

600-3

C1 DEPARTMENT OF THE ARMY PAMPHLET

Reference

NO. 600-3

Reference

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5/5'47

CAREER PLANNING

FOR

ARMY OFFICERS

HEADQUARTERS, DEPARTMENT OF THE ARMY

JUNE 1964

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CAREER PLANNING FOR ARMY OFFICERS

CHANGE }
No. 1 }HEADQUARTERS
DEPARTMENT OF THE ARMY
WASHINGTON, D.C., 30 November 1964

DA Pam 600-3, 30 June 1964, is changed as follows:

1. Remove old pages and insert new pages as indicated below:

Old pages	New pages
33 and 34.....	33 and 34
39 and 40.....	39 and 40
49 and 50.....	49 and 50
53 and 54.....	53 and 54
55 and 56.....	55 and 56
57 and 58.....	57 and 58
53 and 54.....	63 and 64

2. This transmittal sheet should be filed in front of pamphlet for reference purposes.

By Order of the Secretary of the Army:

HAROLD K. JOHNSON,
*General, United States Army,
Chief of Staff.*

Official:

J. C. LAMBERT,
*Major General, United States Army,
The Adjutant General.*

Distribution:

Active Army, NG, and USAR: To be distributed in accordance with DA Form 12-9 requirements for Military Personnel Procedures, Officer-A.



55. Artillery

a. The career plan for Artillery officers is designed to accomplish a two-fold mission: First, to meet the needs of the Army for artillery officers of all grades qualified in both missiles and conventional artillery. Second, to provide assignment and schooling which will enable each artillery officer to develop his full potential.

b. The Artillery officer career pattern is similar to the general career plan outlined in chart 2; however, because of the dual mission of Artillery, (air defense and support of ground operations), the artillery officer participates in a greater variety of assignment than officers of the other arms or services.

c. Cross assignment (that is from air defense to field artillery or field artillery to air defense) will be effected as early as practicable. Weapons qualification training will be provided when needed to prepare the officer for his duties in the new field: For example, an officer with experience primarily in

air defense units will receive surface-to-surface missile or other field artillery training prior to cross assignment. Conversely, an officer with experience primarily in field artillery will receive surface-to-air missile or other air defense training prior to cross assignment.

d. Artillery officers may receive special training early in their career in fields such as survey, radar, missile maintenance, and communications. However, this specialized training will not prevent cross assignments which provide broader experience. A few officers may receive special training to qualify them as Guided Missile Staff Officers. These officers will receive recurring assignments in this particular specialty.

e. Troop duty at battery level will be stressed during the early years of service. Each officer should seek troop duty in each grade to which he is promoted. Command is especially important; therefore each officer must seek command of a battery and later of a battalion and a group.

CHEMICAL CORPS								
OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT		INTERMEDIATE PROFESSIONAL DEVELOPMENT		ADVANCED CONTRIBUTION AND DEVELOPMENT		MAJOR PROFESSIONAL CONTRIBUTION	
		TO: 1. Develop broad background knowledge of the Chemical Corps and its mission to the Army and other services. 2. Become qualified as a Chemical-Biological-Radiological Operations Specialist and an Army Generalist through career military and civil schooling, troop duty, and one or more technical or administrative assignments.		TO: 1. Increase knowledge & professional competence in Chemical Corps functional areas through various branch material & branch immaterial assignments. 2. Progress into an Army Specialist Program following qualification in a Technical Specialty. 3. Enhance qualification as a CBR Specialist and Army Generalist by further military schooling & troop & staff assignments.		TO: 1. Increase professional contribution & development, particularly in the field in which the officer has demonstrated maximum potential. 2. Prepare for the future as a military manager and leader with broad responsibility through senior service schools and staff and commands at high levels.		TO: Make maximum contribution in branch material and branch immaterial positions of highest responsibility requiring the ultimate in professional and technical competence.
YEARS OF SERVICE								
SCHOOL ELIGIBILITY	*							
	*Chemical Officer Basic Course for Reserve Officers. Regular Army officers complete two year combat arms detail during first four years of service.							
TYPICAL ASSIGNMENTS	ASSIGNMENTS MAY BE MADE IN MORE THAN ONE FUNCTIONAL AREA DURING PERIOD							
	ADMINISTRATIVE STAFF, INSTR, & GENERALIST DUTY	Platoon Leader Admin Officer Post, Laboratory, School, or Aereal	Administrative Asgmts: Chemical Corps Installations Chemical Corps Laboratories Chemical Corps Schools	Ofc of Pers Operations Staff Staff & Faculty, Chemical School Instr, other Army Sch or USMA Asst Professor, Mil Science & Tactics Combat Dev Cmd Staff Officer	MAAG, Mission, or Attache Duty Gen Staff Off: DCSPER, DIA, ACSI, COA, Liaison Off to other services & Allied Nations Combat Dev Comd Staff Officer	Director, CBR Operations, ACSFOR DON Staff DA General Staff Commanding General, Edgewood Arsenal Joint Headquarters Theater Headquarters CG/OO Branch Immaterial Comd Field Army Chemical Officer Senior Service School Staff and Faculty Commandant, Chemical School Commanding Officer, CDC-CBR Agency Other positions of highest responsibility		
	RESEARCH AND DEVELOPMENT	Assignment to Laboratory or Research facility as: Chemist Physicist Bacteriologist Chemical Engineer, etc.	Chemical Corps or Branch Immaterial Assignment as Project Officer in fields of: Chemistry Physics	Research & Dev Laboratories Project Manager Research & Dev Coordinator Nuclear Effects Engineer CBR Agents & Mun Fld Testing Off	Research & Dev Staff Off Deputy Comd, Chemical Corps Laboratory General Staff Officer: OCRD, OSA, OSD Nuclear Effects Engineer, DASA			
	LOGISTICS	Platoon Leader Chemical Depot Maintenance, or Combat Support Co	Explosive Ordnance Disposal Supply Officer Maintenance Off Aereal Production Off Industrial Engineer	Procurement Officer Army Materiel Cmd Staff Off Supply Stock Control Officer Branch Immaterial Logistics Assignments	Army Materiel Comd Staff Off General Staff Officer: ODCSLOC, DSA Production Engineer Deputy Comd, Chemical Corps Arsenal CO, Technical Escort Unit			
	OPERATIONS, TRAINING, & TROOP DUTY	Platoon Leader Company Executive Officer CBR Center Detachment Commander	Company Commander Battalion Staff Off Brigade Chemical Off Asst Div Chemical Off Nuclear Weapons Empl Off	Branch Immaterial Operations & Training Assignments Post Chemical Off Battalion Exec Officer Chemical Cp Staff Officer	Commanding Off, Battalion or Cp DA General Staff Off, ODCSOPS, ACSFOR Div Chemical Officer Army Hqs Staff Officer USCONARC Hqs Staff Officer			

CHART 7



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SIGNAL CORPS						
	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION		
OBJECTIVES FOR PERIODS INDICATED	TO: 1. Acquire Troop, and Tactical and Strategic Communications experience. 2. Develop and practice Command and Leadership ability. 3. Attend Military and Advanced Civil Schooling 4. Acquire experience in at least one Signal Corps major field of interest.	TO: 1. Broaden professional capabilities through planned education and controlled assignments commensurate with potential and demonstrated abilities. 2. Gain additional development through branch immaterial duties, by utilization within the functional fields of AMC, CDC, and DOD agencies, as well as preparation for high level command and staff assignment. 3. Qualify in an additional field of Signal Corps interest.	TO: 1. Effect maximum contribution through assignments of increasing command and staff responsibilities. 2. Develop optimum potential thru planned advanced military schooling. 3. Continue development and professional contribution through assignments in fields where officer has demonstrated highest competence and potential.	TO: 1. Contribute maximum benefit derived from previous training and experience while assigned to the most important positions in Signal Corps fields of interest, high level branch immaterial positions, and Joint, Allied, and Combined duty.		
YEARS OF SERVICE						
SCHOOL ELIGIBILITY	<p>* SIGNAL CAREER COURSE</p> <p>TECHNICAL & MOS COURSES (Selected Officers)</p> <p>COMMAND AND GENERAL STAFF COLLEGE (Sel O.)</p> <p>ARMED FORCES STAFF COLLEGE (Sel O.)</p> <p>SENIOR SERVICE COLLEGES (Sel O.)</p> <p>GRADUATE CIVIL SCHOOLING</p> <p>OTHER SCHOOLS: LANGUAGE, NAVY, AIR FORCE, MARINE CORPS, TRAINING WITH INDUSTRY, ARMY MANAGEMENT, ARMY SUPPLY MANAGEMENT, ETC., UNDER ESTABLISHED NOTAS FOR SELECTED OFFICERS</p> <p>*Basic, Airborne, and/or Ranger Courses. All RA officers must attend either airborne or ranger training. Those going to Airborne units must be airborne qualified.</p>					
TYPICAL ASSIGNMENTS	COMMAND	Platoon Leader	Company	STARCOM Sta	Bn, Regional Comm Command, STARCOM Sta	Gp, Bde, Depot, Strat Comm Reg Comd, DA & DOD Agencies
	STAFF	Co (Exec, Sup, Opns)	Bn, Gp or Higher	Bn, Div, Corps, Army, Thtr, DA DOD, Joint, Key Logistics, AMC, CDC	Corps, Army & Thtr Spec & Gen; AMC, CDC; Key Logistics; Strat Comm Comd; DA; DOD	Army, Thtr, N:TO, JCS, OCC-2, Strat Comm Comd
	TECHNICAL OPERATIONS	TP & TT, Pic, Comm Cen, Field Line Const, STARCOM Sta, TP & TTY Outside Plant, Area Sig Csn	Rad, Wire, ADPS, EW, Microwave, TP & TTY Inside Plant, Post Sig, Comm Engineering	Post Sig, TP Engr, MP & TV Prod, Comm Engr (AMC, CDC), Rad Freq Engr, Depot Opns, Logistics	Post Sig (Large Instal); Corps Army, & Thtr Sig Sec; Depot Opns; R&D Engr AMC & CDC; Wires Comm Tfc Engr; Rad Frsq Engr	Log Comd, J-6, DCA, Proj Mgr, AMC
	INSTRUCTOR AND ADVISOR	Instr: Svc Sch	Instr: Svc Sch, ROTC, USMA Advisor: USAR, NG, MAAG/Mission	Instr: Svc Sch, ROTC, USMA Advisor: USAR, NG, MAAG/Mission	Instr: Svc Sch, ROTC, USMA Advisor: USAR, NG, MAAG/Mission	Instr: PMS, Dept Dir of Svc Sch Advisor: Sr Arj, MAAG/Mission
<p>NOTE 1 - Officer will be assigned to Branch Immaterial Duty at one or more times during his career, after branch qualification.</p> <p>NOTE 2 - Major Signal Corps Fields of Interest are: Tactical Communications, Strategic Communications, Logistics, Research & Development, Combat Surveillance and Counter Measures, Pictorial & Television, Avionics, Communication Security, Meteorology, Frequency Management, Missile Support, and Automatic Data Processing.</p> <p>NOTE 3 - Initial assignment for RA officers is to a Division Signal Battalion.</p>						

CHART 14

64. Transportation Corps

The following comments amplify the Transportation Corps career pattern and, used in conjunction with chart 15, will provide a guide for the progressive long-range development of each officer in the Corps through appropriate training and on-the-job experience.

a. Objective. The career program for Transportation Corps officers provides the guidance for the development of officers to meet the needs of the Army for skilled transportation officers, to develop the capabilities of the officers and to provide officers for branch immaterial command and staff positions, primarily in the logistics field. For aviators the same general objectives are sought with emphasis in or closely related to the aviation field. Officer aviators can, through appropriate assignments and schooling, pursue a career pattern within the aviation field to include command and staff positions in fields such as logistics, R&D, personnel, and comptrollership.

This program must be monitored and followed by all those concerned with the development of an officer's career—the individual, the field commander, and the career branch.

b. Basic Military Development Period. During this period emphasis is placed on the development of leaders. Newly commissioned Reserve Component officers are assigned to a Transportation Corps troop unit of one of the modes—highway, aviation, rail or terminal operations—or to a movements agency. Regular Army officers are detailed to a combat arm for 2 years and upon completion are assigned to a Transportation Corps troop unit.

Officers who apply and are selected for flight training normally will attend during this period. Regular Army officers receive priority for attendance after completion of their combat arm detail. Aviators will be assigned to utilization tours upon completion of training.

After an initial tour with a troop unit of one mode, it is desirable for the officers to receive assignments to a unit or activity of another mode or to a movements agency. All officers, except aviators, should be given the opportunity to command a company-size unit during this period. Aviators should be given the opportunity to lead a platoon or command a detachment.

All officers will attend career course-level schooling. The determination as to which course (the long or the associate) the officer attends will be based on his availability for the schooling, prior schooling, experience, and the quotas available. The prime objective will be to permit the officer to attend at the earliest possible opportunity after completing 3 years of service. MOS or functional schooling will be provided when needed to prepare the officer for an assignment.

c. Intermediate Professional Development Period. During this period the emphasis will be placed on staff and instructor duties and further training in leadership positions. The officer may be assigned to the service school, ROTC, MAAG, or Reserve Component advisory duty. His development in a staff function, such as operations, logistics, comptrollership, or personnel, will be started and he may be assigned to the staff at any level commensurate with grade, experience and qualifications. Aviators should be given the opportunity to command a company.

The major schooling will be the Command and General Staff College level, with nominations being made by the career branch. Civil schooling in transportation, industrial management, engineering, and comptrollership will be available to develop specialists for military positions requiring education at the graduate level. A limited number of officers may participate in the Training with Industry Program in Traffic Management and Aircraft Production.

d. Advanced Contribution and Development Period. In the final period of close monitorship, the emphasis is placed on the development of leaders for key positions. Officers will continue their development as specialists in the transportation field and may be assigned to branch immaterial staff and command positions with alternating tours with transportation activities. Battalion-level command will be given to selected officers.

Officers selected by the Department of the Army will attend the War College- and ICAF-level schooling after which they will be assigned to senior-level joint, unified and DA commands.

e. Major Professional Contribution Period. The training and experience gained during the previous periods are brought to bear on the major problems of the Army and the Transportation Corps during the officer's assignment to key command and staff positions.

ARMY MEDICAL SPECIALIST CORPS

	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIODS INDICATED	1. 0-4 YEARS SERVICE: ROTATED ASSIGNMENTS WITHIN SPECIALTY TO: a. Provide diversified experiences b. Continue development within specialty in larger hospitals under supervision 2. 4-8 YEARS SERVICE: CONTINUED DEVELOPMENT THROUGH: a. Performance of duty with less supervision b. Assignments as branch or section chief in small hospitals c. Attendance at technical specialty courses	Progressively increasing responsibility with corresponding reduction of supervision. Continued educational development in specialty by attendance at graduate civil school and other technical specialty courses Broadening of knowledge in diversified area through attendance at AMEDS Career Course, Hospital Administration and short courses	Assignment to positions of responsibility such as chiefs of divisions in large hospitals, consultants in overseas theaters, Director Physical Therapy Course, Chiefs of Section in OTSG, Chief of AMSC	Continued utilization in areas of maximum responsibility. Special projects and research
YEARS OF SERVICE				
SCHOOL ELIGIBILITY	* AMEDS CAREER COURSE ** HOSPITAL ADMIN COURSE FOR SELECTED DIETITIANS AND PTS TRAINING AT CIVILIAN MEDICAL INSTITUTIONS IN SPECIALTY (SELECTED OFFICERS), AMEDS SHORT COURSES AS APPROPRIATE TO SPECIALTY AND GENERAL EDUCATION IN PROFESSIONAL AND ADMINISTRATIVE AREAS GRADUATE CIVIL SCHOOLING (MS; PHD IN PROFESSIONAL SPECIALTY OR RELATED FIELD) (SELECTED OFFICERS) *Basic Course for all AMSC officers ** Dietetic Internship, Physical Therapy Course or Occupational Therapy Affiliation for students in these fields			
TRAINING AND ASSIGNMENT STAGE	DIETITIANS Asgmt to dietetic duty under supervision in various sized hospitals	CHIEF, FOOD SERVICE DIVISION, IN SMALL HOSPITALS, BRANCH CHIEFS WITHIN FOOD SERVICE DIVISION, EDUCATIONAL DIRECTORS FOR INTERNSHIPS, RESEARCH, AMSC COUNSELOR	CHIEF OF AMSC; CHIEF, DIETETIC SECTION, OTSG; CHIEF FOOD SVC DIV, LARGE HOSPITALS; CONSULTANT IN DIETETICS, RESEARCH	SELECTED OFFICERS CONTINUE TO BE UTILIZED IN POSITIONS OF GREAT RESPONSIBILITY
OCCUPATIONAL THERAPISTS	Asgmt to OT duty under supervision in various sized hospitals	CHIEF, OT SECTION, SMALL HOSPITALS, CHIEF OF SUB SECTIONS, STUDENT SUPERVISORS IN CLINICAL AFFILIATION, RESEARCH, AMSC COUNSELOR	CHIEF OF AMSC; CHIEF, OT SECTION, OTSG; CHIEF, OT SECTION, LARGE HOSPITALS, RESEARCH	
PHYSICAL THERAPISTS	Asgmt to PT duty under supervision in various sized hospitals	CHIEF OF PT SECTION, SMALL HOSPITALS; CHIEF OF SUB SECTIONS: CLINICAL COORDINATOR IN LARGE HOSPITALS; INSTRUCTOR, PT COURSE MFSS; STUDENT SUPERVISOR IN PT COURSE; RESEARCH, AMSC COUNSELOR	CHIEF OF AMSC; CHIEF, PT SECTION, OTSG; DIRECTOR, PT COURSE, MFSS; CHIEF, PT SECTION, LARGE HOSPITALS, PT CONSULTANT, RESEARCH	

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CHART 16

57. Corps of Engineers

a. General. Corps of Engineers career planning is designed to insure the fullest professional development and effective utilization of officers while accomplishing the mission of the Army. The combat arm and combat support roles of the Corps provide a wide variety of interesting and challenging assignments. A "Career Management and Assignment Policies Special Text" is distributed to newly commissioned officers shortly after entry upon active duty. This Special Text outlines the details of officer career planning policies and programs. Officers with personal or career problems or questions are encouraged to write or visit the Engineer Branch, Office of Personnel Operations for counseling.

b. Assignment Fields. Typical assignments in the six assignment fields shown on chart 8 are related to the years of service column, e.g., command duty recurs at higher levels of responsibility as an officer advances in grade and experience. Normal planning for duty in two or more of the assignment fields provides the breadth of experience necessary in positions of increasing responsibility and rank. Individual preferences for qualification in two assignment fields will be considered upon completion of basic branch qualification (first 8 years). In general, career development is designed to broaden the individual's engineer background and further enhance his military perspective. Thus, in addition to engineer assignments, branch immaterial assignments may be expected.

c. Preplanning in the Basic Military Development Period. Three typical assignment patterns covering the first 8 to 12 years of service have been established. These enable the officer to know in advance the general sequence in which he will receive initial training, civil schooling, branch technical duty, and the Engineer Officer Career Course.

d. Period of Intermediate Professional Development and Re-evaluation.

- (1) *Varied assignments.* The periods preceding and following the EOCC provide an opportunity for varied assignments in several of six branch assignment fields. Each officer becomes qualified in troops and at least one and sometimes two other assignment fields before attending the CGSC. In the period between the EOCC and

the CGSC, an officer may enter one of the formalized Department of the Army specialist programs or request recurring assignments in one of the branch assignment fields. Branch action on such requests considers the officer's qualifications, potential, and preferences as well as current Army requirements. Additional development of an officer's potential is provided by attendance of selected officers at civil schools to broaden their engineering background or, in some cases, to supplement specialized military education.

- (2) *Specialization.* Narrow and total specialization is discouraged. All officers must develop a reasonable breadth of professional competence to prepare and qualify them for higher level staff and command responsibilities, even in their preferred specialist fields.
- (3) *Military schooling.* Selected officers will attend the CGSC. The regular course is open to officers between their 8th and 15th year of service. The associate CGSC is available up to 19 years of service for Regular Army officers and Reserve Component officers selected for retention beyond 20 years, and 17½ years for other active duty Reserve Component officers.

e. Period of Advanced Contribution and Development. Assignment to higher staff positions, including both important branch material and branch immaterial positions, normally follow CGSC. Officers possessing the greatest potential receive battalion command experience during this period. During this period, those officers who did not attend the CGSC may indicate a preference for specialization. This period of advanced career development culminates for selected officers with attendance at a senior service college.

f. Period of Major Professional Contribution. During this last phase of an officer's career, assignments are carefully planned to provide for optimum utilization of each officer's talents and experience in a Department of the Army, or a Joint, or a Combined staff; duty as District and Division Engineers; Group and Brigade Command; and assignment to other key positions in the six branch assignment fields and the branch immaterial area.



60. Military Police Corps

a. The ultimate objective of the career program of the Military Police Corps is the development of each officer's professional capacity to the highest ability level by intelligent, progressive rotation of duty and school assignments. This program must be pursued vigorously not only by those charged with career management responsibility but also by commanders, supervisors and the individual officer as well.

b. Academic instruction is only a small portion of an officer's total training. Each assignment and additional duty adds something for future utilization. Therefore, an officer's entire career may be said to be a period of learning. The Military Police career program may be considered as three overlapping phases. The purpose of the overlap is to allow officers whose ability is above average to progress or advance more rapidly.

- (1) *Phase I (0-8 years)*. The basic military foundation for all officers is provided by attendance at a basic course. Regular Army officers are detailed to Armor or Infantry and will attend the basic course of the detail branch. All other officers attend the basic course given at the United States Army Military Police School. Upon completion of the basic course, officers normally will be assigned at unit level. It is during this highly formative period that basic experience in leadership, administration and command is acquired. To assure a broad base of experience, the immediate commander will almost invariably rotate the officer through the various duties found at platoon, detachment and company level. Prior to completion of phase I, officers are considered for attendance at the Military Police Career Course.
- (2) *Phase II (9-19 years)*. An officer entering phase II is now ready to assume the responsibilities inherent in command, to apply the basic principles learned during phase I, and to continue to broaden his knowledge of the military service. This includes an understanding of the interrelation of all branches. During this period, an officer will rotate through

various command and staff positions and may be utilized as an instructor at a service school or with one of the Reserve Components. Dependent upon their aptitudes, interest, and experience, officers will climb the training ladder during the early portion of this period. The "training ladder" embraces possible attendance at graduate level civil schooling and other service schools. Following the various school assignments the graduate will be placed where he can best utilize the training received. Those officers receiving civil school training are programed into assignments requiring graduate skills such as the U.S. Army Military Police School, other service school faculties, or major command staffs. Those receiving advanced military schooling are placed in command and staff positions which demand this training. At the end of this phase, the officer is then qualified to act as a staff provost marshal, to head any principal sub-division in the office of The Provost Marshal General or to fill any other key position at Department of the Army, joint command, or Department of Defense level.

- (3) *Phase III (20-30 years)*. The officer, having been guided during the formative years of his career, qualifies during this period for assignment to positions of responsibility commensurate with his ability. This is the period when his experience and education are utilized to their fullest extent. Consequently, officers may be assigned as Division Chief, OTPMG; Department Director, USAMP School; Army Provost Marshal; Commandant, United States Disciplinary Barracks; or to staff positions in the Department of Defense, Department of the Army, or other governmental agencies. For those individuals possessing general officer qualifications, final preparations are made during this phase for consideration for promotion to general officer.

ORDNANCE CORPS

		ORDNANCE CORPS																														
OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT								INTERMEDIATE PROFESSIONAL DEVELOPMENT								ADVANCED CONTRIBUTION AND DEVELOPMENT								MAJOR PROFESSIONAL CONTRIBUTION							
		1. Develop fundamental troop, tactical, and Branch-related technical experience.								1. Provide command and staff experience at battalion and group level.								1. Provide command and staff experience at battalion, group and depot level.								Utilize officers at the highest levels of command and staff responsibility						
	2. Develop military leadership and command ability.								2. Provide staff experience at major commands and headquarters commodity commands and depots.								2. Provide staff experience at combined joint and DA levels and utilize branch expertise.															
	3. Attend Branch Career Course and graduate level Civil Schooling.								3. Send qualified officers to the Command and General Staff College.								3. Provide qualified officers, not previously selected, with military schooling at Associate C&S and the Armed Forces Staff College.															
	4. Acquire experience in basic skills of one or more Branch-related commodity areas.*								4. Provide qualified officers an opportunity for graduate schooling in management.								4. Send selected officers to the Senior Service Schools.															
	*Missiles, Armament, Nuclear Weapons, Conventional Ammunition, Tank-Automotive.																5. Provide qualified officers, not previously selected, the opportunity for graduate school in management.															
YEARS OF SERVICE	1 2 3 4 5 6 7 8								9 10 11 12 13 14 15								16 17 18 19 20 21 22 23								24 25 26 27 28 29 30							
SCHOOL ELIGIBILITY	* ORDNANCE CAREER COURSE								COMMAND AND GENERAL STAFF COLLEGE (Selected Officers)								ARMED FORCES STAFF COLLEGE (Selected Officers)								SENIOR SERVICE COLLEGES (Selected Officers)							
									SCHOOLING IN ENGINEERING AND PHYSICAL SCIENCES (MS)																							
									GRADUATE SCHOOLING IN MANAGEMENT (MBA)																							
									SPECIALIST AND TECHNICAL COURSES																							
	*Basic Course; All Reserve Lieutenants attend Basic Course on initial entry on active duty. NOTE: All RA Lieutenants go on two year Combat Arm detail. All RA Lieutenants complete Airborne or Ranger training.																															
TYPICAL ASSIGNMENTS	R & D	Proof Officer, Mission Arsenal (AMC)	R&D Coordinator, WSMR Scientific Laboratories Ballistic Research Lab Harry Diamond Lab	Chief, Electronics Br, USA Elm DASL Field Cnd	R&D Coordinator, ATAC	Range Safety Off, Msl Proj Ofc, AMC	Action Off, OCRD	Range Ops Off, WSMR (AMC) Dir, Devel & Proof Svcs (AMC) Proj Mgr, Wpns Systems (AMC)																								
	INDUSTRIAL	Asst to Project Mgr, Missile Command	Asst to Project Mgr, Weapon Systems, AMC	Asst Production Exec, Combat Vehicles, Weapons Cnd	Spl Asst to Chief, USA Procurement District	Project Off, Flt Ofc, Msl Cnd Armament Missiles Tanks Ammunition	CO, US Army Procurement District																									
	FIELD SERVICE	Asst to Dir of Maint (Depot) Asst to Dir of Supply (Depot)	Maint Advisors, MAAGS Liaison Off, Commodity Cnds	Ops Off, Munitions Cnd Asst Materiel Off, Hq Ord Gp Chief Maint Div, Army Post	Chief, Cbt Veh Br, Wpns Cnd Exec Off, Ord Gp (AMMO) Chief, Maint Div, G-4, CONARC Post Maint Off	Dir of Maint, Ammo Proc & Sup Agcy Member, Army Maint Board																										
	STAFF	Exec Off, Ord Co Instructor: Guided Missile School Ordnance School	Bn Staff, Maint Bn, A/B Div Asst Materiel Off, Ord Gp Asst Ammo Off, Army Staff Instructor: USMA, O'CMS, ROTC Advisor: USAR, NCUS	Asst Dir, Spt Opns, Msl Cnd Exec Off, Ord Bn, (GS) Instructor: Br Chief, O'CMS, USMA, ROTC Advisor: USAR, NCUS, MAAG	Plans & Progs Off, Tank-Auto Center DA Staff, ODCSLOG Materiel Maint Div Sup & Dist Div Instr: C&S, AMC, ROTC, Asst PMS Advisor: MAAG's, Missions	NATO, Theatre, JCS DA, AMC, CDC CONARC, CONUS, Armies Instr: USMA Dept Head, AWC, ICAF, PMS Advisor: MAAG, Mission, Attache'																										
	COMMAND	Plat Ldr, Auto Plat, Ord Co Plat Ldr, Fwd Spt Co, CO, Mel Spt Det	CO, Ord Co of Ord Gp CO, Fwd Spt Co, Maint Bn, Inf Div	CO, Area Spt Shops, ARADCOM CO, Ord Co (Spl Ammo, GS)	CO, US Army Depot CO, Ord Bn, (GS) CO, Maint Bn, Spt Cnd	CO, Army Depot, CONUS & OVERSEAS CO, Arsenal CO, Ord Gp (M&S)																										

