1. Availability date to start active service.
2. All FAO qualifications: (1) Current (within 12 months) DLTP in critical language. (2) FAO related graduate degree with transcripts. (3) MFR describing in region experience and past FAO assignments.
2. Number of days of service since promotion to current rank.
3. All evaluations since promotion to current rank.

Please reach out to the FAO branch future readiness officer CPT Benjamin Carruth at Benjamin.d.carruth2.mil@army.mil with any questions or issues.

State Department: Lateral Entry Pilot Program (LEPP)

Key Points:

- The Department is excited to announce the launch of the five-year Lateral Entry Pilot Program (LEPP) to recruit professionals with expertise in critical areas for mid-level (FP-03 and FP-02) entry into the Foreign Service.
- LEPP applicants must meet minimum qualifications, demonstrate proficiency in their designated specialties, and pass the Foreign Service Officer Assessment (FSOA). Those who enter the Foreign Service through LEPP will join a Foreign Service orientation class and go on to follow a Foreign Service Officer Generalist career path in their chosen career track.

What are the LEPP Recruitment and Entry Processes?

LEPP is designed to help the Department augment its workforce in a targeted way. As such, the recruitment process has been tailored to meet the Department's needs in alignment with how other programs are implemented.

Candidates who successfully complete the FSOA, obtain their security and medical clearances, and meet the suitability review requirement will be placed on a rank ordered register organized by critical skill area. These candidates will receive conditional offers for employment as positions for LEPP hires are identified.

Who Can Apply to LEPP?

LEPP is open to all interested applicants who demonstrate specialized expertise in critical mission areas. The minimum requirements for entry at the FP-03 and FP-02 levels are below.

Education and Professional Requirements:

At the time of application, applicants must possess one of the following to be considered for the FP-03 grade:

- A bachelor's degree, required with 10 years of specialized experience; or
- A master's degree, required with eight years of specialized experience; or
- A PhD degree, required with six years of specialized experience

At the time of application, applicants must possess one of the following to be considered for the FP-02 grade:

- A bachelor's degree, required with 12 years of specialized experience; or
- A master's degree, required with 10 years of specialized experience; or
- A PhD degree, required with eight years of specialized experience
- Foreign language proficiency either Minimum Professional Proficiency or Limited Working Proficiency.

More Information:

More information can be found at <https://careers.state.gov/career-paths/foreign-service/officer/lateral-entry-pilot-program/>

FAOs in Action - Photos



(Left) COL Tim Peterman was recently promoted at the Joint U.S. Military Advisory Group-Thailand. In addition to his family and the U.S. Ambassador, the Chief of Defence Forces of the Royal Thai Armed Forces, GEN Songwit Noonpackdee, joined to congratulate COL Peterman.



(Right) Army Sub-Sharan Africa FAOs from across the world met at Caserma Ederle in Vicenza, Italy for the first Army Africa FAO Forum from 12-13 December 2023.

FAOs in Action – Kazakhstan’s Best Warrior Competition

CPT Joshua Peters, a 48E FAO on IRT in Astana, Kazakhstan, participates in the 13th annual Kazak Best Warrior Competition in Shchuchinsk, Kazakhstan from 11-17 NOV 2023. A total of 107 competitors from Arizona National Guard, Special Operations Joint Task Force – Central, and Kazakhstan’s MOD tested their military skills and proficiency in over 15 events ranging from physical fitness to critical medical skills. Competitors survived the bitter winds of south Siberia and forged new friendships along the way.



CPT Peters and SSG Gilmore prepare for the marksmanship event.



Participants embark on a timed ruck march event across the Kazakh Steppe.

This weeklong competition strengthened US-Kazak bilateral relationships and highlights the commitment of cooperation in Central Asia. Military cooperation, integration, and relationship building sits at the heart of cooperation and promotes mutual growth between our nations.



(Left) LTC Star Hy, Reserve FAO Branch Chief, meets with then Chief of Staff of the Army GEN James McConville and his Foreign Policy Advisor Mr. Robert Hilton.