CHART 12



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QUARTERMASTER CORPS

OBJECTIVES FOR PERIOD INDICATED	BASIC MILITARY DEVELOPMENT							INTERMEDIATE PROFESSIONAL DEVELOPMENT							ADVANCED CONTRIBUTION AND DEVELOPMENT						MAJOR PROFESSIONAL CONTRIBUTION											
	To increase branch qualification through branch schooling, combat arms detail, troop duty, and technical assignments.							To improve military stature and broaden professional competence through military and civilian schooling and tours of duty of increasing responsibility.							To demonstrate potential in positions of high responsibility and continue professional development through attendance at senior service schools.						To make maximum contribution in key positions of highest responsibility requiring the professional competence gained through duty and schooling in earlier periods.											
YEARS OF SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		
SCHOOL ELIGIBILITY	* QMC CAREER COURSE							COMMAND AND GENERAL STAFF COLLEGE (Sel O.)							AFSC, AIR FORCE ADV AIR LOGISTICS COURSE (Sel O.)						ARMY COMMAND MANAGEMENT, ARMY SUPPLY MGMT (Sel O.)											
								ADPS OR FUNCTIONAL COURSES OF USA, USN, USAF OR USMC							SENIOR SERVICE COLLEGES (Sel O.)																	
								GRADUATE LEVEL CIVIL SCHOOLING																								
								TRAINING WITH INDUSTRY OR FOREIGN SCHOOLING ON SEL. BASIS																								
	*Basic Course of branch to which detailed for all RA officers on combat arm detail; Quartermaster Basic Course for other officers. Airborne and/or Ranger training available.																															
TYPICAL ASSIGNMENTS	Logistics	Sup O: Instl; Orgn Prop Disp: Instl Instr: Svc School	S-4: Bn; Gp Proc O: Instl Sup O: Instl Instr: Svc School	Proc O: DSA Activities Prop Disp: O/S Comds Log O: Army; DCSLOG Instr: Svc School	Stf: G-4; ODCSLOG; AMC; DSA; DOD; CONARC; Army; Instl Instr: Svc School	Key Log O: DA; DOD; Depot; CONARC; Army Stf: JCS; Joint & Combins Comds																										
	Commodity	Comsy O: Instl POL O: Co; Bn; Instl R&D: Proj O Instr: Svc School	R&D: AMC Stf: DC&TSC; DSSC; DGSC; DFSC Comsy O: Instl Instr: Svc School	Stf: AAFES; Army Subs Cen; DSA Activities Instr: Svc School Comsy O: Instl PX O: Instl	Stf: DC&TSC; DSSC; DASC; DFSC other DA & DOD Activities Comd: AAFES Activities POL Dist Activities Instr: Svc School	Stf: DA; DOD; AAFES Comd: Depot																										
	Troops	RA: Combat Arme detail OTRA: QM Dy Comd: Plt; Co Stf: Co; Bn Instr: Svc School	Comd: Co Stf: S-1, S-2, S-3, Bn or Gp Instr: Svc Sch; USMA	Comd: Bn Stf: Gp; Spt Comd; Log Comd Advisor: MAAG; Mission Instr: Svc School	Comd: Bn Stf: Div; Army; Corps Instr: Svc Sch; ROTC	Comd: Log Comd; Spt Comd; Gp; Depot Stf: Corps; Army; Log Comd																										
	BI (other than Logistics)	ADPS: Depot Open Mess: Instl Pers O: Gp; Instl Civ Affairs O: Orgn Instr: Svc School	Asst Compt: Depot; Comds Instr: ROTC; Svc Sch adv: MAAG; Mission; Res Comp Specialiat: FASTP	Stf: OPO; CONARC; Army Instr: Svc Sch; ROTC ADPS: Depot; Comds	Compt: Depot; Comd Stf: DA; DOD Civil Affairs: O/S Comds Instr: Svc School	Compt: Major Comd; DA; DOD Instr: PMS, Svc Sch Advisor: MAAG; Mission																										

CHART 13

62. Quartermaster Corps

a. *Quartermaster Career Planning Concept.* The concept of Quartermaster career planning is—that all officers will have essentially similar careers during their first 8 years of service; that thereafter they will be provided progressive development, commensurate with their capabilities, through planned training, education, and duty experience; and that all officers will receive equitable opportunities to earn advancement to key command and staff positions throughout the Department of Defense.

b. *The Quartermaster Career.* Chart 13 portrays typical assignments within the Quartermaster assignment fields, which are related to the years of service column. A Quartermaster officer may expect an assignment in each of the assignment fields in order to provide the breadth of experience necessary in positions of increasing responsibility and higher rank. Individual preferences for increased qualification in a particular assignment field will be considered upon completion of basic branch qualification. Unless an officer requests otherwise, each officer will receive selected assignments in order to broaden his foundation for continuous and progressive development. From a common base, all career officers will advance towards a common goal.

c. *Basic Military Development.* The first 8 years of the officer's career will be so managed that all will be provided with similar foundations for progressive development. In general terms, for Regular Army officers, each will have a 2-year combat arm detail to include initial schooling with the combat arm, advanced schooling, post or division level Quartermaster duty or technical duty, and command. Other than Regular Army officers on extended active duty attend the Quartermaster Officer Basic course and then begin the basic development phase.

d. *The Development Phases.* During the next 15 years, all career officers will be assigned to positions of greater responsibility and will be given opportunities to demonstrate potentialities for continued growth. During this period; selected officers will attend civil schooling (6 to 15 years of service), U.S. Army Command and General Staff College (8 to 19 years of service), Armed Forces Staff College (10 to 20 years of service), and advanced functional and management courses of all services. Career officers will be managed so that the sequence, frequency, and category

of their assignments will provide them with a broad career base and a competitive posture for key command and staff positions. The development phase is divided into two time frames:

- (1) *8 to 15 years' service.* In this period the officer receives his initial assignment as a field grade officer and receives opportunities to demonstrate his potentialities.
- (2) *15 to 23 years' service.* In this period the outstanding field grade officers emerge. They are given the more challenging command and staff positions, and are considered for greater career opportunities.

e. *Major Professional Contribution.* During this period, key command and staff positions are selected for exceptionally outstanding officers. These positions will be of highest responsibility at all levels of the national defense establishment, requiring direct application of all prior experience and schooling. Selections for senior service colleges are continued in this phase. All who are selected will receive this education prior to the completion of 24 years' service.

f. *The General Nature of Quartermaster Assignments.* The career quartermaster has opportunities for challenging, widely diversified command and staff assignments in every logistical area of the national defense establishment. The Quartermaster Corps has a wide range of command and staff positions which enable Quartermasters to develop early those staff skills necessary for effective working relationships with other services. This includes the broad range of duties afforded by the Defense Supply Agency, the U.S. Army Materiel Command, the depot system, airborne, training, and research and engineering missions, together with worldwide demands for skilled Quartermasters to fill branch immaterial requirements. These all combine to accelerate the development of career officers. The nature of all Quartermaster missions; including clothing and textiles, general supplies, subsistence, petroleum, aerial delivery equipment, and consumer services, produces an aggregation of assignments which naturally equip Quartermasters for the key logistical assignments of the Department of the Army and the Department of Defense. The magnitude of the responsibilities given even to junior officers generally is of a nature to test the leadership and managerial skills of Quartermasters relatively early in their careers.



4-1-1



PAMPHLET

No. 600-3

HEADQUARTERS
DEPARTMENT OF THE ARMY
WASHINGTON, D. C., 30 June 1964

CAREER PLANNING FOR ARMY OFFICERS

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SECTION I

INTRODUCTION

1. Purpose and Scope

a. This pamphlet provides broad guidance for individual officers, commanders, and personnel management agencies in career development and utilization of commissioned officers in the United States Army. A career pattern for each branch of the service is provided as a guide to the assignment of officers below general officer grade. Assignments within these patterns will achieve optimum long-range personnel utilization to meet the needs of the Army and the Nation and develop the career of the individual.

b. Career planning for Army officers involves the entire field of personnel management and facilitates the realization of three primary objectives: First, it provides for the maximum development and utilization of an officer's inherent abilities, aptitudes, and interests, as well as for the best utilization of his acquired skills and accumulated knowledge. It recognizes that an officer makes significant use of his talents when his duty requirements are consistent with his capabilities and preferences. Second, career planning assists in building and maintaining a corps of highly motivated and competent officers which results in a more efficient and proficient Army. Third, career planning assists in fulfilling the Army's obligation to the Nation by developing competent military leaders who are qualified to occupy positions of great responsibility in periods of peace and war.

c. Career planning requires the establishment of a program of duty assignments and formal schooling designed to meet the current needs of the Army and develop skills for future requirements. The success of the program depends upon the energetic support and cooperation given by each officer, and all the echelons of command.

d. To assure success, the policies and plans outlined herein must be administered so as to insure that—

- (1) All officers are classified according to their qualifications, and such qualifications are made a matter of record.
- (2) The professional capabilities of officers are developed to the highest level through intelligently planned and progressive rotation of assignments in order that the Army will always have a sufficient number of qualified officers to successfully accomplish its many assigned missions and functions.
- (3) All officers have equal opportunity for selection for promotion, and significant assignments on the basis of demonstrated merit.

2. Basic Elements of Career Planning

a. Successful career planning must insure progressive advancement through the various phases of training from a basic program up to the highest level of training for which the officer has the capability. This advancement is dependent to a large degree on the duty assignments the officer receives during the development stage and is influenced by his capabilities and desires. Duty assignments are dependent on—

- (1) Current requirements for filling position vacancies.
- (2) The grade, skill, educational, and branch or experience requirements of the position vacancies.
- (3) Availability of officers who meet the requirements of the position, or who are in need of the particular on-the-job training offered by the position.
- (4) Stated preference of the officer.

b. Effective career planning requires—

- (1) Formal education and training in military and civilian schools.
- (2) Rotation of assignments in varied types of duty.
- (3) Development of capacity by performance in progressively higher echelons.
- (4) Early identification and programed training and assignment of officers possessing specialized or outstanding generalized talents.

3. Responsibilities for Career Planning

Officer career planning is a responsibility of the Department of the Army, of the officer's immediate and intermediate commanders, and of the individual.

a. Department of the Army participates in career planning by—

- (1) Assignments on a change-of-station basis which provide career development opportunities.
- (2) Military and civil schooling.
- (3) Development and implementation of appropriate promotion and retention policies.
- (4) Development of policies affecting an officer's career.

b. Immediate and intermediate commanders participate in career planning by—

- (1) Rotating assignments within their commands based on the officer's career needs.
- (2) Using their knowledge gained through experience to advise their subordinates.
- (3) Counseling individual officers and rendering efficiency reports as required.

c. Each officer participates in his own career planning by—

- (1) Successful performance of assigned duty.
- (2) Demonstrated capacity for growth. Examples of this capacity are attainment of Department of the Army announced levels of civil schooling, graduate training on an off-duty basis, suc-

cessful completion of military schools and outstanding performance in a command or key position.

- (3) Evaluating his own progress periodically and taking or requesting appropriate action. Each officer should visit his career branch once every three years to obtain assistance in making his evaluation and information on current career policies. If an officer is unable to make a personal visit, all branches encourage correspondence requesting information for career guidance purposes.

- (4) Insuring that he has a current preference statement on file and that the choices are logical and in accord with the career pattern of his branch.

4. The Points of Decision

a. The most important element in the career management of an individual is the individual himself. It is essential that an officer be able to recognize repetitive type assignments which do not broaden his experience to the degree that it should be broadened. It is incumbent upon that officer to discuss this with his commanding officer and, if necessary, to correspond with his career branch in an attempt to develop better variety of assignments. This should be followed up in discussions with Career Branches on visits to Washington or when the branch representative visits the installation.

b. On a few occasions in an officer's career, he has a choice between what might be called a desirable and pleasant assignment, including continuation of a current position, and another assignment involving personal sacrifice, additional effort or even danger on his part. In such situations, the officer can many times influence to a high or even decisive degree the final determination of his assignment. Consequently, he should weigh very carefully the advantages and disadvantages of either assignment since the more difficult might well be the very type which, if successfully accomplished, would indicate the true professional potential of the officer.

SECTION II

CAREER POLICIES

5. General

a. The potential of career officers is developed through proper assignment, military and civil schooling, and professional career guidance. Proper assignment is the major factor in the career development process since it must provide that progressive development which increases an officer's capabilities. Broad basic policies and sound personnel planning provide the means to achieve a practical and beneficial assignment pattern over a period of years and allow for a balance between career development and operational requirements.

b. As the Army exists in peacetime to prepare for victory in war, so Army officer's careers are guided to insure that each officer is properly trained so that he can perform effectively in time of war. It is toward this goal that all schooling, experience, assignments and promotions of the career officer are aimed.

c. This section contains Department of the Army policies which serve as tools in career planning. These policies are applicable to all commissioned officers; however, their application to career Reserve officers may require some modification because of the normally shorter period of active service. The positions available to Reserve officers not on extended active duty may dictate certain modifications.

6. Tour of Duty

a. The Department of the Army objective is to establish tour lengths that will provide for proper utilization by the local commander, improve family stability, reduce PCS expenditures, and increase career attractiveness. However, this objective is not always compatible with operational requirements and the career development need for diversified experience, such as schooling and command duty.

b. In general, the normal tour of duty is 3 years except for certain foreign service tours that will vary with climatic and living conditions. Requirements occasionally dictate that officers be reassigned prior to completing the minimum length of a normal tour. Tour lengths are reviewed frequently and changes are announced from time to time in appropriate regulations.

c. Length of detail to another branch is 3 years except for detail of newly commissioned Regular Army lieutenants to the combat arms, which is 2 years.

7. Detail of Newly Appointed Regular Army Officers to the Combat Arms

In order to provide the training desirable for basic career development, lieutenants newly appointed in the Regular Army whose basic branch assignment is Chemical Corps, Ordnance Corps, Transportation Corps, Quartermaster Corps, Adjutant General's Corps or the Finance Corps are detailed to Infantry, Artillery, or Armor for a 2-year period. Lieutenants whose branch is Military Police will serve a 2-year detail in either Infantry or Armor. Lieutenants whose branch is Army Intelligence and Security will be detailed to Armor, Artillery, Corps of Engineers, Infantry, or Signal Corps. In addition, 25 percent of the newly commissioned Regular Army officers of the Transportation Corps may be detailed to the Corps of Engineers for a period of 2 years. Duty with a combat arm affords the young officer the opportunity to familiarize himself firsthand with the combat soldier's needs and to provide increased opportunities for face to face leadership and command. The detail period includes the time spent in initial service schooling. At least 1 year of the detail will be in a rifle company or comparable unit. Commanders will in-

sure maximum troop duty and minimal staff assignments during this detail.

8. Assignment of Colonels

Activities concerning career planning and assignments of colonels of all branches except the Army Medical Service, the Judge Advocate General's Corps and Chaplains are centralized under the Director of Officer Personnel, Office of Personnel Operations, Department of the Army. Personalized career management to achieve maximum utilization of developed skills in positions of highest responsibility throughout the Army is thereby enhanced.

9. Command and Supervisory Positions

a. Command and supervisory positions enjoy the highest prestige of all positions in the Army, and therefore are the most sought after duty assignments. Ideally, officers should receive at least one command assignment at each grade level. The amount of command will vary in each branch and is obviously dependent on command positions available. Most often, the limited number of command positions dictate that they be filled by those officers whose records indicate a leadership potential for command at a higher level.

b. Successful completion of a tour of duty at a level of command such as company or battalion, or comparable supervisory level, coupled with other duty assignments in time of peace, should make the officer a potential commander at higher levels in time of emergency. The proven ability to command can influence many personnel actions, such as selection for high level military schooling, tours of duty in special key assignments, promotion, and other equally important personnel actions.

c. Certain specialists of the Army Medical Service, Judge Advocate General's Corps, the Chaplains, and the Women's Army Corps are limited in the exercise of command by law and regulation. However, leadership or supervisory ability is as essential to these and other specialists as it is to all other officers exercising troop command or comparable leadership responsibilities.

10. Troop Duty

a. A major career development goal is to

assign all officers of the arms, and most officers of the services to troop duty at progressively higher levels of responsibility. The frequency of recurrent assignment to troop duty varies depending on individual branch requirements and ordinarily will decrease with length of service. Normally the early years of service, except for schooling, will consist of troop duty.

b. The assignments in the Basic Military Development Phase of an officer's career, when he receives his basic military training and education, are most critical. It is the objective of Department of the Army that lieutenants who have not completed their branch career schooling be assigned to troop duty preferably at company level, but not above battalion level. If troop assignments are not available, these officers should be assigned to operational type duties at military installations. Commanders will make exceptions to this assignment policy only when there is no other practical solution.

11. Rotation of Duties

Rotation of duty assignments, to include additional or special duties, within organizations, installations, and activities is the normal practice. Each officer can expect to perform a variety of tasks appropriate to the grade in which he is serving.

12. Requesting Officers by Name

In the past the practice of requesting officers by name has prevented their proper career development because of the repetitive nature of the assignment for which requested and the untimeliness of many of the requests. This practice has also precluded desirable assignments and proper development of the abilities and potential of other deserving officers. For these reasons, requests for officers by name are discouraged by the Department of Army.

13. Recurrent Assignment

a. Continued or recurrent assignment of officers to duties which fail to provide progressive development or to increase an individual's potential will be avoided, particularly during the early career development phases. This policy does not apply to specialists who require frequent, consecutive, or repetitive assignments to

retain their necessary skills. The assignments of officers with special qualifications and those enrolled in specialist programs are discussed in greater detail in section VII.

b. The career development period normally will end for Regular Army officers between the 19th and 23d years of service, and for career Reserve officers after 15 years of service. After completion of the development phase, all officers will be assigned to those duties in which they are best qualified by experience and ability.

14. Release From Assignment

Commanders and supervisors must always consider the long-range benefits to the Army and to the individual, and release officers at the proper time for assignments and schooling essential for an officer's career development.

15. Assignment to Military Assistance Advisory Groups (MAAG)

a. Assignment to advisory duty with units and headquarters of MAAG's and missions is an important part of an officer's career development. Assignments to these activities provide valuable experience in understanding and working with our allies and in furthering the interests and prestige of the United States. Officers assigned to such duties must possess the talent and experience necessary to obtain the cooperation and support of their counterpart in the host nation. Tours of duty with a MAAG or military mission are considered in conjunction with troop and staff duty in any evaluation of an officer's overall record. The opportunity for this type duty varies in each branch.

b. Proficiency in the language of the host nation, although not always mandatory, is highly desirable. Previous attendance at Command and General Staff College or a senior service college is often a prerequisite. Assignments to this type of duty is made only after a careful review of the officer's record has verified his ability to work in harmony with personnel of other services and the host nation, and to maintain the high standards of personal conduct expected of a representative of the United States.

16. Assignment to Special Action Forces

Special Action Forces (SAF) are task organizations of Special Forces, Psychological Warfare, Army Security Agency, Civil Affairs, Engineer, Medical, Intelligence, Military Police, and Signal units. Special Action Forces are designed and trained for employment within major oversea commands for unconventional warfare and cold war missions. Assignment to a Special Action Force offers opportunity for training and experience in counterinsurgency operations, psychological operations, and in unconventional warfare. Special Forces assignments are made from airborne qualified officers, from officers who volunteer for airborne training, and from Special Forces volunteers. Assignments to the other Special Action Force units are based upon individual qualifications and experience consistent with personnel policies in effect at the time of the assignment. Current Department of the Army policy provides that all personnel assigned to Special Action Forces will be airborne qualified. Assignment to a Special Action Force unit compares equally to duty with other Army combat units for career development purposes. In addition a special annotation will be made on the personnel records of those individuals who have been a member of a Special Action Force and are qualified in counterinsurgency.

17. Assignment to Reserve Components, Recruiting Duty, and Army Training Centers

In any war or major national emergency, citizen soldiers will comprise the bulk of the Army. Therefore, the career officer must be familiar with the problems, training requirements, and psychological outlook of personnel in the Reserve Components and of trainees from civilian life. All career Army officers, except members of the Chaplains branch, Judge Advocate General's Corps, Finance Corps, and certain specialists of the Army Medical Service will, when practicable, serve at least one tour of duty with one of the Reserve Components, e.g., the United States Army Reserve, the Army National Guard, or the Recruiting Service. In addition, combat arms officers can expect a tour of duty with an Army Training Center.

Repetitive assignments normally will not be made to the same component or to an Army Training Center at the same experience level.

18. Instructor Duty

An officer will be engaged in some form of instruction in educating and training enlisted men, cadets, or other officers throughout his professional career. Formal assignment as an instructor at the United States Military Academy or other service academy, at an ROTC unit, at an Army Training Center or at one of the branch or service schools of the Armed Forces is an important means of developing abilities and techniques in educating and training personnel. Instructor duty improves an officer's personal and professional qualifications and contributes to the development of self-confidence. Consequently, assignment to instructor duty is given high priority in career development.

19. Inspector General Detail

a. It is desirable, both to the commander and to the unit, to introduce into the inspector general system mature officers with broad Army background and experience whose past performance, moral attributes, and personal traits are well above average. It is particularly desirable that these officers have recently completed command or troop assignments in order that they can bring to the position current knowledge of the problems of the commander, the units, and the individual soldiers.

b. Officers detailed as inspectors general acquire broad experience in all aspects of the operations and administration of the organizations or headquarters to which they are assigned, thus developing a greater potential for future higher command or staff responsibilities. In order to provide the maximum number of officers with an opportunity to obtain the valuable background derived from such assignments, many officers can expect one such assignment; however repetitive tours normally are not authorized.

20. Joint and Combined Staff

a. Opportunities for duty with joint and combined staffs are necessarily limited to those

officers who possess an outstanding record of performance and a high degree of potential. It is desirable that officers who perform this type of duty have a broad Army background and a demonstrated potential to work in harmony with officers of other services and allied nations.

b. Completion of the course of instruction at the Command and General Staff College, Armed Forces Staff College, or one of the Senior Service Colleges normally is considered a prerequisite for assignment to this type of duty.

21. Assignments Upon Completion of School Courses

a. Assignments of officers completing a course of instruction at a service school normally will follow the branch career pattern as outlined in section VI. When planning assignments for school graduates, the desirability of assignment to a staff and faculty to take advantage of recent schooling is an important consideration.

b. Training in civilian institutions will be immediately followed by a utilization assignment in the general field of duty. Utilization tour lengths normally will be 3 years. Such tours may be deferred if the needs of the service dictate. Normally, officers will not attend two consecutive service or civil school courses.

22. Preference Statements

a. It is important that every officer realize his responsibility in developing his own career. Efficient, personalized assignment and development of the officer corps requires the active participation of all officers. Every officer has the privilege and responsibility of keeping his commander and career branch informed of his ideas regarding his best utilization and development. This is particularly important in assignment actions accomplished at Department of the Army level. Therefore, every officer should insure that a current "preference statement" is on file in his career branch.

b. Consideration will be given to individual assignment preferences consistent with military requirements and career needs. Officers must recognize, however, that requirements of the Army may not always allow satisfaction of personal desires.

c. Special consideration will be given to preferences requesting further education, particularly for those officers who have not acquired baccalaureate degrees.

23. Career Counseling

Commanders or supervisors, as well as the representatives of the career branches, influence officers' careers primarily through planned rotation of assignments. However, the importance of periodic career counseling cannot be overemphasized. Counseling must be initiated early in the officer's career and conducted periodically, particularly during the basic military development phase. Detailed information to provide assistance in career counseling is contained in DA Pam 600-4.

24. Performance Counseling

a. Just as the confidence of officers is enhanced and reinforced by recognition of their special capabilities and strengths, they must be informed of their weakness and deficiencies early, and positive means for improvement suggested. Subsequent consultation periods should be scheduled in order that necessary guidance can be accomplished prior to the date an efficiency report must be rendered. Career branches are expected to reinforce the commander's performance counseling efforts when a review of the officer's overall record indicates a requirement for such counseling.

b. If such development efforts do not bring satisfactory results, and deficiencies still exist at the time of rendering an efficiency report, the officer should again be informed of his shortcomings and cautioned that failure to improve may result in subsequent unfavorable administrative personnel actions, if warranted.

25. Efficiency Reports

a. The most important periodic contribution to the officer's record is the official rating and description provided by the efficiency report. This report is used in all personnel actions such as assignments, promotions, selections for schools, Regular Army integration, elimination from the service, and similar personnel actions. Unless an officer's capabilities and deficiencies are reflected accurately in his efficiency reports,

intelligent assignment and evaluation cannot be accomplished. Each efficiency report must contain a comprehensive, objective appraisal of an officer's abilities and capabilities. The appraisals should portray a complete and descriptive picture of the officer's performance of his duties.

b. The efficiency report requires careful consideration and thorough preparation on the part of all rating and endorsing officers. The information provided assists the commander and the career branch in monitoring the career of each individual officer. Efficiency reports that are incomplete or do not accurately reflect the rated officers performance of duty, personal traits, or potential value to the service deny commanders and personnel action agencies the information essential for evaluating that officer's career development.

26. Officer Promotion

a. The promotion systems, temporary and permanent, comprise the personnel procedure concerned with moving officers through an Army career considering:

- (1) Statutory limitations and requirements
- (2) Grade authorizations
- (3) Opportunity for advancement
- (4) Equity of consideration
- (5) Age and service at time of advancement

b. Specifically, the promotion system is related to Officer Career Planning by the percentage distribution of officers by grade, by the approximate time an officer serves in each grade, and by the selection rates by promotion boards.

- (1) Career planning must be closely correlated with the promotion systems to insure that officers receive the training considered essential for the next higher grade. In the same manner, the promotion systems should insure that an officer serves a sufficient length of time in grade in order that an officer can obtain the requisite training.
- (2) Under ideal conditions, an officer should be promoted upon completion

of active commissioned service as follows:

- To 1st Lt -----1½ years
- To Captain -----4-5 years
- To Major -----10-11 years
- To Lt Col -----16-18 years
- To Colonel -----22-23 years

(3) Recent selection rates for temporary promotion of officers being considered for the first time have averaged approximately (these are not to be considered future guarantees):

- To Captain -----94%
- To Major -----70%
- To Lt Colonel -----81%
- To Colonel -----45%

(4) Officers should realize that permanent promotion, Regular Army, or United States Army Reserve, determines tenure in each component. For example, a Regular officer who twice fails of selection for lieutenant colonel, RA is separated from active duty in his 21st or 22d year of promotion list service; the Regular officer achieving this grade has 28 years tenure.

c. All qualified Regular second lieutenants are promoted to permanent first lieutenant by Department of the Army action after 3 years of service regardless of vacancies. Permanent promotions above first lieutenant are made as a result of Army Selection Boards—the same as for temporary promotions. Letters of instruction to selection boards are necessarily phrased in general terms. Basically these points are considered: (1) Zone of consideration; (2)

Number to be selected; (3) The Army's concept of "fully qualified" (see AR 624-115); (4) Yardsticks for measuring potential (e.g., efficiency, responsibilities, types and variety of assignments, length of service, seniority, education and experience, physical condition, moral standards and leadership); and (5) Remarks concerning the weight to be attached to efficiency reports (e.g., periods covered, trends, command, leadership, specialization and derogatory information).

d. Although it is recognized that promotion policies should not fluctuate appreciably, changes in the size of the Army, operational concepts and requirements, and the laws governing the military services makes changes in promotion policies mandatory.

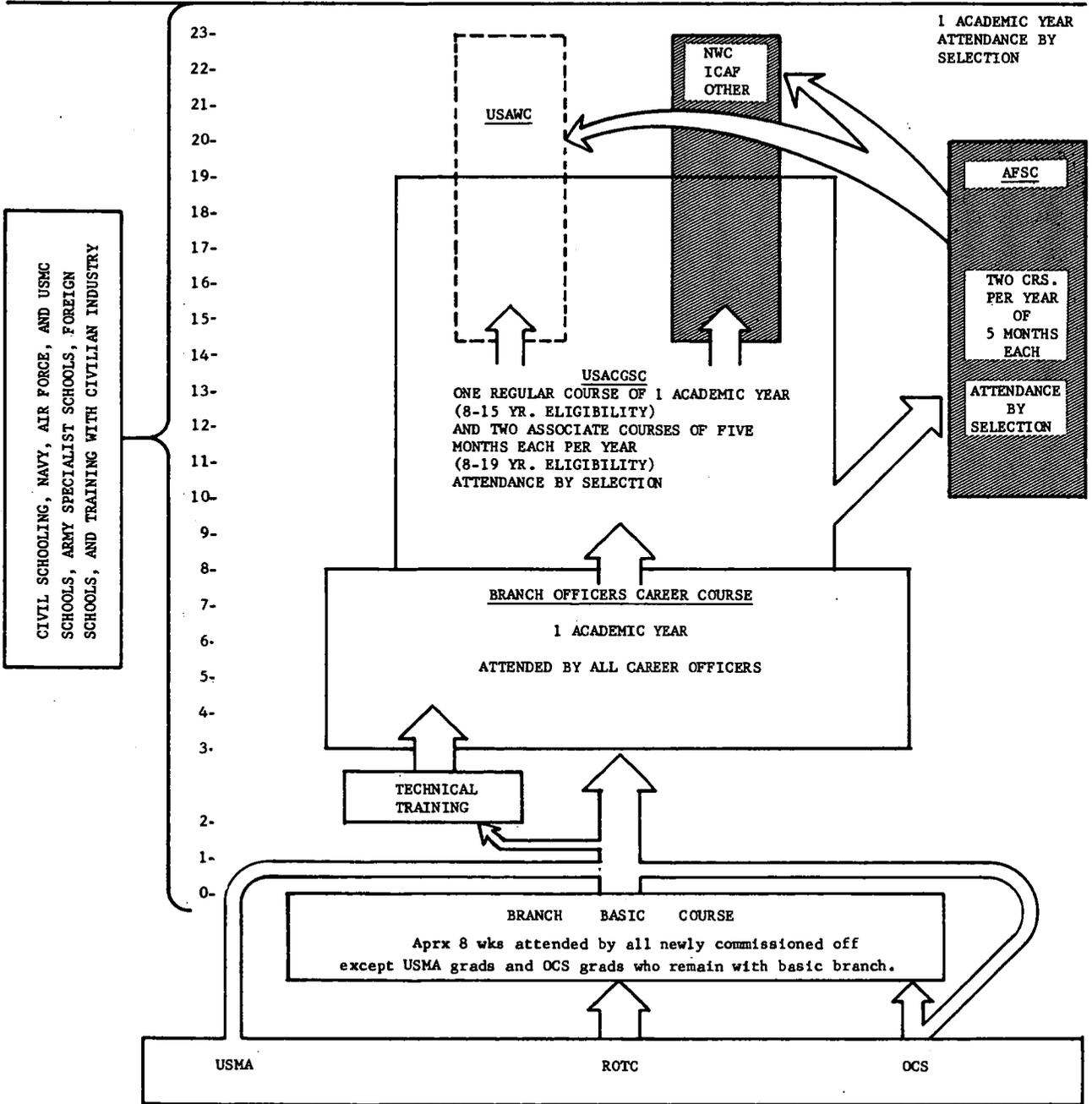
27. Elimination of Personnel

Every officer deserves a fair chance to demonstrate his capabilities. Special counseling and training must be given to newly commissioned officers who encounter initial difficulties resulting from inexperience. An officer's responsibility for leadership and proper example requires that he accomplish his duties effectively and conduct himself in an exemplary manner at all times. The officer who fails to achieve or maintain minimum standards must be identified promptly and positive action taken to improve his performance. If the officer does not maintain acceptable standards of performance or conduct and he fails to respond to reasonable efforts for improvement, eliminative action must be taken.



ARMY EDUCATIONAL PATTERN

YRS SVC



ARMY SERVICE SCHOOLS AND COLLEGES
 JOINT, OTHER SERVICE, AND ALLIED COLLEGES

CHART 1

SECTION III

ARMY MILITARY SCHOOL SYSTEM

28. General

This section outlines the Army military school system and the career policies and procedures associated with military schooling for Army officers.

29. Qualifications and Eligibility Lists

Prerequisites for attendance at service schools are established by The Deputy Chief of Staff for Personnel, Department of the Army, and prescribe the length of service, age limit, and prior education required for eligibility. Based on these prerequisites, each career branch maintains current eligibility lists of officers qualified to attend career military schools.

30. Selection

The general procedure for selecting officers to attend military career courses is:

a. Basic Course. Most newly commissioned officers, except USMA and OCS graduates who remain with their basic branch, attend a Basic Course as soon as practicable after entry on active duty. These officers attend the Basic Course of their basic branch except that detailed officers attend the Basic Course of their detail branch.

b. Branch Officer Career Course. All officers will have the opportunity to attend their Branch Officer Career Course prior to completing eight years of commissioned service.

c. Command and General Staff College. Upon receipt of quotas, each career branch nominates officers qualified and available to attend. These nominations are based on a competitive analysis of all officers on the current eligibility list. Types of duty performed, responsibility entailed, broad development of the officer concerned, demonstrated academic ability, and

overall manner of performance and potential are factors considered by career branches in the nomination process. Nominations are approved by the Director of Officer Personnel, Office of Personnel Operations. Eligibility criteria for attendance at the Regular Course are 8 through 15 years service and maximum age of 41 at the time the course begins. Eligibility criteria for attendance at the Associate Course are 8 through 19 years of service, maximum age 44 at the time the course begins. Promotion list service determines years of service for RA officers and active Federal commissioned service is the governing factor for Reserve Component officers.

d. Armed Forces Staff College. The next higher level of schooling that an officer may attend, although not in the normal Army school pattern is the Armed Forces Staff College at Norfolk, Va. This is a joint services school rather than an Army school, and the Army is limited to a relatively small quota. The Armed Forces Staff College prepares selected officers for staff and command duty in joint and combined operations. After an officer attains 10 years service he is considered for attendance at this course. Career branches nominate eligible officers and final selection is made by the Director of Officer Personnel.

e. Senior Service Colleges. The Army War College, The National War College, the Industrial College of the Armed Forces, the Navy War College and Air War College are considered to be at the same military educational level. Army officers who attend these colleges are selected by a Department of the Army selection board on the basis of the best qualified among eligible officers without regard to branch or assignment.

f. Navy, Air Force, Marine, and State Department Schools. Invitational quotas to Navy, Ma-

rine, Air Force, and State Department schools are received by the Department of the Army. Procedures established for selection of students to attend comparable United States Army schools apply to selection of students for these schools.

31. Foreign Schools

Officers are selected to attend foreign schools as students in accordance with invitational quotas received by the United States Government. Selection procedures follow those of the corresponding United States service schools.

32. Applications for Schools

It is unnecessary for officers to make application for assignment to the various career schools, other than scheduled Associate Branch Career Courses, since each officer is automatically considered for such schooling as he reaches the appropriate zone of eligibility. It is also unnecessary for an officer to apply for the Associate Branch Career Courses in conjunction with a PCS. The Career Branches automatically consider eligible officers for these courses at the time they are being reassigned. Officers may apply for schooling, however, where special interest or aptitude is a factor in selection, or where attendance is restricted to officers who volunteer for such schooling.

33. Release From Current Assignment and Consecutive Courses

a. Whenever possible, assignment to schools will be coordinated with a normal permanent change in assignment. Tours of duty in a particular assignment may be extended or curtailed within reasonable limits to eliminate interim assignments.

b. Normally, officers will complete at least one nonacademic tour between service school

courses, e.g., an officer will not attend Command and General Staff College immediately after completing his branch career course.

34. Language Training

Officers of the U.S. Army are performing duties requiring language fluency in more than 70 foreign countries. For this reason, the Department of the Army encourages all career officers to attain fluency in at least one foreign language, either through USAFI or extension course off-duty study, "on-duty" study, or by other means. To assist in accomplishing this objective, officers are encouraged to volunteer for training in the language of their choice. In the absence of sufficient volunteers, officers may be ordered into language training on a mandatory basis to meet requirements of the service. Consistent with Army requirements and career development needs, an effort is made to assign officers who have acquired a proficiency in a foreign language to duties which will utilize their linguistic skills.

35. Military Schooling Other Than Career Courses

Many military school courses are conducted to provide the knowledge or skills required for a specific assignment. Officers may apply for these courses or they may be programmed to attend such courses by their career branch to qualify for a specific assignment. Complete information concerning such courses is contained in The Army School Catalog (DA Pam 20-21), or may be obtained from local training agencies.

36. Service Obligation

Attendance at certain military schools incurs a service obligation under the provisions of AR 350-100.

SECTION IV

ARMY CIVIL SCHOOL PROGRAM

37. General

This section describes the Army civil schooling system and explains policies and procedures for officers training in civilian institutions. It also includes general education development through off-duty academic instruction and the Degree Completion Program.

38. Basic Policies

a. Training in civilian institutions under the Army Civil Schools Program is conducted for qualified volunteer personnel to augment schooling and training available within U.S. Army agencies. It is restricted to training in fields where a definite military requirement exists. All matriculation and travel expenses are borne by the Government for full time study exclusive of general educational development programs.

b. General educational development of officers is conducted through off-duty academic instruction. Within this area partial payment of tuition costs is authorized. The exact percentage of payment is announced by appropriate Department of the Army directives. As a supplement to this program, a Degree Completion Program has been established. This program permits officers to attend civilian educational institutions on permissive TDY orders for periods up to 12 months to attain baccalaureate degrees, and up to 6 months to attain a master's or doctor's degree. All expenses associated with this training are borne by the applicant. Normal pay and allowances are authorized during the period of training.

39. Quotas

Input of officers into the Civil Schools Program is determined by the career branches based upon training quotas allocated. These quotas are established by the Assistant Chief

of Staff for Force Development, Department of the Army, in order to meet specific Army requirements for officers with specialized training. The input of officers into the Degree Completion Program is limited by an established ceiling.

40. Qualifications and Selection

a. Prerequisites for attendance at a civil institution are established by the Department of the Army in coordination with the appropriate agencies concerned and vary according to the field of study.

b. The procedures used in selecting officers to be trained in civilian institutions under the Army Civil Schools Program are—

- (1) Based upon the approved program and budget, the appropriate career branch selects officers to attend civil schools. Department of the Army Staff agencies whose operating programs require officers with specialized training in civilian institutions select officers for attendance at civil schools in coordination with the Director of Officer Personnel.
- (2) The selection of officers for attendance is based upon a thorough review of the entire military record of the officer concerned, including his academic record at previous civilian schools. Normally, the selection is made from among those officers who have applied for training at a civilian institution. When an officer who has not applied for civil schooling is selected, or when an officer is selected for civil schooling in a field of study not included in his application, he will be given the opportunity to decline the assignment.
- (3) The officer's career development is

carefully considered when making selections for attendance at civilian educational institutions. Selection for attendance is made in conjunction with planning for future assignments and military schooling of the officer concerned.

41. Assignment Upon Completion of Civil Schooling

a. All officers who receive more than 20 weeks training under the Civil Schools Program are assigned to a 3-year utilization tour. These assignments are made to meet the requirements established for officers trained in specific fields of study. These tours may be interrupted for attendance at service schools or other assignments when it is in the best interests of the service. Upon completion of a utilization tour, an officer continues the normal career pattern of his branch to include subsequent utilization of his special qualification. Changes in assignment during this utilization tour except for officers of the Army Medical Service, Chaplains, and the Judge Advocate General's Corps must be processed through the Director of Officer Personnel prior to the publication of orders.

b. Although there is no formal utilization tour connected with participation in the Degree Completion Program, any acquisition of additional qualifications by civil schooling is considered in an officer's future assignments and the development of his career.

c. Utilization of officers with advanced academic degrees is governed by two basic types of career pattern. First is for the officer who, upon completion of his advanced civil education, receives assignment to a utilization tour and then is employed in a series of assignments not necessarily related to his field of study. Normally, such officers can expect additional utilization tours subject to the needs of the service. In this case, the Army seeks to obtain direct return on its investment during the initial utilization tour and any subsequent utilization assignments. In addition, direct benefits are obtained from the officer's advanced training through the additional knowledge and qualifications which he brings to his subsequent

assignments, whatever they may be. A career pattern of this type usually can be managed effectively under the policies of the officer's basic branch.

d. The second pattern is for the officer who, upon completion of his initial utilization tour, desires additional assignments which will utilize his special qualifications at various times in his career. These officers may indicate such assignment preferences on DA Form 483 (Officers Assignment Preference Statement). In areas where a formal Department of the Army Specialist Program has been established, the officer may assure himself such a career by volunteering and being accepted for participation in the appropriate specialist program. The officer who has received graduate schooling may be reassigned to a position requiring competence in his principal area of study depending upon needs of the service and officer's desires, in that priority. Such officers need cross-orientation in order to maintain branch qualification and also proficiency in their field of advanced study. When an officer is assigned to a position employing his scientific or similar qualifications, he must assume the responsibility of keeping abreast of new ideas and current trends in his basic branch. Likewise, the "user" of his advanced talents should assist the officer by providing him with periodic branch or general Army orientation, or arrange for him to attend a tour of duty refresher course at a service school. Similar actions will keep him informed of latest developments in his scientific field when he has advanced qualification. The branch immaterial career pattern is not necessarily incompatible with a branch material career pattern. For example, the artilleryman who desires to concentrate in the atomic energy field, or the ordnance officer who desires to concentrate on research and development (R&D), will receive assignments in the two areas that are mutually supporting. An ordnance officer participating in the R&D program could serve exclusively in branch material positions.

e. Officers who acquire advanced knowledge of a subject will be assigned command and managerial positions in which the possession of such advanced knowledge will enhance overall qualifications as an officer. For example,

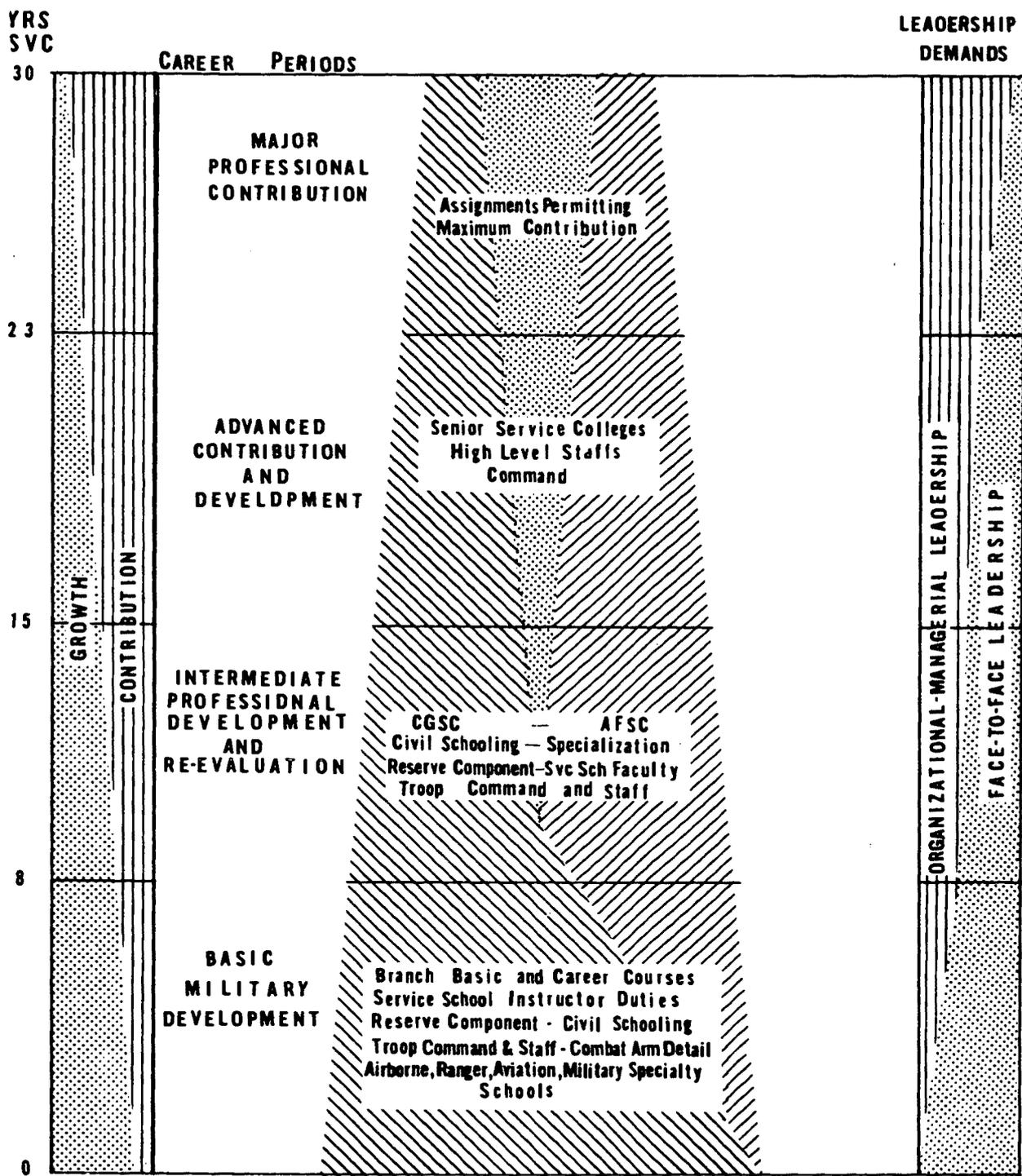
a graduate-schooled officer or a volunteer in the R&D officers' program assigned as an atomic energy laboratory scientist in the grade of captain may be assigned as the test officer making a specific application of atomic energy to Army weaponry when a field grade officer. Later as a senior officer, he might command a large and important laboratory or installation. Thus, over the span of a career, the pattern and sequence of assignments would encompass duty as a laboratory or field scientist and also an administrator of a scientific program.

42. Service Obligation

Officers accepted for training at a civilian institution, to include participation in the Degree Completion Program, are obligated to remain on active duty with the Armed Forces for a specified period of years subsequent to completion of training, unless sooner relieved for the convenience of the Government. The normal period of obligated service is 4 years under the Civil Schooling Program. Under the Degree Completion Program the obligation is 2 years. Participants in the off-duty tuition assistance program incur a 2-year service obligation.

OVER-ALL CAREER PLAN

CAREER ASSIGNMENT PATTERN



Branch Material
 General & Joint Staff
 Branch Immaterial

Assignments

CHART 12

SECTION V

OVERALL CAREER PLAN

43. General

a. Career planning develops and expands the capabilities inherent in the officer corps to the optimum. These capabilities must be developed to meet effectively the many and varied demands made on the Army both in peace and war.

b. The overall career plan as depicted on chart 2 applies to the officer corps at large. This chart presents on a time-scale of 30 years a framework of development and a design for a military career system. On the left of chart 2 are the four career periods with a graphic representation of how leaders grow and contribute. The center of the chart shows the types of duty assignments appropriate to the four periods. The right of chart 2 indicates the change in demands of leadership. Each career period has its distinct pattern of activities. The specific career time periods set forth in chart 2 are intended only as general guidance for the development of more detailed career patterns and for assisting individual officers in actively planning their own development.

44. Basic Military Development Period (0-8 Years)

This is the period in which the officer becomes well grounded in the tactics, techniques and technical requirements of his basic branch, including a knowledge of materiel and equipment. More important, the officer learns the elements of leadership and the technique of commanding troops. This period is considered critical in the development of an officer. It is here that the officer develops lasting traits, attitudes, standards of performance and a sense of duty which will influence his contribution throughout his entire service career.

45. Intermediate Professional Development and Reevaluation Period (9-15 Years)

a. In this period emphasis is on the—

- (1) Development of advanced proficiency in tactical and technical skills, and the integration of knowledge and skills.
- (2) Selection for more complex assignments such as major staff assignments, schools, civilian components, and command of larger organizational elements.

b. Increasing responsibilities assumed during this period cause an officer to set higher standards for himself. This period is one which serves most significantly as a means for uncovering the officer's distinguishing talents for future development. As such, this is a period of reevaluation, redirection, and preparation for the next step in career development.

46. Advanced Contribution and Development Period (16-23 Years)

a. This is a period of attaining career satisfaction and of advanced professional standing for the officer. It is also a period marked by an increase in the proportion of branch immaterial positions requiring professional competence in General Staff functional areas and in branch immaterial assignments. Strictly branch material assignments are materially decreased during this period. The tactical and technical proficiencies and skills which were necessary in earlier stages of a career are now subordinated to the ability to view the military establishment as a whole and the role of the Army in society. Depending upon the particular attitude of the officer and the relative demands for various abilities, the officer's duties in this career period may contain various combinations of repetitive assignments such

as (1) those involving purely branch material duties, (2) assignments requiring special qualifications pertinent to the officer's branch or outside the purview of his branch, (3) General Staff Officer assignments employing his talent for integrating the knowledge of various components in furtherance of a military function, such as personnel or logistics, or (4) assignments as a commander.

b. The particular assignment pattern chosen should be one which will capitalize on the officer's strength and his potentialities thus assuring the availability to the Army of outstanding competence to meet whatever military demands may arise.

c. For many officers, the duty assignments of this period will represent the realization and

fulfillment of their own aspirations and contributions. During this period, the development of the future leaders of the U.S. Army will occur. For such officers, this period will be one of preparation for subsequent assignments in positions of great responsibility.

47. Major Professional Contribution Period (24-30 Years)

This is the period during which the officer makes his maximum contribution by applying his talents to problems of worldwide strategy and by initiating and implementing policies for the Army and the Armed Forces. He commands large tactical, logistical and strategic forces, and serves in high staff positions in our national military establishment.

SECTION VI

BRANCH CAREER PATTERNS

48. General

Career patterns are chronological "paths" or "ladders" followed by officers from the time they are commissioned until they attain the highest position of responsibility commensurate with their capabilities. The career patterns for the various branches of the Army are discussed and are illustrated in this section.

49. Purpose of Career Patterns

a. The purpose of career patterns is to provide a guide for the development and training of officers and to enable them to advance to higher grades and assume increased responsibilities.

b. The career pattern implies progressive development of the individual officer to perform either command or staff duties and prepares him to assume the responsibilities of higher command and staff duties in time of emergency. This is accomplished by controlled assignments and planned education.

c. The development and publication of career patterns enhances participation by officers in the career planning program. When an officer sees the picture of various career field opportunities, visualizes advancement possibilities and understands the way that he fits into the total career plan, he is better able to plan his own self-development and to participate actively in career planning.

50. Use of Career Patterns

a. The career patterns developed for each branch of the Army are designed for application to all officers of that branch. While patterns are intended primarily for direct application to career officers, they also apply, with modification, to Reserve officers not on active duty.

b. The career pattern of each branch is designed to provide guidance in the assignment of officers throughout their careers. It is the responsibility of the field commander or the supervisor, as well as the Department of the Army Career Branch Chief to assign officers in conformance with this guidance. This requires extensive knowledge of career planning and proper personnel management.

51. Branch Career Patterns

a. Detailed career patterns, and related discussion, pertaining to each career branch of the Army are contained in paragraphs 52 through 73.

b. Studies are now being conducted at Department of the Army level on the influence of functionalization on the branches and career patterns. However, the missions of the branches must continue to be performed in the foreseeable future. In the event a change is indicated, career patterns will be changed and distributed as necessary.

ADJUTANT GENERAL'S CORPS

	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIODS INDICATED	<p>DEVELOP BASIC MILITARY KNOWLEDGE AND BASIC BRANCH EXPERIENCE BY:</p> <ul style="list-style-type: none"> e. Two year Combat Arm detail (RA Officers) b. Assignment with field unite c. Rotated duty with field unite d. Attendance at basic and career courses and civil schooling 	<p>BROADEN MILITARY KNOWLEDGE THROUGH:</p> <ul style="list-style-type: none"> a. Continued duty in field units in positions of increasing responsibility b. Civilian component duty c. Assistant AG, major commands, duty in TAGO, General and Special Staff, DA and GS w/troops d. Instructor duty at service schools e. Attendance at CGSC and AFSC (Selected officers) 	<p>UTILIZATION OF DEVELOPED SKILLS AND PREPARATION FOR FUTURE HIGH LEVEL POSITIONS BY:</p> <ul style="list-style-type: none"> a. Attendance at AWC, NWC or ICAP (Selected officers) b. Adjutant General, Division and comparable units c. Adjutant General, Major Commands d. Command duty, TAGO Class II Activities and installations e. Joint Staff and other high level assignments f. Instructor duty at service schools g. Civilian component duty 	<p>To afford an opportunity for the most competent officers to be tested in the important positions of Adjutant General and Staff Officer in Major, Joint and Combined Commands and TAGO, DA and DOD Staffs.</p>
YEARS OF SERVICE				
SCHOOL ELIGIBILITY	<p>* [Timeline showing school eligibility from year 1 to 30]</p> <ul style="list-style-type: none"> ADJUTANT GENERAL'S CAREER COURSE (Years 1-8) COMMAND AND GENERAL STAFF COLLEGE (Sel O) (Years 8-15) ARMED FORCES STAFF COLLEGE (Sel O) (Years 11-18) SENIOR SERVICE COLLEGE (Sel O) (Years 15-23) CIVILIAN GRADUATE SCHOOLING AND OTHER TECHNICAL SCHOOLING (Years 4-15) <p>*Regular Army Officers attend basic course of the branch to which detailed. Airborne and/or Ranger training available. Reserve Officers attend Adjutant General basic course.</p>			
TRAINING AND ASSIGNMENTS	<p>* [Timeline showing training and assignments from year 1 to 30]</p> <ul style="list-style-type: none"> ASSIGNMENT TO FIELD UNITS - DIVISION, POST, TRAINING CENTERS, ETC. (Years 1-8) CIVILIAN COMPONENT DUTY (Years 8-15) ASSISTANT ADJUTANTS GENERAL - MAJOR COMMANDS (Years 11-18) DUTY IN THE ADJUTANT GENERAL'S OFFICE; STAFF AND FACULTY, TAG AND OTHER SCHOOLS (Years 15-23) GENERAL AND SPECIAL STAFF - DA, AND GENERAL STAFF WITH TROOPS (Years 18-25) ADJUTANT GENERAL - DIVISION AND COMPARABLE UNITS (Years 23-30) ADJUTANT GENERAL - MAJOR COMMANDS (Years 25-30) COMMANDANT - TAG SCHOOL (Years 27-30) JOINT STAFF AND OTHER HIGH LEVEL ASSIGNMENTS (Years 29-30) <p>COMBAT ARM DETAIL ** (Years 1-8)</p> <p>*Reserve Officers perform Adjutant General Branch Duty **RA Officers will be assigned troop duty in branch to which detailed for two years</p>			

CHART 3

52. Adjutant General's Corps Career Pattern

a. General. The career program is designed to develop officers who have broad rather than specialized training and experience in adjutant general duties. This is accomplished through rotation of assignments in positions of increasing responsibility, and through the completion of Army and civilian education courses.

b. Major Responsibilities. The major responsibilities of The Adjutant General requires proficiency in six primary Military Occupational Specialties:

- (1) MOS 2110—Adjutant or Adjutant General
- (2) MOS 2210—Personnel Management Officer
- (3) MOS 0030—Postal Officer
- (4) MOS 2401—Machine Records Officer
- (5) MOS 2402—Automatic Data Processing Plans and Operations Officer
- (6) MOS 5000—Special Services Officer

In addition, experience in MOS 2230 (Psychologist) and 2239 (Psychological Assistant) is provided, particularly in the lower grades. Restriction of education and duty assignments to just one of these specialties seriously hinders an officer's maximum development and consequently limits his value to the Army. Assignment to positions of highest responsibility requires a working knowledge of all six areas, and channelling of officers in any one narrow field of specialization is to be avoided. Overall requirements of the Army cause a small percentage of selected officers to be assigned to branch immaterial positions. Such assignments should be made only after the officer concerned has received a solid branch material base of experience appropriate to his grade and years of service. Repetitive assignments in branch immaterial positions are to be avoided.

c. First 8 years.