Announcements

Officer Professional Timeline

Plans and Analysis Branch, ORD, OPMD
US Army Human Resources Command

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OFFICER PROFESSIONAL TIMELINE												AS OF: 30 MAY 2023	
COHORT YG	PZ CPT	BZ MAJ	PZ MAJ	BZ LTC	PZ LTC	1ST BN CSL	1ST SSC	LAST BN CSL	BZ COL	PZ COL	1ST BDE CSL	LAST SSC	
FY22	APR-MAY	MAR-APR	MAR-APR	OCT	OCT	MAY	JUL	MAY	OCT	OCT	MAY	JUL	
FY23	APR-MAY	MAR-APR	MAR-APR	OCT	OCT	MAY	JUL	MAY	OCT	OCT	MAY	JUL	
FY24	JAN-FEB	FEB-MAR	FEB-MAR	OCT	OCT	MAY	AUG	MAY	OCT	OCT	MAY	AUG	
1997				2012	2013	2013	2015	2015	2017	2018	2018	2020	
1998				2013	2014	2014	2016	2016	2018	2019	2019	2021	
1999				2014	2015	2015	2017	2017	2019	2020	2020	2022	
2000				2015	2016	2016	2018	2018	2020	2021	2021	2023	
2001				2016	2017	2017	2019	2019	2021	2022	2022	2024	
2002		2010	2011	2017	2018	2018	2020	2020	2022	2023	2023	2025	
2003		2011	2012	2018	2019	2019	2021	2021	2023	2024	2024	2026	
2004		2012	2013	2019	2020	2020	2022	2022	2024	2025	2025	2027	
2005		2013	2014	2020	2021	2021	2023	2023	2025	2026	2026	2028	
2006		2014	2015	2021	2022	2022	2024	2024	2026	2027	2027	2029	
2007	2010	2015	2016	2022	2023	2023	2025	2025	2027	2028	2028	2030	
2008	2011	2016	2017	2023	2024	2024	2026	2026	2028	2029	2029	2031	
2009	2012	2017	2018	2024	2025	2025	2027	2027	2029	2030	2030	2032	
2010	2013	2018	2019	2025	2026	2026	2028	2028	2030	2031	2031	2033	
2011	2014	2019	2020	2026	2027	2027	2029	2029	2031	2032	2032	2034	
2012	2015	2020	2021	2027	2028	2028	2030	2030	2032	2033	2033	2035	
2013	2016	2021	2022	2028	2029	2029	2031	2031	2033	2034	2034	2036	
2014	2017	2022	2023	2029	2030	2030	2032	2032	2034	2035	2035	2037	
2015	2018	2023	2024	2030	2031	2031	2033	2033	2035	2036	2036	2038	
2016	2019	2024	2025	2031	2032	2032	2034	2034	2036	2037	2037	2039	
2017	2020	2025	2026	2032	2033	2033	2035	2035	2037	2038	2038	2040	
2018	2021	2026	2027	2033	2034	2034	2036	2036	2038	2039	2039	2041	
2019	2022	2027	2028	2034	2035	2035	2037	2037	2039	2040	2040	2042	
2020	2023	2028	2029	2035	2036	2036	2038	2038	2040	2041	2041	2043	
2021	2024	2029	2030	2036	2037	2037	2039	2039	2041	2042	2042	2044	
2022	2025	2030	2031	2037	2038	2038	2040	2040	2042	2043	2043	2045	
2023	2026	2031	2032	2038	2039	2039	2041	2041	2043	2044	2044	2046	
2024	2027	2032	2033	2039	2040	2040	2042	2042	2044	2045	2045	2047	

NOTE:
- ALL YEARS REFERENCED ARE FISCAL YEAR; OFFICERS SHOULD REFERENCE THE HRC WEBSITE FOR THE LATEST UPDATES ON BOARD MILPER MESSAGES AND ACTUAL BOARD DATES
- TIMELINE IS FOR GENERAL PLANNING PURPOSES

<https://www.hrc.army.mil/content/Selection%20Boards>

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FY24 Board Schedule

	MAJ	LTC	COL	SSC
PSB YG	15*	09	04	04, 03, 02, 01
Convene	27FEB24	<i>12OCT23</i>	<i>18OCT23</i>	15JUL24
Recess	22MAR24	<i>02NOV23</i>	<i>02NOV23</i>	

*All YG16 CPT are automatically considered for BZ during the FY24 MAJ PSB

More information on upcoming boards can be found at: <https://www.hrc.army.mil/content/Selection%20Boards>

Contact Information

HRC FAO Branch – Fort Knox, KY

Title	Name	Email @army.mil	Phone (502)
FA48/59 COL Assignments	LTC Jonathan Adams	jonathan.m.adams5.mil	613-4939
HRC FAO Branch Chief	LTC Pete Roongsang	pete.roongsang.mil	613-6672
48B/G Assignment Officer	LTC Alex Litz	charles.a.litz.mil	613-6673
48E/J Assignment Officer	MAJ Justin Knox	justin.a.knox.mil	613-6677
48P Assignment/Training Officer	MAJ Matthew House	mathew.a.house.mil	613-6678
48B/G Training Manger	Mr. Kevin Wyatt	kevin.r.wyatt.civ	613-4176
48E/J Training Officer	Mrs. Kristie Kinson	kristie.kinson2.civ	613-6676
Future Readiness Officer	CPT Benjamin Carruth	benjamin.d.carruth2.mil	613-6697

Mailing Address:

FAO Branch Website:

U.S. Army Human Resources Command
 ATTN: AHRC-OPB-A / FAO Branch
 1600 Spearhead Division Avenue, Dept 220
 Fort Knox, KY 40122-5202

See our [FAO MilSuite](https://www.milsuite.com) for the most up-to-date outreach material:
<https://www.milsuite.com/book/groups/army-foreign-area-officer-program/>

Proponent & Senior Leader Division – National Capital Region

Title	Name	Email @army.mil	Phone (703)
DAMO-SSF Strategic Leadership Division Chief	LTC David Wilkinson	david.d.wilkinson.mil	545-1799
FAO Proponent Branch Chief 48G/J Regional Manager	LTC Todd Dahmann	todd.e.dahmann.mil	571.2313
48P Regional Manager	LTC Ben Choe	ben.h.choe.mil	545-4383
48B/E Regional Manager	LTC Andrew Kemp	andrew.r.kemp.mil	545-9018
RC FAO Proponent Chief	LTC Adam Frost	adam.d.frost2.mil	571-4012
RC FAO Branch Chief	LTC Star Hy	star.a.hy.mil	693-5127

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