- (1) *Duty assignments.* During the first 2 years, newly commissioned Regular Army second lieutenants are detailed to troop duty with a combat arm. Following this detail they, along with AGC Reserve officers

serving initial tours on extended active duty, normally are given assignments which are pointed primarily toward giving them the widest possible grounding in the basic MOS of 2110 and 2210. Also, to the extent practicable, experience in one or more of the other four primary areas is encouraged. Branch immaterial assignments during this period are neither sought nor encouraged.

- (2) *Education.* As part of the initial 2-year detail with a combat arm, Regular Army officers attend the Basic Course of that branch. Reserve officers attend The Adjutant General's Officer Basic Course (9 weeks) immediately upon entry on active duty. Officers are programed to attend The Adjutant General Officer Career (Advanced) Course as near the optimum 3—to 8-year period of commissioned service as availability and military requirements permit. Education at civilian universities, related to the personnel management, automatic data processing, or business administration fields, normally commences during the latter part of this period. In some instances training with civilian industry, e.g., ADP training, is incorporated into this educational pattern.

d. Nine through 15 years.

- (1) *Duty assignments.* Service includes duty with field units, civilian components, and major commands in all six primary MOS areas. New assignments during this period may include duty with The Adjutant General's Office, Staff and Faculty of The Adjutant General's School, and Department of the Army Staff and General Staff assignments with troops. Attempt is made to rotate duty in the various AGC MOS fields so that at the completion of 15 years of service officers will have a full and productive working knowledge of all primary Military Occupational Specialties within the AGC sphere of responsibility.

(2) *Education.* If not completed earlier, attendance at the Career Course and training at civilian universities are concluded during this period and maximum emphasis is placed on selecting qualified officers to attend the Command and General Staff College and the Armed Forces Staff College.

e. Sixteen through 23 years.

(1) *Duty assignments.* During this period officers are assigned to positions of increasing responsibility on progressively higher levels. New assignment possibilities include duty as Adjutant General of divisions or comparable commands, Department Directors at The Adjutant General's School and assignment to joint staff organizations.

(2) *Education.* If not completed earlier, attendance at the Command and General Staff College and the Armed Forces Staff College for selected officers is concluded during this phase. Officers of outstanding promise are selected to attend the Army War College, the Industrial College of the Armed Forces, the National War College or other senior service colleges.

f. Twenty-four through 30 years. Officers are assigned to positions of highest responsibility in The Adjutant General's Office, the major commands, The Adjutant General's School, on the Department of the Army Staffs, Department of Defense Staffs, and with the Reserve Components.



A R M O R				
OBJECTIVES FOR PERIOD INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
	YEARS OF SERVICE	DEVELOPMENT OF BASIC KNOWLEDGE OF BRANCH BY: a. Troop Command (Detachment and Company) b. Troop Staff, Brigade and lower c. Attendance at basic and career courses	CONTINUED DEVELOPMENT THROUGH: a. Troop Command (Company) b. Troop Staff, Brigade and lower c. Staff Duty (Division and higher) d. Service School Faculty e. ROTC, NG or USAR Advisory Duty f. MAAGS and Missions g. Attendance at CGSC & AFSC (Selected Officers)	Troop Command (Battalion and higher) Staff Duty (Division and higher) Service School Faculty MAAGS, Missions, Assistant Attache ROTC, NG or USAR advisory duty Attendance at AWC, NWC or ICAF (Selected Officers)
SCHOOL ELIGIBILITY				
TRAINING ASSIGNMENTS	TRAINING & COMMAND	<p>*Basic course (all officers except USMA graduates) followed by Airborne and/or Ranger Training (all Regular Army Officers).</p> <p>TROOP COMMAND AND DIVISION AND HIGHER LEVEL STAFF</p> <p>CIVILIAN COMPONENTS AND INSTRUCTOR GENERAL OR SPECIAL SERVICE SCHOOLS</p> <p>GENERAL STAFF USA AND JOINT STAFFS</p>		
	GENERAL STAFF	<p>TRAINING FOR AND UTILIZATION IN POSITIONS OF HIGHEST RESPONSIBILITY</p> <p>After 23 years of service, extraordinarily able officers will be given tours of duty of great responsibility. Available troop assignments will be used to give practical command experience to outstanding officers.</p>		
<p>The types of duties listed are considered desirable for all officers. Officers will necessarily receive other types of assignments, but every effort will be made within the limits of operational necessity to assign officers to the duties listed during the periods indicated.</p>				

CHART 4

53. Armor

a. The Armor officer career pattern is designed to provide guidance for the progressive and balanced development of Armor officers. As the officers' careers advance they must be fully qualified to carry out the duties of command and staff positions appropriate to the grade in which serving. Because of school programing, varying tour lengths, operational necessity, and other reasons, officers enter the various career development periods at different times.

b. Some Armor officers at different times in their careers volunteer for and are selected to enter one of the specialist fields. The career patterns of these officers are discussed in paragraphs 78 through 83. During branch qualification tours these officers receive Armor command and staff assignments appropriate to their period of career development as shown on chart 4.

c. Upon completion of the Armor Basic Course and Airborne and/or Ranger Training (the latter two apply to newly commissioned Regular Army officers only) each career Armor officer will be assigned to an Armor troop unit. He must have ample opportunity to acquire and demonstrate the ability to command an Armor platoon. Once this proficiency has been gained and prior to entry into the Career Course, the officer may be given other troop assignments including troop staff and company command. The importance of this initial troop duty cannot be over emphasized and any effort to divert a young officer during this period into an assignment other than the type envisaged herein should be strongly opposed. Except

for Army aviators, Armor officers are not allowed to specialize until completion of the branch career course.

d. After completion of the Career Course a variety of assignment possibilities is offered. Selected Armor officers enter the various specialist fields and pursue graduate work, primarily in the physical sciences, under the Civil Schooling Program. Each Armor officer should have had the opportunity to demonstrate his ability to command a company size unit and to serve as a principal staff officer at battalion, regimental or brigade level before attending the Command and General Staff College.

e. After graduation from the Command and General Staff College an officer can expect to be considered for a broad range of assignments, normally in a different field and on a higher level than after the Career Course. Certain qualified officers will be selected to pursue graduate study in the social and physical sciences under the Civil Schooling Program. An officer's ability to command a battalion size unit and handle an important staff assignment at Army or higher level should be tested before he is considered for War College level schooling.

f. During the latter portion of an officer's career assignment emphasis gradually shifts from career development to a proper utilization of his experience and capabilities. Outstanding officers are given the opportunity to demonstrate their ability to command brigades or regiments as well as to prove their worth in key positions on high level Army and Joint Staffs.

ARMY INTELLIGENCE AND SECURITY

		BASIC MILITARY DEVELOPMENT								INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION							ADVANCED CONTRIBUTION AND DEVELOPMENT					MAJOR PROFESSIONAL CONTRIBUTION									
OBJECTIVES FOR PERIODS INDICATED		DEVELOP BASIC MILITARY KNOWLEDGE AND BRANCH SPECIALTY BY:								BROADEN MILITARY KNOWLEDGE THROUGH:							UTILIZATION OF DEVELOPED SKILLS AND PREPARATION FOR FUTURE HIGH LEVEL COMMAND AND STAFF ASSIGNMENTS BY:					CONTINUED UTILIZATION AND PREPARATION FOR POSITIONS OF HIGHEST RESPONSIBILITY									
		a. Combat Arm detail (RA Officers) b. Specialized schooling c. Attendance at Career Course d. Rotated Troop Command and Staff Duty								a. Troop Command and Staff Duty b. Attendance at CGSC, AFSC and other schooling (Selected Officers) c. Instructor Duty at school of specialty							a. Attendance at Senior Service College (Selected Officers) b. Duty on High Level Staffs c. Instructor Duty at school of specialty														
YEARS OF SERVICE		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
SCHOOL ELIGIBILITY	*	ARMY SECURITY CAREER COURSE								ARMY INTELLIGENCE CAREER COURSE							COMMAND AND GENERAL STAFF COLLEGE (Sel O)					ARMED FORCES STAFF COLLEGE (Sel O)					SENIOR SERVICE COLLEGE (Sel O)				
		TECHNICAL SPECIALIST COURSES								AS SOON AS POSSIBLE, ATTEND OTHER SCHOOLING: GRADUATE CIVILIAN, LANGUAGE, FOREIGN AREA SPECIALITY							TECHNICAL TRAINING WITH INDUSTRY														
		*Basic Course for all officers except USMA graduates. Regular Army officers attend Basic Course of branch to which detailed. Reserve officers attend Infantry Officers Basic Course. Airborne and/or Ranger training optional.																													
TRAINING AND ASSIGNMENTS	ARMY SECURITY SPECIALTY PATTERN	*	ARMY SECURITY AGENCY TROOP COMMAND AND STAFF-OPERATIONAL ASSIGNMENT-TOUR WITH NATIONAL SECURITY AGENCY COMMAND, HIGHER LEVEL STAFF, OPERATIONAL ASSIGNMENTS, NATIONAL SECURITY AGENCY INSTRUCTOR-USASATC AND SCHOOL GENERAL STAFF USASA-JOINT STAFF NSA (Sel O) HIGH LEVEL COMMAND, ASA																												
	COMBAT & STRATEGIC INTELLIGENCE	COMBAT ARM DETAIL	TROOP COMMAND AND STAFF ASSIGNMENT SPECIALTY IN ORDER OF BATTLE, PHOTO IMAGERY, INSTALLATION SECURITY, INTERROGATION OF PRISONERS OF WAR, AERIAL SURVEILLANCE OFFICER, G-2 AIR, CENSORSHIP, ETC. INTELLIGENCE STAFF AT ALL LEVELS, COMMAND OF INTELLIGENCE UNITS, BRANCH IMMATERIAL ASSIGNMENTS, MAAG/MISSION, INSTRUCTOR USAINTC, ATTACHE GENERAL STAFF USA, JOINT STAFFS, INTELLIGENCE COMMAND AND STAFF																												
	INTELLIGENCE CORPS		TROOP COMMAND AND STAFF ASSIGNMENT SPECIALTY IN COUNTERINTELLIGENCE AND FIELD OPERATIONS INTELLIGENCE INTELLIGENCE CORPS POSITIONS AT ALL LEVELS, COMMAND OF INTELLIGENCE UNITS, BI POSITIONS, MAAG/MISSION, INSTRUCTOR USAINTC, ATTACHE GENERAL STAFF USA, DOD AND OTHER JOINT STAFFS, INTELLIGENCE COMMAND AND STAFF																												
			*Reserve Officers perform duty with specialty																												

Utilization in Intelligence and Security Activities at the highest level of responsibility. High level command and staff responsibilities.

CHART 5

54. Army Intelligence and Security

a. The Army Intelligence and Security (AIS) Career Pattern is designed to develop, through judicious assignment, rotation, and military education, officers of high leadership potential capable of discharging the duties associated with highest level command and staff. Within the intelligence and security fields are duties common to any organization of the Army as well as those associated with the more specialized operational-technical intelligence missions. An intelligence and security career offers a wide range of varied assignments including command of tactical combat support units varying in size from Platoon to Group. This pattern is applicable to AIS-USAR officers on extended active duty and Regular Army officers who have been approved for assignment to AIS or who have been integrated into the Regular Army by virtue of their schooling, experience and potential in the intelligence and security field.

b. Regular Army lieutenants assigned to AIS, but serving initial active duty tours will be detailed to a combat arm for two years of troop duty and will follow the career pattern appropriate to the detail branch. During this period, a basic knowledge of military organization and materiel and the fundamentals of leadership are acquired. Upon completion of the detail, these officers will enter the Intelligence and Security Career field. Regular Army Officers above the grade of lieutenant who are assigned to AIS will follow the AIS Career Pattern and will receive their initial military occupational specialty training prior to being assigned to AIS duties.

c. Newly commissioned AIS-USAR officers entering on active duty attend the 8-week Infantry Officer Basic Course at The Infantry School, Fort Benning, Ga. This training is followed by one of the specialist courses related to the individual's military occupational specialty within the AIS field. These courses are conducted at the U.S. Army Intelligence

School, Fort Holabird, Md., and the U.S. Army Security Agency Training Center and School, Fort Devens, Mass. The officer is then utilized through his third year of service within his specialty to develop a detailed knowledge of this specialty. Normally, this will be accomplished by assignment to an appropriate AIS troop unit.

d. From the 4th through the 8th years, the officer is projected to attend the Army Intelligence Officer Career Course or the U.S. Army Security Agency Officer Career Course, as appropriate. Additionally, he may be trained in other AIS Branch MOS or assigned outside his specialty to broaden his knowledge and perspective, and increase his value to the service. During this period, the officer may be selected to attend a language school or to participate in the Civil Schools Program which involves graduate training at a civilian university. During this phase, officers establish their qualifications for higher schooling and command and staff assignments.

e. During the 8- to 15-year phase, selected officers will attend Command and General Staff College in preparation for command and staff duties of greater responsibility. Others will receive appropriate assignments at major command echelon while still others may be assigned to a military mission, the Military Attaché System, Department of the Army, a service school staff or faculty, or other demanding duties commensurate with their grade and seniority.

f. During the final phase of an officer's career, which extends beyond the 16th year, the officer may be considered for attendance at the Armed Forces Staff College and the senior colleges in preparation for command or staff positions of greater responsibility at high echelons. Assignments may include duty on joint or combined staffs, key service school positions, and Department of the Army and Department of Defense positions.

ARTILLERY				
OBJECTIVES FOR PERIOD INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
	YEARS OF SERVICE	DEVELOPMENT OF BASIC KNOWLEDGE OF BRANCH BY: a. Rotated Troop Duty b. Troop Staff Duty c. Attendance at Basic and Branch Career Courses	CONTINUED DEVELOPMENT THROUGH a. Troop Command Duty b. Attendance at CGSC and AFSC, (selected officers) c. Instructor Duty at Service Schools d. Civilian Component Duty e. MAAGS and Missions, Special Forces	a. Troop Command Duty b. Attendance at AWC, NWC or ICAF (selected officers) c. Duty on division or higher level staff d. Instructor duty at Gen or Special Service Schools e. MAAGS and Missions, Special Forces
SCHOOL ELIGIBILITY	<p>* ARTILLERY CAREER COURSE</p> <p>COMMAND AND GENERAL STAFF COLLEGE (Sel O.)</p> <p>ARMED FORCES STAFF COLLEGE (Sel O.)</p> <p>SENIOR SERVICE COLLEGE (AWC, NWC, ICAF) (Sel O.)</p> <p>OTHER SCHOOLING: LANGUAGE, GRADUATE CIVIL SCHOOLING, NAVY, AIR FORCE AND MARINE CORPS, ICAF, FOREIGN SERVICE SCHOOL COURSES FOR SELECTED OFFICERS</p> <p>*Basic Course (all officers except USMA & OCS graduates) followed by Airborne or Ranger Training (all Regular Army Officers)</p>			
TRAINING AND COMMAND ASSIGNMENTS	<p>TROOP COMMAND AND STAFF (ARMY AND DIVISION STAFF, ETC) TO INCLUDE AT LEAST ONE YEAR EACH. (MINIMUM OF THREE YEARS)</p> <p>CIVILIAN COMPONENTS, AND INSTRUCTOR GENERAL OR SPECIAL SERVICE SCHOOLS</p> <p>GENERAL STAFF, USA AND JOINT STAFFS</p>			<p>Training for and Utilization in positions of highest responsibility</p> <p>After 23 years of service, extraordinarily able officers will be given tours of duty of great responsibility. Available troop assignments will be used to give practical command experience to outstanding officers</p>
<p>The types of duties listed are considered desirable for all officers. Officers will necessarily receive other types of assignments, but every effort will be made within the limits of operational necessity to assign officers to the duties listed during the periods indicated.</p>				

CHART 6

55. Artillery

a. The career plan for Artillery officers is designed to accomplish a two-fold mission: First, to meet the needs of the Army for artillery officers of all grades qualified in both missiles and conventional artillery. Second, to provide assignment and schooling which will enable each artillery officer to develop his full potential.

b. The Artillery officer career pattern is similar to the general career plan outlined in chart 2; however, because of the dual mission of Artillery, (air defense and support of ground operations), the artillery officer participates in a greater variety of assignment than officers of the other arms or services.

c. Cross assignment (that is from air defense to field artillery or field artillery to air defense) will be effected as early as practicable. Weapons qualification training will be provided when needed to prepare the officer for his duties in the new field: For example, an officer with experience primarily in

air defense units will receive surface-to-surface missile or other field artillery training prior to cross assignment. Conversely, an officer with experience primarily in field artillery will receive surface-to-air missile or other air defense training prior to cross assignment.

d. Artillery officers may receive special training early in their career in fields such as survey, radar, missile maintenance, and communications. However, this specialized training will not prevent cross assignments which provide broader experience. A few officers may receive special training to qualify them as Guided Missile Staff Officers. These officers will receive recurring assignments in this particular specialty.

e. Troop duty at battery level will be stressed during the early years of service. Each officer should seek troop duty in each grade to which he is promoted. Command is especially important; therefore each officer must seek command of a battery and later of a battalion and a group.

CHEMICAL CORPS						
	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION		
OBJECTIVES FOR PERIODS INDICATED	TO: 1. Develop broad background knowledge of the Chemical Corps and its mission to the Army and other services. 2. Become qualified as a Chemical-Biological-Radiological Operations Specialist and an Army Generalist through career military and civil schooling, troop duty, and one or more technical or administrative assignments.	TO: 1. Increase knowledge & professional competence in Chemical Corps functional areas through various branch material & branch immaterial assignments. 2. Progress into an Army Specialty Program following qualification in a technical specialty. 3. Enhance qualification as a CBR Specialist and Army Generalist by further military schooling & troop & staff assignments.	TO: 1. Increase professional contribution & development, particularly in the field in which the officer has demonstrated maximum potential. 2. Prepare for the future as a military manager and leader with broad responsibility through senior service schools and staff and commands at high levels.	TO: Make maximum contribution in branch material and branch immaterial positions of highest responsibility requiring the ultimate in professional and technical competence.		
YEARS OF SERVICE						
SCHOOL ELIGIBILITY	<p>* CML CAREER COURSE</p> <p>COMMAND AND GENERAL STAFF COLLEGE (Sel O.)</p> <p>ARMED FORCES STAFF COLLEGE (Sel O.)</p> <p>SENIOR SERVICE COLLEGE (Sel O.)</p> <p>GRADUATE TRAINING IN CIVILIAN INSTITUTIONS</p> <p>*Chemical Officers Basic Course for Reserve Officers. Regular Officers attend Basic Course of detail branch.</p>					
TYPICAL ASSIGNMENTS	ASSIGNMENTS MAY BE MADE IN MORE THAN ONE FUNCTIONAL AREA DURING PERIOD					
	ADMINISTRATIVE STAFF, INSTR. & GENERALIST DUTY	REGULAR OFFICERS SERVE COMBAT	Administrative Asgmts Chemical Corps Installations Chemical Corps Laboratories Chemical Corps School	Off of Pers Operations Staff Staff & Faculty, Chemical Corps Sch Inetr, other Army Sch. or USMA, Asst Professor. Mil Science Combat Dev Cmd Staff Officer	MAAG, Mission, or Attache' Duty Gen Staff Off: DCSPER, DIA, ACSI Liaison Off to other services & Allied Nations Combat Dev Cmd Staff Officer	Director, CBR Operations, DCSOPS DOD Staff DA General Staff Commanding Officer of Proving Ground, Arsenal, or Laboratory Commanding General, Chemical Biological, Radiological Agency Joint Headquarters Theater Headquarters Senior Service School Staff and Faculty Commandant, Chemical Corps School Commanding Officer, CBR Combat Development Agency or other position of highest responsibility
	RESEARCH AND DEVELOPMENT	ARM DETAIL AND RESERVE OFFICERS RECEIVE BRANCH ASSIGNMENTS	Chemical Corps Laboratories Project Off in Fields of: Chemistry Physics Bacteriology	Research & Dev Laboratories Project Manager Research & dev Coordinator Nuclear Effects Engineer CBR Agents & Mun Fld Testing Off	Chemical Corps Research & Dev Staff Off Deputy Cmd, Chemical Corps Laboratory General Staff Officer: OCRD, OSA, OSD	
	LOGISTICS		Chemical Supply Officer Chemical Supply Storage Off Chemical Maintenance Off Production Officer Industrial Engineer	Procurement Officer Army Materiel Cmd Staff Officer Chemical Supply Stock Control Off Branch Immaterial Logistics Assignments	Army Materiel Cmd Staff Officer General Staff Officer: ODCSLOG, DSA Production Engineer Deputy Cmd, Chemical Corps Arsenal	
OPERATIONS, TRAINING, & TROOP DUTY		CO, Chemical Platoon, Co or Det Chemical Battalion Staff Off Brigade Chemical Officer Asst Div Chemical Officer Nuclear Wapone Empl Officer	Branch Immaterial Operations & Tng Asgmts Post Chemical Officer Chemical Battalion Exec Officer Chemical Sp Staff Officer	CO, Chemical Battalion or Group DA General Staff Officer, ODCSOPS Div Chemical Officer Army Hqs Staff Officer USCONARC Hqs Staff Officer		

CHART 7

56. Chemical Corps

a. Objective. The objective of the Chemical Corps career program is to develop officers as Chemical-Biological-Radiological operations specialists and officers with broad military experience. The program provides for an officer to obtain his basic military training and advanced civil schooling as early as possible in his military career. By careful management of the career program, chemical officers will become qualified in the technological areas related to the Chemical Corps mission, and at the same time, achieve a proper balance between technical specialization and general military experience.

b. Basic Military Development (0-8 years). During the period of basic military development the junior officer gains a background knowledge of the Army and the Chemical Corps. The career pattern during the initial period differs for Regular Army and Reserve officers. The newly commissioned Regular Army lieutenant is required to serve a 2-year tour with one of the combat arms. This tour is designed to familiarize the Regular officer with the requirements of the arms to which the Chemical Corps has a combat support mission. The Reserve officer is assigned to a Chemical troop unit, research and development activity, or arsenal based on needs of the service, his personal inclinations, his previous educational or experience background, and his desires for future specialty.

- (1) By the end of the initial 2-year period, the Regular Army officer will have returned to the Chemical Corps and the Reserve officer will have made his decision of whether or not to become a career officer. Both groups are to be carefully developed through counseling and planned rotation of assignments so that they may obtain varied and broad on-the-job experience. Junior officers in the Chemical Corps are encouraged to exercise initiative, accept responsibility, and express their desires with regard to their professional development. All Chemical Corps officers having a satisfactory military performance record normally will attend the Chemical Officers

Career Course by the eighth year of service and preferably around the fourth and fifth years of service.

- (2) Officers will be enrolled in leading colleges and universities for graduate study in the physical and life sciences and business fields to meet Chemical Corps advanced training requirements. An important aspect of the Chemical Corps mission is the responsibility to provide radiological operations experts for the Army. Therefore, all Chemical Corps officers should be qualified in nuclear weapons employment and radiological defense. Normally, such qualification will be acquired by successful completion of a formal course of instruction at the Chemical Corps School. Chemical Corps officers will also be selected for graduate training in Nuclear Effects Engineering conducted at a civilian institution or at the Naval Post Graduate School, Monterey, Calif.

c. Intermediate Professional Development (8-15 years). In this phase of the Chemical Corps career pattern, the officer will be considered for attendance at the Command and General Staff College. Officers may volunteer for a specialist program (Logistics Officer Program, Atomic Energy, Research and Development) and if selected, will receive carefully monitored assignments which require special qualifications and which insure development in the particular specialty program. Such assignments will be alternated with career broadening assignments in the Chemical Corps and in branch immaterial positions. Officers not specializing under a formal Department of the Army program will receive assignments in both branch material and immaterial assignments to broaden them as Army officers but will retain Chemical-Biological-Radiological operations as their specialty.

d. Advanced Contribution and Development (15-23 years). This phase of career development consists of senior service schooling and key assignments. If the officer is in one of the Army specialist programs, he generally will receive assign-

ments in his specialty after his twenty-first year of service. Officers in this career phase will be assigned to key positions and receive military and civilian schooling commensurate with their qualifications and Army requirements. During this period, outstanding field-grade officers are identified and given the more challenging command and staff positions in preparation for greater career opportunities.

e. Major Professional Contribution (23-30 years). The final phase of the career pattern involves officer utilization in positions of broad responsibility and authority. At this time, the Army receives the most benefit from the officer's past training and experience. Assignments will be to positions of

highest responsibility, consistent with an officer's demonstrated ability and Army requirements.

f. Overall Chemical Corps Career Pattern. The ultimate in a properly developed Chemical Corps officer is one who has acquired a mastery of CBR operations, a capacity to think creatively, imaginatively, and critically; generalized military experience in varied troop, staff, and technical assignments both in the Chemical Corps and in other fields; an advanced degree in a scientific, engineering, or management specialty; and those professional attributes required of a mature military leader of a world power.



CORPS OF ENGINEERS

OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION		
	TO: 1. Develop fundamental knowledge of soldiering and the functioning of the Army team. 2. Increase branch qualification by career schooling, troop duty and by one or more technical assignments.	TO: 1. Broaden professional mil competance through schooling and tours in various asgmt fields. 2. Develop an understanding of the purpose and inter-relationship of comd and stf procedures. 3. Become qualified in the troop field end one or more technical fields.	TO: 1. Make optimum contribution in positions of increasing comd and stf resp. 2. Demonstrate capability and potential for positions of highest resp. 3. Continue professional development, principally in the assignment field in which the officer has demonstrated maximum potential.	TO: Make maximum contribution through utilization of officers in positions of highest responsibility or positions requiring the professional and technical competence developed in earlier periods.		
Years of Service	1 2 3 4 5 6 7 8	9 10 11 12 13 14 15	16 17 18 19 20 21 22 23	24 25 26 27 28 29 30		
SCHOOL ELIGIBILITY	* CE CAREER COURSE *Basic Course All officers except USMA Graduates RA to Abn or Ranger Training					
	COMMAND AND GENERAL STAFF COLLEGE (Sel O.)		ARMED FORCES STAFF COLLEGE (Sel O.)			
	GRADUATE LEVEL CIVIL SCHOOLING (Under Established Quotas)		SENIOR SERVICE COLLEGE (Sel O.)			
	OTHER SCHOOLING (NAVY, AIRFORCE, MARINE, INTELLIGENCE, LANGUAGE-Under Established Quotas)					
TYPICAL ASSIGNMENTS IN THE SIX CE ASSIGNMENT FIELDS	TROOPS (except maint & sup & topo units)	Cmd-Plat or Co Stf-Co or Bn	Cmd-Co Stf-Bn, Gp, or higher Adv-NG, USAR, MAAG, Mission Instr-USMA, ROTC, Svc Sch	Cmd-Bn Stf-Bn, Gp, Bds, Div, Army, Thtr DA Adv-NG, USAR, MAAG, Mission Instr-USMA, ROTC, Svc Sch	Cmd-Bn Stf-Div, Army, Thtr, DA DOD, Joint Adv-NG, USAR, MAAG, Mission Instr-PMS or Asst PMS	Cmd-Gp or Bde Stf-Army, Thtr, Com Engr. Key pos on DA, DOD, Joint or Comb Stf Adv-MAAG, Mission Instr-PMS
	POST ENGINEER		P.E.-Sub-post or small instl Asst P.E.-Large instl Utilitie Officer	P.E.-Intermediate instl Stf-Instl Off at Army, Thtr, USCONARC level	P.E.-Large instl Stf-Instl Off at Army, Thtr, USCONARC, OCE, ODCSLOG, DOD	P.E.-Largest installations Stf-Instl Off at OCE, ODCSLOG, DOD
	CONTRACT CONSTRUCTION		Proj Engr) Engr Dist or Resident Engr) Const Agency Stf) Civ Works, NASA, or Mil Const	Asst Area Engr) Engr Dist or Const Area Engr) Agency (Civ Works, NASA, or Mil Const) Stf) Stf-OCE, ODCSLOG	Area Engr) Engr Dist or Const Distr Engr) Agency (Civ Works, NASA, or Mil Const) Stf) Stf-OCE, ODCSLOG, DOD	District Engineer Division Engineer Stf-Key pos in the civ works or mil const agencies of OCE, ODCSLOG, DOD
	MATERIAL MANAGEMENT		Cmd-Maint or Sup Co Stf-S-4 or Asst S-4, Bn or Gp, Maint, stor or sup off at Dep, Army, AMO level Adv-MAAG, Mission Instr-Svc School	Cmd-Maint or Sup Bn Stf-S-4, Bn or Gp; Asst G-4 Div or Corps, Maint, stor, sup or proc off at Dep, Army, Thtr, AMC, DSA level ODCSLOG, DOD, Joint Adv-MAAG, Mission Instr-Svc Sch	Cmd-Maint or Sup Bn Stf-G-4 or Asst G-4, Div, Corps or Army, Maint, stor, sup or proc off at Dep, Army, Thtr, AMC, DSA level, ODCSLOG, DOD Jt, Adv-MAAG, Mission Instr-Svc Sch	Cmd-Maint & Sup Gp, Depot Stf-Key Sup, Proc, or maint pos in AMS, ODCSLOG, DOD, Joint or Comb Stf Instr-Svc Sch
	RESEARCH AND DEVELOPMENT		OIC-Nuc Reactor Power Plant Proj Off-Waterways Exper Sta Stf-NCR, NRG, WES, ERDL, PR&DC, AMC, CDC	Proj Off-GIMRADA, CRREL Stf-NCR, NRG, WES, ERDL, PR&DC AMC, CDC, ARC Instr-Svc Sch	Stf-NCR, NRG, ERDL, PR&DC, AMC CDC, ARC, OCRD, DASA, GIMRADA, CRREL Instr-Svc Sch	Cmd-NCR, NRG, ERDL, PR&DC, GIMRADA Stf-Key R&D pos in AMC, CDC, ARC, OCRD, DASA Instr-Svc School
	GEODESY, INTELLIGENCE MAPPING		Cmd-Topo Co Stf-S-2 or Asst S-2, Bn or Gp. Intel, Surv, Topo Off at Div, Corps, Army, AMS, IAGS Adv-MAAG, Mission Instr-USMA, Svc Sch	Cmd-Topo Bn Proj Off-IAGS Stf-S-2, Gp; Intel, Surv, Topo Off et Div, Corps, Army, AMS, IAGS, OCE ACSI Adv-MAAG or Mission Instr-USMA, Svc Sch	Cmd-Topo Bn Stf-Intel, Surv, Topo Off at Div, Div, Corps, Army, AMS, IAGS, OCE, ACSI, DIA, Joint Adv-MAAG, Mission Instr-USMA, Svc Sch	Cmd-IAGS, AMS Stf-Key intel & topo pos in OCE, ACSI, DIA, Jt or Comb Stf Adv-MAAG, Mission Instr-Svc Sch
GRADE	LIEUTENANT	CAPTAIN	MAJOR	LIEUTENANT COLONEL	COLONEL	

CHART 8

57. Corps of Engineers

a. General. Corps of Engineers career planning is designed to insure the fullest professional development and effective utilization of officers while accomplishing the Engineer mission of the Army. The combat arm and combat support roles of the Corps provide a wide variety of interesting and challenging assignments. A "Career Management and Assignment Policies Special Text" is distributed to student officers while they attend the basic and career courses. This Special Text outlines the details of officer career planning policies and programs. Officers with personal or career problems or questions are encouraged to write or visit the Engineer Branch, Office of Personnel Operations for counseling.

b. Assignment Fields. Typical assignments in the six assignment fields shown on chart 8 are related to the years of service column, e.g., command duty recurs at higher levels of responsibility as an officer advances in grade and experience. Normal planning for duty in two or more of the assignment fields provides the breadth of experience necessary in positions of increasing responsibility and rank. Individual preferences for qualification in two assignment fields will be considered upon completion of basic branch qualification (first 7 years). Challenging assignments in a variety of assignment fields can be stepping stones to general officer grade.

c. Preplanning in the Basic Military Development Period.

- (1) Types of assignments through CGSC level are preplanned with each officer during attendance at the Engineer Officer Basic Course. The preplanned program enables the officer to know in advance the general assignment pattern he will follow during the first 8 to 12 years of service.
- (2) Three typical assignment patterns with possible variations provide selectivity in the order in which initial training, civil schooling, branch technical duty

and attendance at the Engineer Officer Career Course (EOCC) occur.

d. Period of Intermediate Professional Development and Reevaluation.

- (1) *Varied assignments.* The periods preceding and following the EOCC provide an opportunity for varied assignments in several of the six branch assignment fields. Each officer becomes qualified in troops and at least one and sometimes two other assignment fields before attending the CGSC. In the period between the EOCC and the CGSC, an officer may enter one of the formalized Department of the Army specialist programs or request recurring assignments in one of the branch assignment fields. Branch action on such requests considers the officer's qualifications, potential, and preference as well as current Army requirements. Additional development of an officer's potential is provided by attendance of selected officers at Civil Schools to broaden their engineering background or, in some cases, to supplement specialized military education.
- (2) *Specialization.* Narrow and total specialization is discouraged. All officers must develop a reasonable breadth of professional competence to prepare and qualify them for higher level staff and command responsibilities, even in their preferred specialist fields.
- (3) *Military schooling.* Selected officers will attend the CGSC. The regular course is open to officers between their 8th and 15th year of service. The associate CGSC is available up to 19 years of service for Regular Army officers and Reserve Component officers selected for retention beyond 20 years, and 17½ years for other active duty Reserve Component officers.

e. Period of Advanced Contribution and Development. Assignment to higher staff positions, including both important branch material and branch immaterial positions, normally follows CGSC. Officers possessing the greatest potential receive battalion command experience during this period. During this period, those officers who did not attend the CGSC may indicate a preference for specialization. This period of advanced career development culminates for selected officers with attendance at a senior service college.

f. Periods of Major Professional Contribution. During this last phase of an officer's career, assignments are carefully planned to provide for optimum utilization of each officer's talents and experience in a Department of the Army, or a Joint, or a Combined staff; duty as District and Division Engineers; Group and Brigade Command; and assignment to other key positions in the six branch assignment fields and the branch immaterial area.



FINANCE CORPS																														
OBJECTIVES FOR PERIOD INDICATED	BASIC MILITARY DEVELOPMENT								INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION							ADVANCED CONTRIBUTION AND DEVELOPMENT							MAJOR PROFESSIONAL CONTRIBUTION							
	1. To acquaint Regular Officers with the problems of a Combat Arm, and Tactical Operations 2. Develop leadership 3. Prepare officers for greater responsibilities through varied assignments and schools 4. Officers assigned to Branch Material and Immaterial assignments in the Financial Management Area 5. Branch qualify each officer								To further broaden officers in Financial Management Operations as it relates to The Finance Corps and Comptroller areas of interest; build upon branch qualification & provide Army-wide outlook.							To continue development and preparation of officers for the highest levels of responsibility							To effect maximum utilization of officers' developed talents through application of their experiences in positions of highest responsibility and to afford an opportunity for the ablest officers to serve in top command and staff positions							
YEARS OF SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
SCHOOL ELIGIBILITY	* FINANCE CAREER COURSE																													
											COMMAND AND GENERAL STAFF COLLEGE (Sel O)							ARMED FORCES STAFF COLLEGE (Sel O)							SENIOR SERVICE COLLEGE (Sel O)					
CIVILIAN GRADUATE SCHOOLING AND TECHNICAL TRAINING IN SUCH AREAS AS ADP																														
*Regular Army officers attend Basic Course of the branch to which detailed. Airborne and/or Ranger Trg available. Reserve officers attend Finance Basic Course.																														
ASSIGNMENTS	* COMBAT ARM DETAIL																													
	ASSISTANT BUDGET, ACCOUNTING OR ADPS OFFICER (INSTALLATION LEVEL), STAFF & FACULTY FSUSA-ASST. PIN-ACCTG. OFF. (INSTALLATION LEVEL) ASST PIN OFF (TROOP UNIT)										COMPTROLLER (INSTALLATION)-DA OR JOINT STAFF OFF-PIN-ACCTG OFF (INSTALLATION)-PIN OFF (TOE UNIT) BUDGET OR ACCTG OFF (MAJOR COMMAND OR INSTALLATION) FSUSA OR FSUSA, INSTALL ADPS OFFICER							STAFF PIN-ACCTG OFF (MAJOR COMMAND) COMPTROLLER (MAJOR CMD) DA OR JOINT STAFF OFF, KEY POSITIONS FC OR FSUSA, BUDGET OFF (MAJOR CMD)												
*Reserve officers perform duty with a Finance Corps Activity.																														

CHART 9

58. Finance Corps

a. The Finance Corps officer career program is designed to provide each officer with an opportunity for progressive development and training in all phases and areas of financial management; further, it is designed to qualify an officer for branch immaterial positions to include general staff duty, thereby enhancing his potential as an Army officer.

b. The basic development period includes the first 8 years of the officer's career. Upon receipt of a Regular Army commission, the finance officer is detailed to a combat arm for 2 years. This detail normally involves attendance at basic course, service with a troop unit, field duty and, perhaps, command responsibility. During his initial tour, each finance officer is conditioned by his relationships with personnel of those units of the Army which all services support—the combat arms. Consequently such a detail is considered vital for a successful military career.

c. Upon completion of the combat arm tour and "pin-on of the diamond" the officer normally will attend the Finance Officer Basic Course at Fort Benjamin Harrison, Ind. This course is received en route to his first branch material assignment. Most initial branch assignments will be in the disbursing area—the Finance Corps equivalent of troop duty. Subsequent assignments will include those outlined in chart 9. During this basic development phase, the officer will also attend the Finance Officers Career Course. This period rounds out the executive-training cycle.

d. The officer's training and education continues during the intermediate development phase (8–15 years of service). During this phase, the individual's potential is optimized through diversity of assignment. Nevertheless, branch qualification remains the basis for selection for schools and assignments. During this period, the officer competes for attendance at the Command and General Staff College and civil schooling as outlined in chart 9, and he receives training and experience at various levels of command. The intermediate phase qualifies

him for assignments of greater scope, complexity and responsibility; concurrently, such training creates an Army officer with broader military experience. These assignments allow the officer to refine his talents and develop his abilities. As indicated in chart 9, assignments will be rotated between branch material and branch immaterial (comptroller, logistics, civil affairs, etc.) duties.

e. The advanced phase finalizes the development and education of the individual officer. During this period, he competes for senior service schools, key positions, and positions of high trust and responsibility. The Finance Career Branch guides the officer's career by utilizing him in assignments which will (1) maximize the officer's potential to the Army; (2) eliminate any gaps in the officer's development which were generated because of exigencies of the service; and (3) provide an opportunity for an orderly progression to positions of increased responsibility. Normally, officers enter their specialization phase subsequent to 20 years of service.

f. The final phase of an officer's career in the Finance Corps is the utilization period (23–30 years of service). During this period, the officer holds positions of maximum responsibility in accordance with the training, education, and assignment pattern previously experienced. It is during this period that the officer's potential is utilized. The officer is of relatively advanced rank and is looked to for leadership and guidance, training of subordinates, dedication and maximum contribution. Experience discloses that officers gain maximum satisfaction from service during this period; it is the time when the officer capitalizes upon his schooling and experience for the benefit of others. In this period, he is truly a leader. Since the training phase is completed, many officers specialize in such fields as the budget, accounting, comptrollership, ADP, etc.

g. All officers are automatically considered for training and schooling at the appropriate time in their career. In addition to the normal career pattern indicated in chart 9, the officer

can expect to receive instruction in allied subject areas (e.g. ADP, electrical accounting machines, review and analysis, etc.) as requirements dictate.

h. Officers are selected for assignments based upon military requirements, career needs and the individual's desires. Effective fulfillment of the Finance Corps mission depends upon

optimum utilization and development of its officers. It is recognized that each officer, as an individual, retains primary interest in his career. Accordingly, each officer is invited to maintain an up-to-date preference statement on file, to visit his career branch when personally convenient, and to write directly and informally at any time.



		INFANTRY																													
		BASIC MILITARY DEVELOPMENT							INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION							ADVANCED CONTRIBUTION AND DEVELOPMENT							MAJOR PROFESSIONAL CONTRIBUTION								
OBJECTIVES FOR PERIODS INDICATED	DEVELOPMENT OF BASIC KNOWLEDGE OF BRANCH BY:	CONTINUED DEVELOPMENT THROUGH:							Command Duty Attendance at AWC, NWC or ICAP (Sel O.) Division or higher level staff Instructor Duty at Service Schools Civilian Component Duty MAAGS and Missions, Special Forces							To afford an opportunity for the ablest officers to be tested in all important qualifications of troop command and other positions of great responsibility															
	a. Command Duty b. Battalion - Brigade Staff Duty c. Attendance at Basic and Branch Career Course	a. Command Duty b. Division or higher level staff c. Attendance at CGSC and AFSC (Selected Officers) d. Instructor Duty at Service Schools e. Civilian Component Duty f. Recruiting Duty g. MAAGS and Missions, Special Forces																													
YEARS OR SERVICE		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
SCHOOL ELIGIBILITY	*	INFANTRY CAREER COURSE							COMMAND AND GENERAL STAFF COLLEGE (Sel O.)							ARMED FORCES STAFF COLLEGE (Sel O.)							SENIOR SERVICE COLLEGE (AWC, NWC, ICAP) (Sel O.)								
		OTHER SCHOOLS: LAWYARS; GRADUATE CIVIL SCHOOLING, NAVY, AIR FORCE AND MARINE CORPS, FOREIGN SERVICE SCHOOLS (FOR SELECTED OFFICERS)																													
		*Basic Course (All officers except USMA Graduates). All Regular Army Officers attend Airborne or Ranger Training after the Basic Course.																													
TRAINING ASSIGNMENTS	TRAINING AND COMMAND	TROOP COMMAND AND DIVISION AND HIGH LEVEL STAFF * TRAINING IN AND ASSIGNMENT TO COUNTER INSURGENCY FORCES																							Training for and utilization in positions of highest responsibility						
	GENERAL STAFF	CIVILIAN COMPONENTS AND INSTRUCTOR GENERAL OR SPECIAL SERVICE SCHOOLS														GENERAL STAFF USA AND JOINT STAFFS									After 23 years of service, extraordinarily able officers will be given tours of duty of great responsibility. Available Troop Assignments will be used to give practical command experience to outstanding officers						
		*A newly commissioned officer must complete a minimum of 18 months of duty in an Infantry Unit to be eligible for assignment to Counter Insurgency Units. The types of duties listed are desirable for all officers. Officers will necessarily receive other types of assignments, but every effort is made within the limits of operational necessity to assign officers to the duties listed during periods indicated.																													

CHART 10

59. Infantry

a. The career pattern of infantry officers is designed to provide guidance in the assignment of officers throughout their careers. It is the responsibility of field commanders as well as the Career Branch to assign officers in conformance with this guidance. It is especially important to an officer's career that service as shown in chart 10 for the first 8 years be followed as closely as possible. This will establish the basis for a balanced career in preparation for higher level duties and insure integration of appropriate military education as the career develops.

b. Upon completion of the branch basic course, an officer is normally assigned to company level duties within a troop unit and is rotated by the commander through various types of duty. After completion of 3 years at company level, an officer may be rotated to battalion or brigade level staff until ordered to attend the branch career course. Upon completion of 5 years of service, the officer should be well grounded in all types of arms equipment, unit tactics and should have been

afforded an opportunity to command a company size unit prior to pursuing advanced branch schooling. It is especially important that each officer be afforded an opportunity to command a company sized unit prior to promotion to field grade.

c. Except for Army aviators, officers will not be allowed to specialize until completion of their branch career course. Those officers who desire to specialize and are selected will be assigned to appropriate duties in their chosen fields. Such assignments will be fitted into a career designed to develop specialists.

- d. (1) During the first 15 to 23 years of a professional officer's career, emphasis is placed on a balanced sequence of assignments to insure that his potential is developed to the maximum.
- (2) Beyond 23 years of an officer's career, emphasis is placed on proper utilization of established skills and the continued development of those officers who indicate an outstanding potential.

MILITARY POLICE CORPS				
OBJECTIVES FOR PERIOD INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
		DEVELOP BROAD KNOWLEDGE OF BASIC BRANCH BY ATTENDANCE AT BASIC AND CAREER COURSES AND ROTATED TROOP, STAFF & COMMAND DUTY	APPLICATION OF BASIC PRINCIPLES AND FURTHER BROADENING OF KNOWLEDGE TO INCLUDE UNDERSTANDING OF INTER-RELATION OF ALL BRANCHES BY: a. Troop, Staff & Command Duty b. Attendance at CGSC and AFSC (Selected officers) c. Instructor and Civilian Component Duty	PREPARATION FOR DUTY AT HIGH LEVEL STAFF AND COMMAND BY: a. Attendance at AWC, NWC or ICAP (Selected officers) b. Duty at Division or Higher Staff c. Instructor duty at service school
YEARS OF SERVICE				
SCHOOL ELIGIBILITY	<p>* MP CAREER COURSE</p> <p>COMMAND AND GENERAL STAFF COLLEGE (Sel 0)</p> <p>ARMED FORCES STAFF COLLEGE (Sel 0)</p> <p>SENIOR SERVICE COLLEGE (Sel 0)</p> <p>CIVIL SCHOOLING AND OTHER SERVICE SCHOOLING UNDER ESTABLISHED QUOTAS</p> <p>*Basic Course: Regular Army officers attend the Basic Courses of the branch to which detailed and Airborne and/or Ranger Training. Reserve officers attend the Military Police Basic Courses</p>			
TRAINING ASSIGNMENTS	<p>COMMAND AND TRAINING</p> <p>COMBAT ARM</p> <p>DETAIL **</p> <p>SPECIAL STAFF</p>	<p>TROOP, COMMAND AND STAFF AT BATTALION, DIVISION AND ARMY LEVEL</p> <p>CIVILIAN COMPONENTS AND INSTRUCTOR GENERAL OR SPECIAL SERVICE SCHOOLS</p> <p>PROVOST MARSHAL (POST, OEPOT, STATION ARMY) OR DA, JOINT OR DOD STAFF</p>		<p>Training for and utilization in positions of highest responsibility</p>
	<p>*Reserve officers perform MP branch duties **Regular Army officers perform Troop Duty with the Combat Arm to which detailed</p>			

CHART 11

60. Military Police Corps

a. The ultimate objective of the career program of the Military Police Corps is the development of each officer's professional capacity to the highest ability level by intelligent, progressive rotation of duty and school assignments. This program must be pursued vigorously not only by those charged with career management responsibility but also by commanders, supervisors and the individual officer as well.

b. Academic instruction is only a small portion of an officer's total training. Each assignment and additional duty adds something for future utilization. Therefore, an officer's entire career may be said to be a period of learning. The Military Police career program may be considered as three overlapping phases. The purpose of the overlap is to allow officers whose ability is above average to progress or advance more rapidly.

(1) *Phase I (0-8 years)*. The basic military foundation for all officers is provided by attendance at a basic course. Regular Army officers are detailed to Armor or Infantry and will attend the basic course of the detail branch. All other officers attend the basic course given at the United States Army Military Police School. Upon completion of the basic course, officers normally will be assigned at unit level. It is during this highly formative period that basic experience in leadership, administration and command is acquired. To assure a broad base of experience, the immediate commander will almost invariably rotate the officer through the various duties found at platoon, detachment and company level. Prior to completion of phase I, officers are considered for attendance at the Military Police Career Course.

(2) *Phase II (9-19 years)*. An officer entering phase II is now ready to assume the responsibilities inherent in command, to apply the basic principles learned during phase I, and to continue to broaden his knowledge of the military service. This includes an understanding of the interrelation of all branches. During this period, an officer will rotate through

various command and staff positions and may be utilized as an instructor at a service school or with one of the Reserve Components. Dependent upon their aptitudes, interest, and experience, officers will climb the training ladder during the early portion of this period. The "training ladder" embraces possible attendance at graduate level civil schooling and other service schools. Following the various school assignments the graduate will be placed where he can best utilize the training received. Those officers receiving civil school training are programed into assignments requiring graduate skills such as the U.S. Army Military Police School, other service school faculties, or major command staffs. Those receiving advanced military schooling are placed in command and staff positions which demand this training. At the end of this phase, the officer is then qualified to act as a staff provost marshal, to head any principal sub-division in the office of The Provost Marshal General or to fill any other key position at Department of the Army, joint command, or Department of Defense level.

(3) *Phase III (20-30 years)*. The officer, having been guided during the formative years of his career, qualifies during this period for assignment to positions of responsibility commensurate with his ability. This is the period when his experience and education are utilized to their fullest extent. Consequently, officers may be assigned as Division Chief, OTPMG; Department Director, USAMP School; Army Provost Marshal; Commandant, United States Disciplinary Barracks; or to staff positions in the Department of Defense, Department of the Army, or other governmental agencies. For those individuals possessing general officer qualifications, final preparations are made during this phase for consideration for promotion to general officer.

ORDNANCE CORPS																							
OBJECTIVES FOR PERIOD INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION																			
	1. Train officers in command of troop units 2. Train officers in the basic skills in one or more commodity areas* 3. Send all qualified officers to the Career Course 4. Provide qualified officers with graduate schooling in engineering and the physical sciences * (Commodity areas: Missiles, armament, nuclear weapons, ammunition, tank-automotive)	1. Provides command and staff experience at battalion and group level 2. Provides staff experience at major commands and headquarters commodity commands, depots 3. Send qualified officers to the Command & General Staff College 4. Provides qualified officers an opportunity for graduate schooling in management	1. Provides command and staff experience at battalion, group, and depot level 2. Provide staff experience at combined, Joint, and DA levels and utilize acquired branch expertise 3. Provide qualified officers, not previously selected, with military schooling at Associates C&GSC, and the Armed Forces Staff College. 4. Send selected officers to the Senior Service Schools 5. Provide qualified officers, not previously selected, the opportunity for graduate school in management	To utilize officers at the highest levels of command and staff responsibility																			
YEARS OF SERVICE																							
SCHOOL ELIGIBILITY	* ORDNANCE CAREER COURSE COMMAND & GENERAL STAFF COLLEGE (Sel O.) ARMED FORCES STAFF COLLEGE (Sel O.) SENIOR SERVICE COLLEGE (Sel O.) SCHOOLING IN ENGINEERING AND PHYSICAL SCIENCES (MS) GRADUATE SCHOOLING IN MANAGEMENT (MBA) SPECIALIST AND TECHNICAL COURSES *Basic Course of branch to which detailed for all RA officers on combat arm detail; Ordnance Basic Course for other officers.																						
TYPICAL ASSIGNMENTS	* (Duties in two or more functional areas) <u>Functions</u> <table border="1" style="width: 100%;"> <tr> <td>RA</td> <td>R&D</td> <td>Proof Officer, Project Officer, R&D Coordinator</td> <td rowspan="2">Command: Battalion, Group, Activity, Depot, Arsenal, Proving Ground, School</td> </tr> <tr> <td>COMBAT</td> <td>Industrial</td> <td>Procurement Specialist, Project Officer</td> </tr> <tr> <td>ARM</td> <td>Field Service</td> <td>Supply Officer, Maintenance Officer</td> <td>Staff: Commands, Headquarters, Schools, Districts, Arsenals, Depots, Proving Grounds</td> </tr> <tr> <td rowspan="3">DETAIL</td> <td>Training</td> <td>Instructor or Advisor at USAOC&S, OCM&S, NSMA, Civilian Components</td> <td rowspan="3">Branch Immaterial: General and Special Staffs of Major Commands, DA, Joint and Combined Headquarters; Command of Combat Support Units</td> </tr> <tr> <td>Staff</td> <td>Depots, Arsenals, Districts, Proving Grounds, troop units</td> </tr> <tr> <td>Command</td> <td>Detachment, Company, Manufacturing Plant</td> </tr> </table> *OTRA: Duty with Ordnance Troop Units				RA	R&D	Proof Officer, Project Officer, R&D Coordinator	Command: Battalion, Group, Activity, Depot, Arsenal, Proving Ground, School	COMBAT	Industrial	Procurement Specialist, Project Officer	ARM	Field Service	Supply Officer, Maintenance Officer	Staff: Commands, Headquarters, Schools, Districts, Arsenals, Depots, Proving Grounds	DETAIL	Training	Instructor or Advisor at USAOC&S, OCM&S, NSMA, Civilian Components	Branch Immaterial: General and Special Staffs of Major Commands, DA, Joint and Combined Headquarters; Command of Combat Support Units	Staff	Depots, Arsenals, Districts, Proving Grounds, troop units	Command	Detachment, Company, Manufacturing Plant
RA	R&D	Proof Officer, Project Officer, R&D Coordinator	Command: Battalion, Group, Activity, Depot, Arsenal, Proving Ground, School																				
COMBAT	Industrial	Procurement Specialist, Project Officer																					
ARM	Field Service	Supply Officer, Maintenance Officer	Staff: Commands, Headquarters, Schools, Districts, Arsenals, Depots, Proving Grounds																				
DETAIL	Training	Instructor or Advisor at USAOC&S, OCM&S, NSMA, Civilian Components	Branch Immaterial: General and Special Staffs of Major Commands, DA, Joint and Combined Headquarters; Command of Combat Support Units																				
	Staff	Depots, Arsenals, Districts, Proving Grounds, troop units																					
	Command	Detachment, Company, Manufacturing Plant																					

CHART 12

61. Ordnance Corps

Ordnance officers serve in a wide variety of challenging assignments. Assignments range from duty with combat support troop units in oversea theaters to duty in scientific and engineering positions in the headquarters of the Army Materiel Command, its Commodity Commands, and the Arsenals and Depots in the United States. Selected ordnance officers also serve in key staff positions at all levels in broad functional areas. The Ordnance career program provides progressive development of each officer commensurate with his capabilities through planned training, education, and duty experience. Ordnance officers thus acquire professional competence which prepares them for command of ordnance units, other combat support or functional units, command or senior staff positions in the Army's military-scientific-industrial team, functional management of major elements of the Army's logistical system, and branch-immaterial duty on senior staffs throughout the world.

The Ordnance career program consists of four major periods. These are described below:

a. Basic Military Development and Branch Qualification Period (years 1 through 8).

- (1) Officers receive training and leadership experience with troop units in the field.
 - (a) Regular Army officers are detailed to a combat arm for the first 2 years and attend the Basic Course of the detail branch. They then return to Ordnance Corps control for assignment to ordnance positions and subsequent career management.
 - (b) Reserve Component officers, during their first 2 years, attend the Ordnance Basic Course and are assigned to duty with an ordnance or other combat support troop unit.
- (2) Following troop duty, both Regular Army and Reserve officers are assigned to duty for training and experience in the basic skills in one or more of the

ordnance commodity areas (i.e., Armament, Missiles, Nuclear Weapons-Ammunition, Tank-Automotive). This is accomplished through a progression of assignments in various functions such as research and development, test and evaluation, procurement, production, storage, inventory control and distribution, and maintenance management.

- (3) An officer is provided with training in both special and technical courses, as necessary, through his twenty-third year of service.
- (4) Qualified officers are provided with the opportunity for graduate schooling in engineering or the physical sciences. Selection for civilian education depends upon manner of performance, needs of the Army, availability of quotas, and acceptance by the appropriate university.
- (5) Each officer is considered for attendance at the Career Course.
- (6) The primary consideration is to lay a firm foundation for the future career of the individual officer through training, education, and practical application. This is the critical period since it provides the base upon which to build each officer's professional career.

b. Intermediate Professional Development Period (years 9 through 15).

- (1) Officers are provided with command and staff experience at battalion and group levels.
- (2) Officers gain staff experience at Depots, Arsenals, Major Commands, and National Inventory Control Points.
- (3) Officers may be selected to serve as instructors at such military schools as the USA Ordnance Center and School, USA Ordnance Guided Missile School, and United States Military Academy; as Assistant Professors of Military Science in Senior ROTC colleges; or as advisors to the various civilian components.

- (4) Qualified officers are selected for military schooling at the Regular Command and General Staff College Course and at the Armed Forces Staff College.
- (5) Qualified officers are provided with the opportunity for graduate schooling in Management. Eligibility for graduate schooling in Engineering and the Physical Sciences continues through the fifteenth year.
- (6) Each officer serves in progressively more responsible and demanding positions to develop advanced proficiency in leadership, technical, and functional skills. Some of these positions may be in the Army logistical system; others may be in branch-immaterial positions requiring the exercise of other than ordnance skills.
- (7) Officers may volunteer for selection to one of the specialist fields. The career patterns of those officers selected are outlined in section VII.
- (8) By the end of this period, each officer will have demonstrated those attributes and capabilities upon which an assessment of his future career potential can be based. Each officer's complete record is evaluated and his career pattern modified, if required, to prepare him for the next step in career development.

c. Advanced Contribution and Senior Development Period (years 16 through 23).

- (1) Officers are provided with command and staff experience at battalion, group, depot, arsenal, procurement district, and major maintenance activity level.
- (2) Officers gain staff experience in Department of

Defense agencies, Headquarters Department of the Army, Headquarters Army Materiel Command and its subordinate commands, CONARC, headquarters of major overseas commands, and staff and faculty of service schools. The officer not only develops his capacity to serve at this level, but also brings with him branch experience to assist in operations even though many of these positions are branch-immaterial positions.

- (3) Qualified officers are provided with military schooling at the Associate Command and General Staff College Course (through 18th year), and the Armed Forces Staff College (through 19th year). Qualified officers are selected for senior service colleges (through 23rd year).
- (4) During this period qualified officers who have not been previously selected for advanced civil schooling are provided with the opportunity for graduate schooling in management (through 18th year) depending upon Army requirements and the availability of quotas.
- (5) This is a period of advanced job contribution. The assignments of each officer will be planned so as to maximize utilization of the officer's strengths and potentialities, and may include various combinations of repetitive assignments.

d. Period of Major Professional Contribution (years 24 through 30). Professional development has been completed and assignments for the remainder of his career will be to high level command and staff positions.



QUARTERMASTER CORPS									
OBJECTIVES FOR PERIOD INDICATED	BASIC MILITARY DEVELOPMENT		INTERMEDIATE PROFESSIONAL DEVELOPMENT		ADVANCED CONTRIBUTION AND DEVELOPMENT		MAJOR PROFESSIONAL CONTRIBUTION		
		To increase branch qualification through branch schooling, combat arm, detail, troop duty, and technical assignments.		To improve military stature and broaden professional competencies through military and civilian schooling and tours of duty of increasing responsibility.		To demonstrate potential in positions of high responsibility and continue professional development through attendances at a senior service college.		To make maximum contribution in key positions of high responsibility requiring the professional competence gained through duty and schooling in earlier periods.	
YEARS OF SERVICE									
SCHOOL ELIGIBILITY	<p>* QMC CAREER COURSE</p> <p>COMMAND AND GENERAL STAFF COLLEGE (Sel O.)</p> <p>APSC, AIR FORCE ADV AIR LOGISTICS COURSE (Sel O.)</p> <p>ARMY COMMAND MANAGEMENT, ARMY SUPPLY MGMT (Sel O.)</p> <p>SENIOR SERVICE COLLEGE (Sel O.)</p> <p>ADPS OR FUNCTIONAL COURSES OF USA, USN, USAF OR USMC</p> <p>GRADUATE LEVEL CIVIL SCHOOLING</p> <p>TRAINING WITH INDUSTRY OR FOREIGN SCHOOLING ON SEL. BASIS</p> <p>*Quartermaster Basic Course. Regular Army officers attend Basic Course of the branch to which detailed.</p>								
PATTERN I 1/2/ LOGISTICS	* COMBAT	BASIC QMC DEVELOPMENT PERIOD TO INCLUDE TECHNICAL DUTY EARLY IN AN OFFICER'S CAREER	INSTRUCTOR OR BRANCH IM-MATERIAL DUTY OR DUTY WITH RESERVE COMPONENT. DEPOT DUTY, LOGISTICAL ASSIGNMENT, ADVISOR DUTY	COMPTROLLER, COMMODITY DUTY OR COMMAND. Quality FOR DUTY AS LOGISTICIAN DSA, ANC, DCS, LOG DUTY	DA, THEATER OR JOINT STAFF. DEPOT DIRECTOR OR KEY COMPTROLLER, LOG COMMAND OR KEY LOGISTICAL STAFF POSITION	All officers form a common base through anyons of these three patterns toward a common goal consisting of the highest level command and staff positions throughout the defense establishment			
PATTERN II 1/2/ COMMODITY	ARM DETAIL	BASIC QMC DEVELOPMENT PERIOD TO INCLUDE TECHNICAL DUTY EARLY IN AN OFFICER'S CAREER	NON COMMODITY DUTY OVERSEAS OR IN CONUS DEPOTS. DUTY WITH MP/SA, MSSA, MC&TSA, MGSA, USN, USAF, INSTRUCTOR DUTY, ADVISOR DUTY	COMPTROLLER, PROCUREMENT OR DEPOT DUTY; STAFF OR COMMAND WITH MP/SA, MSSA, MC&TSA, MGSA; USN, USAF, AMC, KEY QM OR DCS/LOG DUTY	KEY PROCUREMENT POSITION OR DEPOT DIRECTORATE. JOINT STAFF DUTY OR SINGLE MANAGER COMMAND OR STAFF POSITION				
PATTERN III 1/2/ COMMAND		BASIC QMC DEVELOPMENT PERIOD TO INCLUDE TECHNICAL AND/OR AIRBORNE COMMAND ASSIGNMENTS EARLY IN AN OFFICER'S CAREER	INSTRUCTOR DUTY, BRANCH IM-MATERIAL OR RESERVE COMPONENT DUTY. BATTALION LEVEL COMMAND OR STAFF DUTY WITH DA, CONARC OR EQUIVALENT LEVEL STAFFS, ADVISOR DUTY	QUALIFY FOR QM GROUP LEVEL COMMAND; KEY POST OR DIVISION QUARTERMASTER; OR STAFF DUTY AT DA LEVEL OR HIGHER. MAY RECEIVE KEY AIRBORNE OR AAFES STAFF DUTY	QUALIFY FOR ASSIGNMENT IN KEY DA, DCD OR JOINT STAFF POSITIONS OR DUTY AS COMMANDER OF QM COMMANDS. CORPS AND ARMY QM ASSIGNMENTS MAY BE GIVEN IN THIS PERIOD				
<p>1/2 Officers may receive selected assignments outside his chosen career pattern to broaden his foundation.</p> <p>* QTRA: QMC duty</p>									

CHART 13

62. Quartermaster Corps

a. *Quartermaster Career Planning Concept.* Quartermaster career planning is based upon the concept that all officers will have essentially similar careers during their first 8 years of service; that thereafter they will receive assignments and schooling which will provide progressive development through the career patterns; and that within such careers, all officers will receive equitable opportunities to earn advancement to key command and staff positions throughout the military establishment.

b. *The Quartermaster Careers.* Chart 13 portrays three career patterns. Except for certain categories of specialists when assignments are alternated between QM and specialty, officers will not receive continuous duty assignments in limited logistical fields. Unless an officer requests otherwise, each career officer will receive selected assignments outside his chosen career pattern to broaden his foundation for continuous and progressive development. From a common base, all career officers will advance towards a common goal. All career patterns afford all officers equal opportunities for advancement.

c. *The Foundation for Development.* The first 8 years of the officer's career will be so managed that all will be provided with similar foundations for progressive development. In general terms, Regular Army officers will serve a 2-year detail with a combat arm to include initial schooling with that combat arm, advanced schooling, post or division-level Quartermaster duty or technical duty, and command. Reserve officers on extended active duty attend the QM Basic Course and then begin the basic development phase.

d. *The Development Phase.* During the next 12 years, all career officers will be assigned to positions of greater responsibility and will be given opportunities to demonstrate potentialities for continued growth. During this period, selected officers will attend civil schooling (6 to 15 years of service), U.S. Army Command and General Staff College (8 to 19 years of service), Armed Forces Staff College (10 to 20 years of

service), and advanced functional and management courses. Career officers will be managed in the career patterns of their choice so that the sequence, frequency, and category of their assignments will provide them with a broad career base and a competitive posture for key command and staff positions. The development phase is divided into two time frames:

- (1) *8 to 15 years service.* In this period the officer receives his initial assignment as a field grade officer and receives opportunities to demonstrate his potentialities.
- (2) *15 to 20 years service.* In this period the outstanding field grade officers emerge. They are given the more challenging command and staff positions, and are considered for greater career opportunities.

e. *The Senior Officer Phase.*

- (1) During the next 5 years (20-25 years of service) key command and staff positions are selected for exceptionally outstanding officers. These positions will be at all levels of the national defense establishment. Selections for senior service colleges are continued in this phase. All who are selected will receive this education prior to the completion of 24 years service.
- (2) Beyond the 25-year mark, officers will be assigned to positions of highest responsibility requiring direct application of all prior experience and schooling.

f. *The General Nature of Quartermaster Assignments.* The career Quartermaster has opportunities for challenging, widely diversified command and staff assignments in every logistical area of the national defense establishment. The Quartermaster Corps has a wide range of command and staff positions which enable Quartermaster officers to develop early those staff skills necessary to effective working relationships with other services. This includes the broad range of duties offered by the Defense Supply Agency, and the Army Materiel

Command, together with worldwide requirements for skilled Quartermaster officers to fill branch-immaterial requirements. These all combine to accelerate the development of career officers. The nature of all quartermaster missions produces an aggregation of assignments which naturally equip Quarter-

master officers for the key logistical assignments in the Department of the Army and the Department of Defense. The magnitude of the responsibilities given even to junior officers is generally of a nature to test their leadership and managerial skills early in their careers.



63. Signal Corps

a. General.

- (1) The Signal Corps is both a combat arm and a technical service. As such, it provides a wide range of opportunities for the development and testing of the most inspired and capable officers so that they may become the military leaders of the future. Signal Corps officers must be prepared to perform in either a tactical or technical role in two or more of the major mission areas of the Signal Corps.
- (2) The career pattern of the Signal Corps is not intended to provide a rigid structure for the development of individual officers. It is primarily concerned with projecting and developing each officer in accordance with his own potential. Because the training, experience, aptitudes and interests of the individual will change as he progresses in his career, a new evaluation must be made at the completion of each assignment or period of training. The overall objective is one of continually broadening experience, improving professional competence, and increasing the individual's potential for more responsible assignments.
- (3) The concept underlying Signal Corps officer career development emphasizes generalization rather than specialization. The primary objective is to develop competent combat and combat support leaders. A secondary objective is to have each officer qualified in two or more of the major mission areas of the Signal Corps. Assignments are intended to broaden the officer's background and to increase his potential for key positions. Officers may specialize in one mission area, but such specialization should develop an individual with advanced knowledge in a complex field rather than an individual with a limited range of experience in a narrow field of endeavor. Repetitive assignment to duties which fail to achieve the above objectives will be avoided.

b. Basic Military Development Period (1-8 years).

- (1) Every officer except the USMA graduate will attend the Signal Corps Officer Basic Course upon receiving his commission in the Signal Corps.
- (2) During the first eight years, emphasis is placed on acquiring broad knowledge of the Signal Corps and of the other arms and services. Particular emphasis is placed on troop duty and experience in the field of tactical communications. During each tour of duty with a troop unit, the officer will be rotated through as many different types of duty within the unit as are appropriate to his grade and length of service. A maximum number of officers will be given the opportunity to command at the platoon and company level.
- (3) After approximately two years of service, officers may indicate their preferences on DA Form 483 for concentration of assignments in any major mission area. Assignments will be based on the needs of the service, and the demonstrated performance, experience, and potential of the individual.
- (4) During the period 3 to 8 years, each officer will attend the Signal Corps Career Officer Course. Selected officers will attend graduate courses at civilian schools and other advanced training courses.

c. Intermediate Professional Development (9-15 years).

- (1) The objective of this period is to continue the professional development of the officer and to prepare him for future high level command and staff. Assignments will continue to be made to progressively more responsible and challenging positions, commensurate with demonstrated performance, ability, and potential.
- (2) During this period, the officer will obtain qualification in a second mission area of the Signal Corps, if he has not already had the opportunity. Assignments will consist of both branch material and branch-

immaterial types of duty in a variety of staff and command positions. A maximum number of officers will be given the opportunity to serve in staff positions at battalion and/or higher headquarters. Officers who have demonstrated outstanding leadership potential will be assigned as battalion commanders. Continuous emphasis will be placed on the achievement of both branch and branch-immaterial qualification.

- (3) A high percentage of officers will attend the U.S. Army Command and General Staff College and selected officers will attend the Armed Forces Staff College.

d. Advanced Contribution and Development Period (15-23 years).

- (1) The objective of this period is to make maximum utilization of the previous experience and training of all officers and to continue the development of those officers who have demonstrated outstanding

potential for the highest positions. Available troop assignments will be used to capacity to give practical command experience to outstanding officers who have not previously commanded at the battalion level.

- (2) Selected officers will attend Armed Forces Staff College and Senior Service Colleges.
- (3) Graduates of CGSC and/or AFSC and other officers with outstanding potential will be assigned to Department of the Army headquarters or other higher level staff and operating agencies.

e. Major Professional Contribution Period (24-30 years).

This is the period where the maximum benefit is derived from the officer's previous training and experience. Officers will be assigned to the most important positions in the Signal Corps major mission areas and in high level branch-immaterial positions where demonstrated outstanding performance, experience and maturity are prerequisites. Selected officers will serve on joint, allied, or combined staffs and/or will command major activities and units.



TRANSPORTATION CORPS

		BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL DEVELOPMENT
OBJECTIVES FOR PERIOD INDICATED		TO DEVELOP FUNDAMENTAL KNOWLEDGE OF SOLDIERING, AND TO DEVELOP BRANCH QUALIFICATION BY SPECIALIZATION IN ONE OR MORE OF THE FOLLOWING BROAD FIELDS: a. Army Aviation b. Transport services: Highway, Marine, Railway, Terminal Operations c. Traffic Management d. Research and Engineering e. Supply and Maintenance, Aircraft Maintenance, Procurement, Supply f. Miscellaneous Controllorship Fiscal Management Personnel Management	1. Extended periods of duty in field of specialization 2. Expansion of general military knowledge through advanced military schooling and varied assignments.	1. Continued utilization in area of speciality 2. Development of broad experience in preparation for leadership at high-level positions.	Continued utilization and preparation for highest positions of responsibility
	YEARS OF SERVICE				
SCHOOL ELIGIBILITY		* TRANSPORTATION CAREER COURSE (Years 3-8) * PLIGHT TRAINING (Years 3-4) * COMMAND AND GENERAL STAFF COLLEGE (Sel O.) (Years 9-15) * ARMED FORCES STAFF COLLEGE (Sel O.) (Years 11-17) * SENIOR SERVICE COLLEGE (Sel O.) (Years 16-23) * GRADUATE LEVEL CIVIL SCHOOLING (Years 10-15) * SPECIALIST, TECHNICAL, AND FUNCTIONAL COURSES (Years 10-23)			
		*Basic Course. Regular Army officers attend Basic Course of the branch to which detailed. Reserve Component officers attend the Transportation officer Basic Course.			
TRAINING AND ASSIGNMENTS	TRAINING AND COMMAND	* TRAIN-Platoon & Company Command Company/Battalion Staff * STAFF:Logistical Commands, Divisions, Corps, Armies, OCOPT, AMC, CDC * Specialized or Technical Areas: Transportation Supply, Aircraft maintenance, Production, Procurement, Research & Development, Transportation Engineering, Traffic Management *Reserve Component officers perform duties as Platoon or Company Commanders, Company or higher Staff Duty, or Specialized and Technical Duties	Bn & Group Staff, School Staff and Faculty, ROTC,USAR, NG, MAAG, Mission, Branch Immaterial Agents	COMMAND: Transportation Battalions, Terminal Activities, Composite & Functional Support Units STAFF: Schools, Posts, Training Centers, Armies, CONARC, AMC, CDC, DA & OSA including subordinate Commands & Activities both Branch Immaterial & Branch Material positions Continuation of duties in Specialized or Technical Areas	Training for and utilization in positions of highest responsibility, such as high level Staff and Command of Major Units and Activities
	GENERAL STAFF	General Staff, Joint and Combined Staffs (Selected officers)			

CHART 15

64. Transportation Corps

The following comments amplify the Transportation Corps career pattern and when considered in conjunction with chart 15 provide the guide for the progressive long-range development of each Transportation Corps officer through appropriate training and on-the-job experience.

a. Transportation Corps Fields of Activities. The Transportation Corps offers the following fields of activities, and officers normally will be directed into at least one of these broad fields upon completing the Transportation Officer Basic Course.

ARMY AVIATION
 TRANSPORTATION SERVICES
 Highway
 Marine
 Railway
 Terminal Operations
 TRAFFIC MANAGEMENT
 RESEARCH AND ENGINEERING
 SUPPLY AND MAINTENANCE
 Aircraft Maintenance
 Procurement
 Supply
 MISCELLANEOUS
 Comptrollership
 Fiscal Management
 Personnel Management

b. Basic Military Development. Emphasis is placed primarily on developing leaders. Each officer is given varied TC assignments in order to acquire two or more different and, if possible, unrelated military occupational specialties. The regular officer gains first hand understanding of the needs and missions of the combat arms through a 2-year detail to a combat arm after which he reverts to Transportation Corps control, and is reassigned to Transportation Corps duties. Selected officers receive graduate training at civilian schools and/or flight training. Upon completion of this specialized

training, these officers are assigned duties that will utilize the skills they have acquired. All officers will attend branch MOS or functional courses as appropriate, and those officers completing the regular career course will attend a MOS or functional course (i.e., Aircraft Maintenance, Motor Transport Operation and Maintenance, Stevedore, Supply, or Procurement) en route to their new assignments. During this developmental period the officer's career is rigidly monitored to insure that he receives maximum troop duty.

c. Intermediate Professional Development. Officers are assigned within the fields of transportation operations for which he has been trained during the basic development period. Selected officers will further develop their fields of specialization in the training with the industry program or the civil school graduate training program. Expansion of general military knowledge continues in order to promote professional self-reliance.

d. Advanced Contribution and Development. This is the final period of career monitoring during which the officer's education and training are developed to the point where he is ready for the most important assignments. The officer spends the greatest portion of his time in the special fields of transportation with which he has become identified. His experience is broadened also by varied assignments to include branch immaterial assignments to better qualify him for positions he may be called upon to fill. The most capable officers are earmarked for responsible high level positions.

e. Major Professional Contribution. During this period the officer qualifies for assignment to positions of responsibility commensurate with his demonstrated ability. These assignments continue until retirement. It is from this group of officers that the Transportation Corps will obtain its leaders in the event of national emergency. It is also from among this group of officers that selection is made for promotion to general officer grade.

ARMY MEDICAL SPECIALIST CORPS

	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIODS INDICATED	1. 0-4 YEARS SERVICE: ROTATED ASSIGNMENTS WITHIN SPECIALTY TO: a. Provide diversified experiences b. Continue development within specialty in larger hospitals under supervision 2. 4-8 YEARS SERVICE: CONTINUED DEVELOPMENT THROUGH: a. Performance of duty with less supervision b. Assignments as branch or section chief in small hospitals c. Attendance at technical specialty courses	Progressively increasing responsibility with corresponding reduction of supervision. Continued educational development in specialty by attendance at graduate civil school and other technical specialty courses Broadening of knowledge in diversified area through attendance at AMEDS Career Course, Hospital Administration and short courses	Assignment to positions of responsibility such as chiefs of divisions in large hospitals, consultants in overseas theaters, Director Physical Therapy Course, Chiefs of Section in OTSG, Chief of AMSC	Continued utilization in areas of maximum responsibility. Special projects and research
YEARS OF SERVICE				
SCHOOL ELIGIBILITY	* AMEDS CAREER COURSE ** HOSPITAL ADMIN COURSE FOR SELECTED DIETITIANS AND PTS TRAINING AT CIVILIAN MEDICAL INSTITUTIONS IN SPECIALTY (SELECTED OFFICERS), AMEDS SHORT COURSES AS APPROPRIATE TO SPECIALTY AND GENERAL EDUCATION IN PROFESSIONAL AND ADMINISTRATIVE AREAS GRADUATE CIVIL SCHOOLING (MS; PHD IN PROFESSIONAL SPECIALTY OR RELATED FIELD) (SELECTED OFFICERS) *Basic Courses for all AMSC officers ** Dietetic Internship, Physical Therapy Course or Occupational Therapy Affiliation for students in these fields			
TRAINING AND ASSIGNMENTS	DIETITIANS Asgmt to dietetic duty under supervision in various sized hospitals	CHIEF, FOOD SERVICE DIVISION, IN SMALL HOSPITALS, BRANCH CHIEFS WITHIN FOOD SERVICE DIVISION, EDUCATIONAL DIRECTORS FOR INTERNSHIPS, RESEARCH, AMSC COUNSELOR	CHIEF OF AMSC; CHIEF, DIETETIC SECTION, OTSG; CHIEF FOOD SVC DIV, LARGE HOSPITALS; CONSULTANT IN DIETETICS, RESEARCH	SELECTED OFFICERS CONTINUE TO BE UTILIZED IN POSITIONS OF GREAT RESPONSIBILITY
OCCUPATIONAL THERAPISTS	Asgmt to OT duty under supervision in various sized hospitals	CHIEF, OT SECTION, SMALL HOSPITALS, CHIEF OF SUB SECTIONS, STUDENT SUPERVISORS IN CLINICAL AFFILIATION, RESEARCH, AMSC COUNSELOR	CHIEF OF AMSC; CHIEF, OT SECTION, OTSG; CHIEF, OT SECTION, LARGE HOSPITALS, RESEARCH	
PHYSICAL THERAPISTS	Asgmt to PT duty under supervision in various sized hospitals	CHIEF OF PT SECTION, SMALL HOSPITALS; CHIEF OF SUB SECTIONS; CLINICAL COORDINATOR IN LARGE HOSPITALS; INSTRUCTOR, PT COURSE MFSS; STUDENT SUPERVISOR IN PT COURSE; RESEARCH, AMSC COUNSELOR	CHIEF OF AMSC; CHIEF, PT SECTION, OTSG; DIRECTOR, PT COURSE, MFSS; CHIEF, PT SECTION, LARGE HOSPITALS, PT CONSULTANT, RESEARCH	

CHART 16

65. Army Medical Specialist Corps

a. General. The Army Medical Specialist Corps, composed of the Dietitian Section, the Physical Therapist Section and the Occupational Therapist Section, requires three distinct and separate career patterns because of the individual nature of the three professions. The Office of the Chief, AMSC, OTSG awards each officer an MOS in one of these three specialities, and the officer retains this MOS throughout his Army career. The career pattern of all AMSC officers is characterized by a comparable progression in the levels of development, advancement, and responsibility.

b. School Eligibility. Educational programs are considered essential to the proper professional and administrative growth of the career officer. Opportunities for schooling, which vary according to the officer's qualifications, interest, experience, and potential, may occur in the pattern at appropriate times following the 1st or 2d year of military experience. Early in the officer's career when special interest areas are being determined, advantage may be taken of one or more of the short courses offered by military institutions and civilian universities, hospitals, and institutions. Attendance at this type of short course may also be indicated at proper intervals during the officer's career in order to keep him informed of new procedures, trends, and professional policies in his profession. Selected officers may attend certain supervisory administrative and long civilian courses as indicated by the Army Medical Specialist Corps career pattern. Assignment to a high level administrative or professional position is usually preceded by at least a year's graduate work in the field of the officer's specialty.

c. Assignments.

(1) Assignment of individual officers to professional and related duties is made by the Office of the Chief, AMSC, OTSG, and is based on a planned, rotating and progressive assignments at large and small installations both in the continental United States and in overseas commands. Officers may be assigned

to a normal overseas tour of duty after 1 or 2 years of military experience, in accordance with requirements of the service, eligibility, and individual requests.

- (2) The officers of the Army Medical Specialist Corps begin their Army career by attending the first 4 weeks of the Army Nurse Corps Basic Course. Following completion of this course, officers who have been previously qualified in their respective specialities (dietetic, physical therapy, and occupational therapy) are assigned to a hospital, preferably large, to insure at least 1 year of supervised experience. This affords them the opportunity of working with a wide variety of patients and participating in many professional activities typical of Army installations. A similar assignment awaits those officers who complete one of the three qualifying courses—the Dietetic Internship, conducted at three of the Army general hospitals; the Physical Therapy Course, 7 months of which is conducted at the Medical Field Service School and 5 months at selected general hospitals; and the Occupational Therapy Clinical Affiliate Program conducted at selected general hospitals.
- (3) The initial hospital assignment is ordinarily followed by one which requires less supervision and increased responsibility. Concomitant with this advancement, the officer may consider attendance at a short course in his specialty to increase his value to the Army and acquire skills and knowledge consistent with his new responsibilities.
- (4) Emergence from this first bracket of basic diversified experience permits consideration of assignments of a more specialized nature, such as teaching, research, or a specialty within the MOS. AMSC Counselors are also selected from the group within

this developmental area. The career pattern during this stage is so designed as to afford ample opportunity for the officer to demonstrate qualities and capabilities which will identify him for consideration of appointment to responsible assignments.

- (5) Officers who have demonstrated outstanding professional and supervisory qualifications may be assigned to any of the positions in the category of maximum utilization as indicated on chart 16.



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ARMY NURSE CORPS

OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION						
YEARS OF SERVICE										
SCHOOL ELIGIBILITY	<p>* ANC OR AMEDS CAREER COURSE</p> <p>TECHNICAL TRAINING IN CLINICAL SPECIALTIES</p> <p>OTHER MILITARY SCHOOLING IN MANAGEMENT, MANPOWER, ETC.</p> <p>ADVANCED CIVIL SCHOOLING OR HOSPITAL ADMINISTRATION COURSE</p> <p>SHORT COURSES IN CIVILIAN SCHOOLS, FEDERAL AGENCIES AND AMEDS, IN EITHER GENERAL FIELDS OR TECHNICAL SPECIALTY</p> <p>*Basic Course</p>									
TRAINING AND ASSIGNMENTS	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%; padding: 5px;">GENERAL DUTY</td> <td style="padding: 5px;">ROTATED ASSIGNMENTS IN SPECIALTY FIELD AT CLASS I AND II HOSPITALS IN CONUS, AND OVERSEAS</td> <td colspan="2" rowspan="2" style="padding: 5px; vertical-align: top;"> <p>AFTER 23 YEARS OF SERVICE, SELECTED OFFICERS WILL BE UTILIZED IN KEY ASSIGNMENTS</p> </td> </tr> <tr> <td style="padding: 5px;">SPECIALTY TRAINING</td> <td style="padding: 5px;">DUTY IN POSITIONS AS HEAD NURSE, INSTRUCTOR DUTY, HOSPITAL STAFF, RESEARCH, PROCUREMENT COUNSELOR, ROTATED ASSIGNMENTS IN SPECIALTY</td> </tr> </table> <p style="margin-top: 10px;">SUPERVISORY POSITIONS; DUTY WITH MAAGS AND MISSIONS; COURSE DIRECTOR IN SPECIALTY COURSES; DA, CONARC STAFF; FACULTY, MEDICAL FIELD SERVICE SCHOOL</p>				GENERAL DUTY	ROTATED ASSIGNMENTS IN SPECIALTY FIELD AT CLASS I AND II HOSPITALS IN CONUS, AND OVERSEAS	<p>AFTER 23 YEARS OF SERVICE, SELECTED OFFICERS WILL BE UTILIZED IN KEY ASSIGNMENTS</p>		SPECIALTY TRAINING	DUTY IN POSITIONS AS HEAD NURSE, INSTRUCTOR DUTY, HOSPITAL STAFF, RESEARCH, PROCUREMENT COUNSELOR, ROTATED ASSIGNMENTS IN SPECIALTY
GENERAL DUTY	ROTATED ASSIGNMENTS IN SPECIALTY FIELD AT CLASS I AND II HOSPITALS IN CONUS, AND OVERSEAS	<p>AFTER 23 YEARS OF SERVICE, SELECTED OFFICERS WILL BE UTILIZED IN KEY ASSIGNMENTS</p>								
SPECIALTY TRAINING	DUTY IN POSITIONS AS HEAD NURSE, INSTRUCTOR DUTY, HOSPITAL STAFF, RESEARCH, PROCUREMENT COUNSELOR, ROTATED ASSIGNMENTS IN SPECIALTY									

CHART 17

66. Army Nurse Corps

a. General. Upon initial appointment, Army Nurse Corps officers will be granted credit for years of service in an active status on the basis of experience and formal education related to a specialty in the following fields of nursing: Nursing education, supervision and teaching, nursing service administration, personnel administration, counseling, nursing research, public health nursing, and completion of approved postgraduate clinical program. The number of years creditable for qualifying education and experience is as follows:

- (1) One year's service credit for graduates from an acceptable diploma school of nursing with 30 additional semester credits toward a baccalaureate degree.
- (2) Eighteen months service credit for a bachelor's degree.
- (3) Three year's service credit for a master's degree.
- (4) Four year's service for a Ph.D. or comparable degree.
- (5) One year's service credit for completion of an approved clinical postgraduate training program in anesthesiology and certification in the American Association of Nurse Anesthetists.

b. Education and Training.

- (1) All newly commissioned officers will attend the Army Nurse Corps Basic Course at the Medical Field Service School.
- (2) Between the 3rd and 8th years of service, career officers will attend the ANC Officer Career Course.

- (3) Army Nurse Corps officers are eligible to apply for the professional specialty courses conducted at military installations. These are Maternal and Child Health, Anesthesiology, Basic Operating Room Nursing, Advanced Operating Room Nursing, and Military Nursing Practice and Research. Traineeships are given in Room Nursing, Army Health Nursing and Psychiatric Nursing.
- (4) Graduate training at civilian universities, the AMEDS Officer Career Course, and the Hospital Administrative Course are offered to career Army Nurse Corps Officers.
- (5) A degree completion program is also offered selected Army Nurse Corps officers to further their education development.

c. Assignments. The Army Nurse Corps career pattern (chart 17) depicts the general developmental career progression which is brought about through planned and monitored assignments. Every Army Nurse Corps officer is expected to have an excellent foundation in clinical nursing before receiving a diversified assignment; all are given equal opportunity to progress in their chosen career field. Assignments are planned at each stage of the officer's career by the Army Nurse Corps Career Planning Section, OTSG, to insure that the individual officer receives clinical nursing experience and progressive responsibility, and acquires an overall working knowledge of the Army Medical Service.

DENTAL CORPS																															
OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT								INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION							ADVANCED CONTRIBUTION AND DEVELOPMENT							MAJOR PROFESSIONAL CONTRIBUTION								
		a. Attendance at Basic Course b. Military Dental Internship c. Rotated Assignments d. Attendance at AMEDS Career Course								Continued general and specialized training Utilization in career field							Command and staff development, clinical development, assignments in research activities. Advanced development in career field Continued military schooling to develop broad understanding of military affairs							To develop and utilize senior dental officers as consultants to OTSG and major commands, as commanders and senior staff officers, and in advanced research assignments.							
YEARS OF SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
SCHOOL ELIGIBILITY	*	**							AMEDS CAREER COURSE							CGSC (Selected Officers)							SENIOR SERVICE COLLEGE (Selected Officers)								
									DENTAL THEORY AND SCIENCE COURSES							INSERVICE DENTAL RESIDENCY OR FELLOWSHIP OR POST GRADUATE CIVIL SCHOOLING															

67. Dental Corps

a. General. Under provision of title 10, United States Code section 3294(b), each individual appointed in the Dental Corps of the Regular Army shall, at the time of appointment, be credited with an amount of service equal to not less than four years. This service credit is given as compensation for the additional years of education required for the degree of Doctor of Dental Surgery or Dental Medicine, a requisite for such appointment. By reason of this credit, each dental officer enters the Regular Army in a grade not lower than first lieutenant with the temporary grade of captain.

b. The Basic Military Development Period (3-5 years). This is a period of basic training and professional performance. During this period each officer will receive basic military training to include attendance at the Army Medical Service Officer Basic Course. His service will include general duty assignments either in the continental United States or overseas at a fixed installation or with a field unit. He will be rotated through various professional assignments at his station and learn, under the supervision of senior officers, such administrative procedures concerning personnel, and facility and patient management as are consistent with his assignment. During this period, the officer's potential for clinical specialization will be studied, and he will be given an opportunity to state his interests and preferences toward the development of a particular career pattern.

c. The Intermediate Professional Development and Reevaluation Period and the Advanced Contribution and Development Period. These are both periods of development and specialization. Early in this period, each officer can expect to attend the Army Medical Service Officer Career Course and the Advanced Dentistry Course. In addition, each individual is encouraged to submit an application for postgraduate civilian training and/or in-service residency or fellowship programs. Selections of best qualified individuals for this training are made by The Surgeon General from among those submitting applications. If selected for civilian institution training or

in-service residency training in a particular dental specialty, the officer will be assigned for a one year period to receive specific training in accordance with instructions issued by The Surgeon General. If his performance justifies continuance of training, he continues until he has completed the formal training, requirements of the American Board of his specialty. Upon completion of formal training, he will be reassigned to a position permitting him to complete his associate training and thus establish his eligibility for examination for certification by the specialty board. It is from the best of this group that the Chiefs of Sections in the Dental Service of teaching hospitals will be selected. Individuals who show particular aptitude for administrative or staff duties will, after attendance at the AMEDS Officer Career Course, be given careful consideration for attendance at the Army and Armed Forces general service schools. Some selected and interested dental officers will enter the research field and continue in it throughout the major portion of their military careers. The specialization period for this group generally will start earlier and continue further into the next period of their careers. They will assist in the teaching program in hospitals, the United States Army Institute of Dental Research, the Medical Field Service School and the Armed Forces Institute of Pathology.

d. Major Professional Contribution. Normally there will be little monitoring of careers in this period. Officers will continue in their specialized pattern and assume the senior positions related to that field. To a certain extent, however, those officers who have demonstrated outstanding leadership qualities will have their assignments selected and controlled in such a way as to permit them to continue to utilize their capacities in positions of highest responsibility.

e. Career Planning. It is emphasized that career planning in the Army Dental Corps is the responsibility of the Career and Assignment Branch, the individual, and the commander; each is important in the development of the individual's potential so that the fullest potential of each officer is realized.

MEDICAL CORPS

	BASIC PERIOD	INTERMEDIATE PROFESSIONAL DEVELOPMENT & REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
Objectives For Periods Indicated	<p>Internship and duty as a generalist</p> <p>Familiarization with the Army Med. Svc. by Asgn. to Class I installations</p>	<p>To provide specialized training to meet military requirements in various clinical, preventive and aviation medicine fields</p> <p>By asgn. are designed to utilize tng received and prepare officers for examination by specialty board</p>	<p>Advanced training to prepare individual for supervisory or teaching positions in professional services or research activities.</p> <p>All officers receive branch qualification with selected officers attending advanced military colleges.</p> <p>By asgn. are designed to utilize advanced tng and experience in professional as well as cmd and staff positions</p>	<p>To develop senior officers as chiefs of professional services, and senior research investigators, Consultants to Surgeon General and major commands, and Commanders or senior staff officers.</p>
Years of Service				
School Eligibility	<p>* []</p> <p>AMEDS Career Off. Course []</p> <p>C&GSC (Selected Officers) []</p> <p>AFSC (Selected Officers) []</p> <p>Senior Svc College (Selected C&GSC Grad) []</p> <p>Mil Med. and Allied Sciences Crse; Hospital Administration []</p> <p>*Basic Course</p>			
Training and Assignments	<p>General Duty</p> <p>Duty with troops, i.e. Abn. Special Forces, Aviation Med, Prax. Med.</p>	<p>Residency Training</p> <p>Clinical Prev. Med. Aviation Med. Gen Practice</p>	<p>Assignment:</p> <p>By asgn. of increasing responsibility in clinical, preventive and aviation medicine. Alternate tours in clinical, command and staff, or in research. Selected officers may serve continuously in various career fields.</p>	<p>Training: (Selected Officers)</p> <p>Subspecialty tng. in professional fields, long term civilian tng including programs leading to Master's or Ph. D. degree.</p>

CHART 19

68. Medical Corps

a. Appointment. Under the provisions of Public Law 497, 84th Congress, each person appointed into the Medical Corps of the Regular Army is credited with 5 years of service. Thus, he enters on active duty as a Regular Army first lieutenant, with temporary grade of captain.

b. Basic Period. Following completion of the internship, officers attend the AMEDS Officer Basic Course and are permitted to volunteer for a variety of assignments with troops. These include duty with airborne, special forces or other combat units. Training and duty in preventive and aviation medicine is also available. In a few instances, short periods of training are available in selected critical areas of clinical medicine.

c. Intermediate Professional Development Period. Officers desiring residency training may apply to the Office of The Surgeon General for entry in the following career fields:

- (1) *Clinical.* Training in various clinical fields for an average of three years is given as prescribed by the respective American Boards. Following formal training, officers will be assigned within the specialized field to duty positions of increasing responsibility. This will permit the individual to be certified following an appropriate examination by the respective board.
- (2) *Preventive medicine.* Training in this field is given over a 3-year period, 1 year of which consists of graduate work leading to the degree of MPH at an approved university. Further duty with City Health Departments or at military posts, which are approved for residency training, is given. In addition, a 3-month formal course in Advanced Military Preventive Medicine is given as part of the 3 years of training. Certification may be obtained, following an appropriate examination.
- (3) *Aviation medicine.* The first year of the 3-year

program consists of completion of graduate work leading to MPH degree at an approved university. The second year consists of attendance at the Advanced Aviation Medicine Course at the School of Aerospace Medicine at Brooks Air Force Base, Texas. The third year is at Fort Rucker, Alabama, in conjunction with the Army Aviation School. Certification may be obtained after an appropriate examination.

- (4) *Research and development.* Officers selected for this field will in general have completed training in one of the foregoing fields. Assignments permit individuals to engage in research and development activities in clinical, basic science, preventive medicine, nuclear medicine and combat development activities. In addition to the training of other specialty programs, specific training is given in nuclear medicine at the University of Rochester, and attendance is permitted at the Military Medicine and Allied Sciences Course and other service school courses. Officers in this field may receive a variety of specialized subjects as needed in preparation for research activities.
- (5) *Command and staff.* While an officer may elect this career field following the basic period, most individuals are detailed for duty from other fields based upon the individual's desire or service needs. Training consists of attendance at the regular or associate AMS Officer Career Course, the Command and General Staff College and the senior service colleges. A wide variety of assignment opportunities are available in Divisions, Corps, Army and DA Headquarters; and overseas assignments including duty with troops, MAAG's, Missions or Attache Posts. Duty with airborne and special forces units is particularly desirable. Senior officers are assigned to key staff positions and as commanders of hospitals.

d. Advanced Contribution and Development Period. Upon completion of the required professional training, officers receive assignments commensurate with their interest and ability. Each assignment is designed to increase the indi-

vidual's responsibility. All fields provide opportunity for advanced professional and military training.

e. Major Contribution Period. Senior officers are selected for key command, staff, teaching, and research positions.



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MEDICAL SERVICE CORPS					
OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION	
	<p>SUPPLY AND ADMIN FIELDS:</p> <p>a. 0-3 years - acquire knowledge of Army Org and Admin and Field Medical Service</p> <p>b. 4-8 years - tentative identification with specific career field; Development of basic skill in moe</p> <p>PHAR - ALL SCI - SAN ENG - OPTOM FIELDS:</p> <p>Orientation in Army Org and Functions; Development of skills as a Military - Medical Specialist</p>	<p>SUPPLY AND ADMIN FIELDS:</p> <p>a. Permanent identification with one specific career field - Personnel, Supply, Etc.</p> <p>b. Attainment of a high level of technical proficiency in specialty</p> <p>PHAR - ALL SCI - SAN ENG - OPTOM FIELDS:</p> <p>Attainment of high level of technical proficiency and supervisory ability</p>	<p>SUPPLY AND ADMIN FIELDS:</p> <p>a. Contribution to Specialty in Teaching, Research, and Supervisory Assignments</p> <p>b. Diversification and broadening experiences</p> <p>PHAR - ALL SCI - SAN ENG - OPTOM FIELDS:</p> <p>a. Provide leadership within specialty</p> <p>b. Contribute to AMEDS accomplishments beyond dimensions of clinical practice</p>	<p>Maximum contribution through utilization in highest Command and Staff positions</p>	
YEARS OF SERVICE					
SCHOOL ELIGIBILITY	SUPPLY AND ADMINISTRATION	<p>CAREER COURSE (ALL OFFICERS)</p> <p>CGSC OR HOSPITAL ADMIN, OR POST-GRAD CIVIL SCHOOLING</p> <p>APSC (SEL CGSC GRADS ONLY)</p> <p>AWC OR ICAP (SEL CGSC GRADS ONLY)</p> <p>OTHER SCHOOLING: INTELLIGENCE, LANGUAGE, AVIATION, PERSONNEL, ETC.</p>			
	MEDICAL TECHNICAL FIELDS (ALLIED SCI, SAN ENG, OPTOM, PHAR)	<p>CAREER COURSE (ALL OFFICERS)</p> <p>ADVANCED CIVIL SCHOOLING IN TECHNICAL SPECIALTY (SELECTED OFFICERS)</p> <p>CGSC OR HOSPITAL ADMIN CRSE (SELECTED OFFICERS)</p> <p>AFSC (SEL CGSC GRADUATES ONLY)</p> <p>AWC OR ICAP (SEL CGSC GRADS ONLY)</p> <p>OTHER SCHOOLING: SHORT COURSES OF A MED TECHNICAL NATURE</p>			
*Basic Course mandatory for all; Selected Supply and Admin Officers may also attend Airborne Cree					
TRAINING AND ASSIGNMENTS	SUPPLY AND ADMIN	<p>ROTATED TROOP DUTY</p> <p>IDENTIFICATION IN TENTATIVE CAREER FLD. SUPERVISED DUTY ASSIGNMENTS</p>	<p>PROGRESSIVE ASSIGNMENTS AND TRAINING IN MILITARY SPECIALTY AFTER COMPLETION OF CAREER COURSE</p>	<p>UTILIZATION IN POSITIONS OF RESPONSIBILITY WITHIN CAREER FIELD, DIVERSIFIED TRAINING AND ASSIGNMENTS</p>	<p>UTILIZATION IN KEY ASSIGNMENTS SUCH AS COMMAND AND HIGH LEVEL STAFF</p>
	MEDICAL TECHNICAL	<p>UTILIZATION AND TRAINING IN BASIC POSITIONS WITHIN SPECIALTY</p>	<p>ASSIGNMENTS TO TEACHING, RESEARCH OR JUNIOR SUPERVISORY POSITIONS WITHIN SPECIALTY, AND ADVANCED SPECIALTY TRAINING</p>	<p>RESPONSIBLE TEACHING, RESEARCH AND SUPERVISORY POSITIONS WITHIN SPECIALTY. SELECTED OFFICERS MAY RECEIVE DIVERSIFIED ASSIGNMENTS AND HIGH LEVEL TRAINING</p>	

CHART 20

69. Medical Service Corps

a. General. The MSC is composed of four sections: (1) Pharmacy, Supply and Administration Section, (2) Medical Allied Sciences Section, (3) Sanitary Engineering Section, and (4) Optometry Section. The PS&A Section is comprised of nine distinct career fields: Pharmacy, Supply, Comptroller-ship, Personnel Management, Registrar, Hospital Administrator, Medical Operations and Training, Aviation, and Medical Technical Intelligence; the Allied Sciences Section consists of six career fields: Psychology, Social Work, Podiatry, Nuclear Medical Science, Medical Laboratory Sciences, and Entomology. Upon initial commissioning each officer is evaluated and identified by Primary MOS in one of the Sections and normally remains therein throughout his military career. Officers in the PS&A Section, with the exception of some pharmacists, are normally identified in a career field upon completion of the basic indoctrination phase (3-5 years). Members of the Allied Sciences Section, Sanitary Engineering Section, Optometry Section, and Pharmacy subsection, are identified with a career field immediately upon entry on active duty. Each officer is developed within his section and each is given the opportunity to develop his full potential in his chosen field. Generally, officers are afforded the opportunity of remaining completely within a chosen specialty, accepting one or more diversified assignments, or transferring into other career fields.

b. Education and Training. All MSC officers attend the MSC Officer Basic Course immediately upon entry on active duty; all attend the AMEDS Officer Career Course (the advanced branch course) sometime between their 5th and 12th years of service. Normally between their 8th and 15th year of service most officers will also attend one of the following long

courses: Command and General Staff College; Hospital Administration Course or postgraduate civilian training. A small number of field grade officers who have completed C&GCS and have outstanding performance records are selected for attendance at one of the following military schools: Armed Forces Staff College, Industrial College of the Armed Forces, or the Army War College. Each MSC officer will also attend a number of short (1-16 weeks) military and civilian courses during his career, most of which are designed to increase his technical proficiency.

Long and short courses, both civilian and military, are available in all career fields. The number and type of courses attended by each officer depends upon the career field identification, availability of funds and quotas, performance record, and individual desires. With the exception of the basic and advanced branch courses, officers are normally selected only for those courses in which they express an interest and which are related to their career fields. Officers are eligible for short training courses throughout their careers; completion of the advanced branch course and permanent career field identification are general prerequisites for all long courses.

c. Assignments. Assignments are correlated with training and based upon needs of the Service; career patterns; and individual aptitudes, interests, and abilities. The Surgeon General controls station assignments and reassignments within CONUS and assignments to oversea areas. Every effort is made to provide each officer with progressive assignments designed to develop officers capable of filling the highest command, staff, and medical-technical positions within the MSC area of responsibility.

VETERINARY CORPS				
OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
	YEARS OF SERVICE	1. Rotation of Assignments to develop experience within Specialty area 2. Development and adaptation of professional training to Military Requirements through attendance at: a. Basic Course b. Career Course c. Special Schooling d. Overseas Assignment e. CONUS Station Assignments	1. Continued development in Specialty area through rotated Staff and Specialty Assignments 2. Broadening of military knowledge through attendance at: a. Command & General Staff College b. Armed Forces Staff College c. Other Adv. Schools 3. Duty as instructors in service schools and residency and specialty training in fields required	Increasing frequency of assignments in Staff work related to specialty Duty as instructors in Service Schools and Residency Courses - also investigators in R.D. Program
SCHOOL ELIGIBILITY	<p>*Basic Course</p>			
RESEARCH & DEVELOPMENT	DIRECTOR RESEARCH VETERINARIANS IN R&D FIXED INSTALLATIONS. TECHNICAL MEMBERS OF SPECIALTY TEAMS ASST TO OVERSEAS AREAS	CHIEFS OF BRANCHES, SECTIONS & DEPARTMENTS OF RESEARCH ORGANIZATIONS. SERVICE AS PRINCIPAL INVESTIGATOR IN RESEARCH PROJECTS. SERVICE AS PRECEPTOR IN SPECIAL TRAINING IN SELECTED FIELDS	DIRECTOR, DIVISIONS OF VM; SENIOR RESEARCH VETERINARIAN AT R&D INSTALLATIONS	
COMMAND AND STAFF	COMMANDING OFFICER, TOP UNITS AND FIXED INSTALLATIONS IN CONUS AND OVERSEAS, DUTY WITH MAJCS AND MISSIONS, SPECIAL FORCES.		DUTIES IN POSITIONS OF GREAT RESPONSIBILITY, SUCH AS: a. Assistant for Veterinary Service, OTSG b. Deputy Asst for Veterinary Service, OTSG c. Commandant, AMEDS Veterinary School d. Duty with Medical Field Service School e. Senior Veterinary Officer, Major Commands and Overseas Headquarters.	
ARMY MEDICAL LABORATORY	DUTY AS VETERINARY OFFICER IN CHARGE OF FOOD INSPECTION AND ANIMAL DISEASE DIAGNOSIS IN MEDICAL LABORATORIES (ARMY AREA AND TOE)			
FOOD INSPECTION AND PREVENTATIVE MEDICINE	VARIED ASSIGNMENTS IN FIELD OF FOOD INSPECTION, ANIMAL CARE AND VET. PREV. MED.			

CHART 21

70. Veterinary Corps

a. General. The Veterinary Corps is composed of officers who are graduates of approved colleges of veterinary medicine. Upon initial commissioning, each officer is assigned to duties in one of the career fields shown on chart 21, depending upon his interests, aptitude and military requirements. Generally, officers will be permanently identified in a career field upon completion of from 1 to 3 years' service. Each officer is developed within his field and each officer is given the opportunity to develop his full potential in that field. Generally, officers are afforded the opportunity of remaining within their career pattern, accepting diversified assignment, or transferring into other career fields.

b. School Eligibility. Examples of courses attended by Veterinary Corps officers are shown on chart 21. Not all officers attend all courses shown on the chart and many attend some courses not shown. Long and short courses, both civilian and military, are available in all career fields. The number of courses attended is governed by the following:

- (1) The AMEDS quota to the Command and General Staff College and higher level service schools, which is based upon the number of AMEDS officers required for high-level command and staff positions.
- (2) The specialized training, especially at civilian institutions, necessary to develop an officer within his specialty and to meet military requirements.

c. Assignments. Examples of the types of assignments a Veterinary Corps officer may expect are shown on chart 21. This is an incomplete list. Many officers will not perform all duties shown and some may receive assignments not depicted. The chart is a generalization of the assignments which may be expected at each level of an officer's career. Duty assignments for all members of the Veterinary Corps are determined by the Veterinary Corps Branch, Director, Personnel and Training, OTSG. Assignments are correlated with school courses and based upon requirements of the Service; career patterns; and individual aptitudes, interests, and abilities.

CHAPLAINS																																				
OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT								INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION								ADVANCED CONTRIBUTION AND DEVELOPMENT								MAJOR PROFESSIONAL CONTRIBUTION											
	TRAINING AND DEVELOPMENT OF PROFESSIONAL PERFORMANCE BY: a. Rotated Staff Assignments at Troop level b. Attendance at Basic and Branch Career Course								CONTINUED DEVELOPMENT AND UTILIZATION THRU: a. Staff Assignments b. Attendance at CGSC (Sel O.) c. Instructor Duty at Service Schools d. Specialized Assignments								HIGHER PROFESSIONAL AND STAFF PERFORMANCE BY: a. Assignment as Senior Staff Chaplain b. Attendance at Army War College (Sel O.) c. Selected Key Assignments								Continued utilization and development in positions of great responsibility											
YEARS OF SERVICE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30						
SCHOOL ELIGIBILITY	*	CAREER COURSE COMMAND AND GENERAL STAFF COLLEGE (Sel O.) ARMY WAR COLLEGE (Sel O.) GRADUATE LEVEL CIVIL SCHOOLING																																		
TRAINING AND ASSIGNMENTS	PROFESSIONAL DUTIES AT BATTALION, POST AIR DEFENSE UNITS AND AS ASSISTANT HOSPITAL CHAPLAINS								COMBINED PROFESSIONAL AND STAFF DUTIES - SUCH AS POST AND ASSISTANT POST CHAPLAINS, DIVISION AND ASS'T DIVISION CHAPLAINS, CORPS AND ASSISTANT CORPS CHAPLAINS, HOSPITAL AND AIR DEFENSE REGION CHAPLAINS								HIGHER PROFESSIONAL AND STAFF ASSIGNMENTS SUCH AS ARMY AND ASSISTANT ARMY CHAPLAINS, MAJOR OVERSEA AND CONUS COMMAND CHAPLAINS								SERVICE IN SPECIALIZED AREAS SUCH AS, OFFICE, CHIEF OF CHAPLAINS, U.S. ARMY CHAPL'IN BOARD, STAFF AND FACULTY, CHAPLAINS SCHOOL, U.S. COMARC, U.S. ARMY MATERIAL COMMAND, AND U.S. ARMY COMBAT DEVELOPMENTS CMD						Utilization in positions of great responsibility					

*Basic Course for all officers. Chaplains may attend Airborne and/or Ranger Training on a voluntary basis.

CHART 22

71. Chaplains

a. Clergymen entering active duty as chaplains must be provided with a well planned integrated program of training and assignments to assist them in reaching their maximum performance capabilities. The Chaplain career program is designed to provide a progressive long-range development of the capabilities and potential of each chaplain. This program is intended to develop further the professional fitness of chaplains; to provide a better understanding of the military establishment in which they will serve to develop further their qualities of leadership in order that they may provide a more effective ministry to the personnel they serve; to prepare chaplains to supervise and coordinate the activities of other chaplains in accordance with principles of personnel management; and to train qualified chaplains for staffs of higher headquarters.

b. In order to accomplish these purposes the Chaplain career program is divided into three major phases:

- (1) Period of training and development of professional performance (0-8 years). During or prior to this period the chaplain is required to complete the Chaplain Officer Basic Course at the U.S. Army Chaplain School. This course is designed to provide the newly commissioned chaplain with a working knowledge of the military establishment and with sufficient information to enable him to effectively serve the personnel of the unit to which he is assigned. In this period his assignment is limited to units at the lower echelons of command. His initial assignment is to be a position where he serves under the guidance and supervision of a more experienced chaplain. During the latter part of this period he returns to the U.S. Army Chaplain School for attendance at the Chaplain Officer Career Course. The primary goal of this course is to equip the chaplain to assist the commander in providing a comprehensive and meaningful religious program for the command.

- (2) Period of professional and staff performance (8-21 years). During this period a few chaplains who indicate outstanding staff ability and potential will be selected for attendance at the Command and General Staff College. These chaplains will be given assignments that will make maximum use of their training. A few other chaplains who show outstanding professional competence will be selected for training at civilian institutions or universities. These chaplains will be given assignments where maximum use may be made of their specialized or professional training. All chaplains who demonstrate the capability to assume positions of greater responsibility will be given progressive and challenging assignments. Continued selection for these assignments will depend upon demonstrated performance of duty. During the 16- to 23-year period, a limited number of high outstanding chaplains will be selected for attendance at the U.S. Army War College. These chaplains will be assigned to high level staff positions where they will participate in planning and developing the religious and moral program of the U.S. Army.
- (3) Period of higher staff and professional performance (21 years to retirement). This is the final period in the chaplain's career. The training that he has received and his assignments will have prepared him for positions of responsibility commensurate with his capability. During this period he will be assigned to staff positions from Division level to Department of the Army level.

c. An adequate career pattern for chaplains requires the assistance of all chaplains in supervisory positions. Every effort must be made at all levels to institute and support a strong career management program in order to discover and develop to the maximum the potential of each individual chaplain.

THE JUDGE ADVOCATE GENERAL'S CORPS

		BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED DEVELOPMENT AND CONTRIBUTION	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIOD INDICATED		GENERAL DEVELOPMENT IN THE LAW AND INITIAL TRAINING IN A SPECIALTY BY: a. Duty with div. or comparable units, initially as Trial & Defense counsel & subsequently as assistant Staff Judge Advocate. b. Attendance at Basic and branch special & career courses. c. Rotation of duty through at least two special fields of law. d. Appellate counsel, U S Army Judiciary. e. Counsel & reviewer in administrative hearings.	FURTHER GENERAL DEVELOPMENT & CURRENT DEVELOPMENT OF SPECIALTY BY: a. Duty as Staff Judge Adv of div or comparable GCM jurisdiction. b. Duty as Asst Staff Judge Adv of div or larger unit. c. Duty in OTJAG or at TJAGS. d. Instructor at service schools. e. Asgmt to DA staff agencies or Sp Activities. f. Research, writing, & formal study in specialty. g. Duty as Trial Att in Contract Appeals, Habeas Corpus pro, Phys Eval Bd hearings, or Maj admin bd actions	CONTRIBUTION TO PROFESSION GENERALLY & ADVANCED DEVELOPMENT OF SPECIALTY BY: a. Duty as Staff Jud Adv of Corps & comparable GCM jurisdiction. b. Duty as Dep Staff Judge Adv of Corps, Army, & comparable units or activities. c. Duty as Br Ch, OTJAG, or as ch of a legal office of a special activity. d. Duty as ch of a spec legal department at TJAGS. e. Duty as Law Officer or as member of Bd of Review or Bd of Contract Appeals. f. Duty as Claims Commissioner. g. Prep of doctrine & general guidance for other mil lawyers in specialty.	PERFORMANCE IN POSITIONS OF HIGHEST RESPONSIBILITY AS A MILITARY LAWYER & COUNSEL, INCLUDING THE POSITIONS OF: a. Staff Jud adv at Army, combined, joint & theater command levels. b. Commandant, TJAGS c. Chief, OTJAG division d. Chief, U S Army Judiciary e. Chief legal officer at spec & DA Staff agencies and activities. f. General Officer, JAGC
	YEARS OF SERVICE				
SCHOOL ELIGIBILITY	ORIENTATION *				
		CAREER COURSE	COMMAND & GENERAL STAFF COLLEGE (Sel O.)	ARMED FORCES STAFF COLLEGE (Sel O.)	SENIOR SERVICE COLLEGE, AWC/ICAF (Sel O.)
		OTHER SCHOOLING (Adv civil schooling, language, mgt tng, specialty seminars, Foreign Area Study Tng, supplemental off-duty courses in law subjects).			
		*Includes Basic course in basic combat arm, for officers without prior commissioned service, & attendance at TJAGS Spec course for all JAGC officers.			
ASSIGNMENTS	IN GENERAL LEGAL & EXECUTIVE POSITIONS	SERVICE IN JUDGE ADV CAPACITY AT ALL LEVELS OF COMMAND, INCLUDING COMBINED, JOINT THEATER, & DA			DUTY AS A SENIOR JUDGE ADVOCATE OR IN A SPECIALTY AREA IN POSITIONS OF GREAT RESPONSIBILITY IN HIGHEST LEVELS OF COMMAND.
	IN SPECIAL AREA OF THE LAW	SERVICE AS STAFF JUDGE ADV OF COMMANDER EXERCISING GCM JURISDICTION		SERVICE AS SENIOR JUDGE ADVOCATE OR IN A SPECIALTY AREA IN POSITIONS OF GREAT RESPONSIBILITY IN HIGHEST LEVELS OF COMMAND.	
		STAFF AND FACULTY, SERVICE SCHOOLS			
		AN OFFICER MAY PERFORM DUTIES IN SOME OR ALL OF THE FOLLOWING SPECIAL FIELDS OF LAW AT ANY LEVEL OF COMMAND OR AT ANY TIME DURING HIS CAREER:			SERVICE AS LAW OFFICER, MEMBER OF BD OF REVIEW, MEMBER OF BD OF CONTRACT APPEALS
		a. Military criminal & disciplinary law. b. General military & civil law. c. Tort & claims liability. d. Litigation. e. Patents f. Labor law g. Realty h. Contracts & Procurement i. International Affairs j. Legal Assistance k. Civil Affairs l. Taxation	m. War Crimes n. Space law o. Congressional liaison & legislation p. Admiralty q. Foreign law & legal systems r. Trial & appellate adversary proceedings s. Administrative law		

CHART 23

72. Judge Advocate General's Corps

a. *Objectives.* The objectives of the Judge Advocate General's Corps career plan are—

- (1) To develop an officer so that by the end of his eighth year of service he will be qualified to serve as the staff judge advocate of a division or comparable unit exercising general court-martial jurisdiction, by the end of his fifteenth year of service he will be qualified to serve as the staff judge advocate of a corps of comparable unit exercising general court-martial jurisdiction, and by the end of his twenty-third year of service he will be qualified to serve in any legal position as the staff judge advocate of any command and as a general officer of the JAGC.
- (2) To develop an officer concurrently in a special area of the law, so that by the end of his eighth year of service he will be qualified to serve as the chief of a specialized legal branch in corps, army, and comparable unit legal offices or as an assistant branch chief at department or special activity level; by the end of his fifteenth year of service he will be qualified to serve as the chief of specialized legal branch in a JAGO division, in a special activity legal office, or as a law officer, or member of a Board of Review or the Board of Contract Appeals; and by the end of his 23d year of service he will be qualified to serve as chief of the JAGO division or chief of the legal office of special activity responsible for furnishing legal services in his specialty and to serve as the Assistant Judge Advocate General responsible for legal services in his specialty.
- (3) To develop a limited number of officers so that they will be familiar with the law and language of foreign countries in which the Army is likely to operate in time of mobilization or war.

b. *Basic Qualifications of an Officer Entering the Corps.* First lieutenant is the lowest grade in which qualified lawyers

are appointed in the Judge Advocate General's Corps. Any person, civilian or military, with or without prior legal experience, who possesses the requisite qualifications may be appointed in the Judge Advocate General's Corps. To qualify for appointment, the individual must have the following special qualifications:

- (1) Be a graduate of an approved law school.
- (2) Have a professional degree.
- (3) Be admitted to practice law before the highest court of a State or a Federal court.
- (4) Be in good standing as a member of the bar.

c. *Preliminary Service Schooling.*

- (1) Officers of the Corps without prior commissioned service normally will attend a combat arm Basic Course so that they may acquire the military background that will enable them better to perform their legal duties in the Army.
- (2) Officers who have had prior commissioned service and those who have attended a combat arm Basic Course will attend the Judge Advocate General's Special Course.
- (3) Attendance at both of the above courses will normally precede their entering upon the performance of their military-legal duties. Special situations, however, may cause this plan to be altered. In any event, they will attend the Judge Advocate General's Special Course at the earliest opportunity.

d. *Advanced Service Schooling.* Attendance at service schools above the level of the Judge Advocate General's Special Course, including the Judge Advocate Officer Career Course, will be by selection. Every effort will be made to insure that each officer has the opportunity of attending the Career Course.

e. *Graduate Study in Civilian Institutions.* In the Army as in civilian life, the practice of law is a continuing process of study. Subject to the availability of funds, officers will be

assigned to pursue graduate study based upon their ability, desire, and the needs of the Corps. The wide fields of legal activities of the Judge Advocate General's Corps require, in addition to the basic general knowledge of law, an extensive knowledge of many specialized fields of law, the most obvious of which are those dealing with patents; international, criminal, administrative, and labor law; contracts; torts; admiralty and legislation. Officers of the Corps are provided the opportunity to continue their education by full or part time graduate study of legal or quasi-legal subjects designed to qualify them for the performance of specialized duties to which they are or may be assigned. Upon application to limited number of highly qualified officers will be assigned to the Foreign Area Specialist Training Program to qualify them to advise commanders concerning the law of any country in which the Army may be operating. Concurrently with the training received within the major fields of law, judge advocates are encouraged to pursue off-duty graduate studies to broaden their legal knowledge.

f. Assignment and Duty Policies. Assignments are made to achieve the objectives of the career plan. Levels of command

are not particularly important in this respect, although as many officers as possible are assigned to division size units at the beginning of their careers. Since 15 percent of the Corps is assigned to Department of the Army at all times, new officers are frequently assigned to the Department of the Army to meet the needs of the service. If an officer has not served a duty tour in the Department of the Army by the time he is promoted to field grade he can expect to be assigned to The Office of The Judge Advocate General for a tour of duty. Changes of assignments are generally governed by career management, schooling and requirements; and by the law limiting the length of duty tours at the Department of the Army. At any time after completing the Judge Advocate Officer Career Course, an officer may be given his first opportunity to serve as the staff judge advocate of a command exercising general court-martial jurisdiction. Because of the limited number of these assignments, an officer may be reassigned from such a position after one year and in short tour overseas areas after a shorter period of time, so as to permit the maximum number of officers to receive such experience.



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WOMEN'S ARMY CORPS

OBJECTIVES FOR PERIODS INDICATED	BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
	DEVELOPMENT OF BROAD KNOWLEDGE OF BASIC BRANCH BY: a. Attendance at Basic Courses b. Rotated Troop Duty c. Recruiting Duty d. Administrative Type Staff Duty e. Detail to another branch	BROADENING OF BASIC KNOWLEDGE TO INCLUDE UNDERSTANDING OF INTER-RELATION OF ALL BRANCHES BY: a. Attendance at WAC Career Courses b. Schooling in Detail Branch c. Instructor at Service School d. Troop Duty and Branch Staff e. Recruiting Duty f. Attendance at CGSC (Sel O) g. Graduate Civil Schooling	PREPARATION FOR FUTURE HIGH LEVEL STAFF AND COMMAND ASSIGNMENTS BY: a. Attendance at CGSC (Sel O) b. Detail to another branch c. Specialization Training d. Basic Branch Duty or Staff at high level of responsibility	Key Staff and Troop Command positions for which best fitted by training and ability
YEARS OF SERVICE				
SCHOOL ELIGIBILITY	<p>* TECHNICAL AND ADMINISTRATIVE TYPE SERVICE SCHOOLS</p> <p>WAC OFFICERS CAREER COURSE</p> <p>OTHER SCHOOLS (GRADUATE CIVIL SCHOOLING, LANGUAGE, INTELLIGENCE, ETC.,) UNDER ESTABLISHED QUOTAS</p> <p>COMMAND AND GENERAL STAFF COLLEGE (Sel O)</p> <p>*Basic Courses All WAC officers appointed from civilian life attend, as do WAC officer candidates</p>			
TRAINING AND ASSIGNMENTS	<p>BASIC BRANCH DUTY, TROOP DUTY, WAC CENTER STAFF, WAC STAFF ADVISOR ASSIGNMENTS</p> <p>CIVILIAN COMPONENT DUTY (i.e. RECRUITING), AND SERVICE SCHOOL INSTRUCTOR</p> <p>DETAIL TO ANOTHER BRANCH WITH ASSIGNMENTS GOVERNED BY BRANCH TO WHICH DETAILED</p> <p>GENERAL AND SPECIAL STAFF - DA, AND GENERAL STAFF WITH TROOPS</p> <p>SPECIALIZATION, LOGISTICS, INTELLIGENCE AND INFORMATION</p> <p>COMMANDANT, WAC SCHOOL</p> <p>DIRECTOR, WOMEN'S ARMY CORPS</p> <p>JOINT AND OTHER HIGH-LEVEL STAFF</p> <p>NOTE: Secretary of the Army may defer retirement of any RA WAC officer in grade of Lieutenant Colonel until after she completes 30 years of service (Title 10, US Code, Sec 3916)</p>			

CHART 24

73. Women's Army Corps

a. The career plan for WAC officers is designed to produce a corps of versatile, proficient officers capable of filling positions of responsibility throughout the Army.

b. The initial service of all second lieutenants will be normally with troops at the U.S. WAC Center, and/or with a WAC unit in the field after completion of branch basic course.

c. WAC officers may be detailed for duty with any branch except Chaplains. Officers detailed will retain their identification with the basic branch (WAC). The detailed branch is responsible for whatever special training is required.

d. The assignment of WAC officers to increasingly responsible positions is in accordance with Department of the Army policy of career development.

e. Career patterns will be influenced by individual aptitudes, abilities, and interests. Officers are encouraged to discuss their own individual career with their local commander, WAC Staff Adviser, and Career Branch Officer. Chart 24 is a sample assignment pattern.



SECTION VII

CAREER PATTERNS IN GENERAL STAFF AND SPECIALIST FIELDS

74. Army Requirements and Individual Development Opportunities

a. Requirements for officers in today's modern Army call for a diversity of talent across a spectrum ranging from officers who are broadly trained to those highly skilled in a specialized field. In between these extremes are requirements for officers who will attain a high degree of professional competence in a relatively broad area while maintaining proficiency in their basic branch. The Army seeks to enrich its ranks with adequate numbers of individuals with skills in each of its many diversified areas.

b. Career management policies and procedures are intended to insure that work of officers intensively trained in a particular area or field is fully recognized. Selection boards are directed to look for the elements of potential and performance of duty as demonstrated by performance in the job assigned. The most significant measure of potential is the officer's performance in his assigned positions—not whether he has been assigned to positions that constitute the traditional well-rounded career. An officer who specializes must demonstrate an awareness of not only his field but also its relationship to the mission of the U.S. Army. Opportunities are provided officers with special qualifications to maintain their overall perspective as Army officers. Personnel actions are based on a competitive and objective analysis of each officer's qualifications.

c. The modern Army requires increased specialization. While the well-rounded versatile career officer is still required, the Army is too complex to be completely mastered by an individual during his career. In addition to the relatively few officers who are needed for intensive training in narrow fields of specialization, there is also a need for a larger number of broadly trained individuals who, through re-

peated tours in the same or complementary areas at different levels of command, are particularly well versed in certain aspects of Army activities. The approach, of course, does not call for slackening attention paid to officers who do well in many different types of assignments. This officer will receive the same consideration he is now given, but attention is also paid to the officer who is exceptional in only one area to the extent the Army requires his talent.

75. Career Planning in General Staff and Specialist Fields

a. As officers move toward midcareer, the proportion of branch material positions available to them decreases. Officers are assigned with increasing frequency, either on consecutive or alternating tours—(1) to staff assignments such as personnel or operations, or (2) to positions applicable to Department of the Army authorized officer programs such as research and development, logistics, foreign area specialists and information. These assignments afford officers the opportunity to acquire additional qualifications that will augment their combat and leadership skills and tactical and technical proficiencies which were predominant during his junior years as an officer.

b. From the standpoint of the Army, these assignments produce a large number of competent officers available for assignments to the manifold scientific, professional, technical and managerial activities encompassed within the responsibilities of a modern Army. For the officer, these assignments afford an opportunity to acquire a new outlook and new knowledge, and the skill to relate that knowledge to the solution of the current problems of the Army.

c. Career programs have varying attraction for officers at different stages of career development. The actual point of entry depends upon the nature of the program and mandatory prerequisites. For example, the Army Aviation

Program is oriented mainly toward younger officers while the Civil Affairs Program calls for officers with broad military experience. Some programs, such as Logistics and Information, are staffed by more mature officers, but seek candidates among those who have demonstrated an aptitude early in their careers. Thus, career planning requires each officer to evaluate his future and to seek every opportunity to enrich his background and basis for future development. The prerequisites for entry into various authorized programs are outlined in regulations covering these programs.

d. Direction of the officer's growth is dependent upon the character and extent of his prior preparation and his aptitude and desire for moving forward in one or a combination of areas. A particular pattern may emerge from review of an officer's record that will clearly indicate the most logical assignment pattern for future development and utilization. Within the framework of Army requirements, assignment from midcareer forward should accent the officer's strong-points.

e. When submitting Preference Statements, officers are encouraged to indicate a preference for one or more General Staff areas or one of the specialist programs. Their desires will be given consideration whenever they are assigned to branch immaterial positions. Decision by the Department of the Army on advanced development and utilization of the officer will consider the officer's estimate of his own capabilities as shown on the Preference Statement. Officers participating in one of the authorized officer programs or officers who express a desire for repetitive tours in a particular General Staff area are considered first in filling personnel requisitions in those areas.

76. Utilizing Officers in General Staff and Specialists Fields

a. The number of officers permitted by De-

partment of the Army to enter formal scientific, professional or advanced technical programs takes into account the overall career opportunities for these officers, including assignments, promotions and schooling. Training of an officer in a scientific field requires special consideration, particularly if the course of training is extensive and if sustained attention to the subject is necessary for continued proficiency. Assignments must reconcile current operational requirements of the Army and officers' needs to maintain both military proficiency appropriate to branch and grade and also to maintain proficiencies in their particular field.

b. While the solution to such problems will vary, certain broad guidelines are observed. Short-range, expedient decisions normally will not be allowed to impair the long-range development of the officer corps. Officers with advanced qualifications, other than aviators, are assigned in alternating and progressive career patterns so as to provide assignment opportunities in branch immaterial assignments or in schooling required to develop the officer's overall potential.

c. Utilization of officers with advanced degrees is discussed in paragraph 41.

77. Career Programs in Branch Immaterial Areas

a. Officers may choose career patterns in both formally recognized fields as well as informal fields. Formal programs include Atomic Energy, Aviation, Civil Affairs, Foreign Area Specialist Training, Information, Logistics, and Research and Development. These programs are described in paragraphs 78 through 83.

b. There are no formal career fields for personnel, operations or comptrollership. Nevertheless, it is possible to select a career pattern which concentrates on assignments in these areas.



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ARMY AVIATION

		BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIODS INDICATED		1. DEVELOPMENT OF BRANCH PROFICIENCY BY: a. Troop and Troop Staff Duty b. Attendance at Branch Basic and Career Courses	BROADENING BRANCH AND AVIATION CAPABILITIES BY: a. Diversified Aviation Assignments b. Rotation to Career Branch Qualifying Duties c. Attendance at CGSC and AFSC (Selected officers) d. Advanced Aviation Courses e. Civilian Component Aviation Advisor Duty f. Aviation Instructor Duty	CONTINUED CONTRIBUTION AND DEVELOPMENT BY: a. Attendance at Senior Service College (Selected officers) b. Troop and Aviation Unit Command and Staff c. Rotation to Career Branch qualifying duties	Utilization in Aviation Staff and Command Assignments and other positions of great responsibility
		2. DEVELOPMENT OF AVIATION PROFICIENCY BY: a. Attendance at Initial and Advanced Aviation Training Courses b. Utilization in Aviation Assignment			
YEARS OF SERVICE					
SCHOOL ELIGIBILITY	BASIC BRANCH SCHOOL ELIGIBILITY	BRANCH CAREER COURSE (Years 3-7) COMMAND AND GENERAL STAFF COLLEGE (Sel O.) (Years 8-15) ARMED FORCES STAFF COLLEGE (Sel O.) (Years 11-17) SENIOR SERVICE COLLEGE (Sel O.) (Years 17-23) NAVY, AIRFORCE, MARINE, LANGUAGE, INTELLIGENCE AND CIVIL SCHOOLING (UNDER ESTAB. QUOTAS) (Years 17-23)			
	AVIATION TRAINING	INITIAL AVIATION TRAINING (Years 1-3) ADVANCED AVIATION TRAINING COURSES (Years 3-23) *Basic Course (See branch career pattern for additional details)			
TRAINING AND ASSIGNMENTS	BASIC BRANCH	ASSIGNMENTS AS INDICATED BY BASIC BRANCH			
	AVIATION	COMBAT ARM: INITIAL AVIATION ASSIGNMENTS TO COMMAND AND STAFF OF TACTICAL UNITS (Years 3-15) DETAIL AS APPROPRIATE: DIVERSIFIED AVIATION ASSIGNMENTS INCLUDING AVIATION UNIT COMMAND AND STAFF POSITIONS, INSTRUCTORS AT AVN SCHOOL AND OTHER SERVICE SCHOOLS, TROOP COMMAND AND STAFF (Years 3-15) AVIATION STAFF OFFICER AT CORPS AND ARMY LEVEL, AVIATION COMMAND AND STAFF, GENERAL AND JOINT STAFF ASSIGNMENTS (Years 15-23)			

Training for positions of highest responsibility

Aviation officers in the grade of Col and Gen will be utilized in positions of great responsibility in DA, DOD and Joint Staffs which require officers with rated experience. After the 23d year of svc, asgmts outside of the Aviation field must be closely monitored to insure maximum benefit to the svc. Rotation to career branch qualifying asgmts during this period will be utilized to qualify highly outstanding officers for promotion to Gen O grade.

CHART 25

78. Army Aviation Officer

- a. The Aviation Officer career program is designed to—
- (1) Develop qualified commissioned officers for all phases of Army aviation.
 - (2) Provide career opportunities for aviation officers commensurate with their capabilities.
 - (3) Provide effective training, administration, and realistic and effective utilization of aviation officers.

b. The Aviation Officer career pattern is a career guide for officers of the arms and services to qualify themselves in the broad field of Army aviation as well as to maintain appropriate career branch qualification. The ultimate objective of this career pattern is to develop a sufficient number of aviation officers qualified for assignment to the key positions in the Army aviation field and to equip them to perform high level command and staff duties later in their careers.

c. Officers of all components of the Army may apply for flight training as prescribed in AR 611-110. Within the limits of the aviation requirements and individual capabilities, officers who apply and are accepted for participation in the Army aviation program will follow the aviation officer career pattern.

d. Commanders and agencies exercising assignment jurisdiction are responsible for assigning aviation officers in conformance with the established career pattern. Aviation officers should be given varied assignments in the aviation field to insure that they attain a broad knowledge of aviation activities.

e. A knowledge of combat arms and branch operations appropriate to his grade is essential to the development of an aviator. This knowledge will permit the aviator to perform his aviation duties properly and will qualify him for assignments to aviation and branch duties of greater responsibility. All aviation officers are expected to maintain progressive career branch qualification throughout their careers. This qualification will be developed and maintained through—

- (1) Participation in branch unit training while performing aviation duty.
- (2) Attendance at military schools to include senior service college level.
- (3) Varied branch material duty assignments.

Tours in career branch qualifying duties should be accomplished at least once during each grade held, except for those officers whose aviation duties are considered to be branch material duties or who have had commensurate experience in grade prior to their entry into the program. Aviation officers will maintain flying proficiency while performing career branch qualifying assignments. Cognizance of the aviation training time, costs, and increasing complexity of equipment and operation must be considered when assigning aviation officers to other than aviation type duties. For this reason, each assignment outside the aviation field must afford the aviation officer the maximum opportunity to retain his branch qualification. Detailed information pertaining to categories of aviation and career development assignments and other implementing procedures are contained in appropriate Army regulations.

f. Orders requiring Army aviation officers to participate in regular and frequent flights will continue in effect as long as the aviation officer meets minimum flight requirements and medical qualification or until orders are issued by proper authority suspending the officer from flying status. The Department of Defense requires an annual review of the flight and service records of all officers on flying status. This annual review has been established to insure that aviators are not retained on flying status who are in excess of requirements, who fail to meet the minimum standards of performance or who have insufficient potential for continued aviation duty. Detailed selection criteria are announced in appropriate Army regulations.

ATOMIC ENERGY AND RESEARCH AND DEVELOPMENT

		BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIODS INDICATED		1. DEVELOPMENT OF BRANCH PROFICIENCY BY: a. Troop and Troop Staff Duty b. Attendance at Branch Basic and Career Courses c. Combat Arm detail as appropriate d. Civil Schooling (Selected officers) 2. ACQUISITION OF INITIAL AE AND R&D SPECIAL QUALIFICATION BY INITIAL AE AND/OR R&D UTILIZATION ASSIGNMENT	1. BROADENING BASIC BRANCH KNOWLEDGE BY: a. Troop Command and Staff Duty b. Attendance at CGSC and AFSC (Selected officers) 2. CONTINUED DEVELOPMENT IN SPECIALTY BY ALTERNATING OR PROGRESSIVE ASSIGNMENTS IN AE OR R&D	1. CONTINUED BRANCH CONTRIBUTION AND DEVELOPMENT BY: a. Troop Command and Staff b. General or Joint Staff Duty c. Attendance at Senior Service College (Selected officers) 2. CONTINUED DEVELOPMENT AND CONTRIBUTION IN AE AND/OR R&D SPECIALTY	Utilization of special qualification in AE and/or R&D positions at the highest levels of Staff and Command
	YEARS OF SERVICE				
SCHOOL ELIGIBILITY	*	BRANCH CAREER COURSE			
		COMMAND AND GENERAL STAFF COLLEGE (Sel 0) ARMED FORCES STAFF COLLEGE (Sel 0) SENIOR SERVICE COLLEGE (Sel 0) NAVY, AIRFORCE, MARINE, INTELLIGENCE, LANGUAGE, ADVANCED CIVIL SCHOOLING (UNDER ESTABLISHED QUOTAS) *Basic Courses (see branch pattern for additional details)			
TRAINING AND ASSIGNMENTS	BASIC BRANCH	ASSIGNMENTS AS DESIGNATED BY BRANCH			
	AE AND R&D ASSIGNMENTS	COMBAT	LABORATORY ASSISTANT, ASSISTANT TEST PROJECT OFFICER, AE & R&D LIAISON OFFICER, DA STAFF, DASA FIELD COMMAND, AMC OR CDC, OR ENGINEER REACTOR GROUP (ERG)		
	ARM DETAIL AS APPROPRIATE	LABORATORY RESEARCH OFFICER, TEST PROJECT OFFICER, RESEARCH COORDINATOR, LIAISON OFFICER WITH OTHER SERVICES AND ALLIED NATIONS, SECTION OR BRANCH CHIEF IN AGENCY OF DA STAFF, HQ DASA, AMC OR CDC, ERG			LABORATORY DIRECTOR, TEST PROJECT DIRECTOR, REPRESENTATIVE TO JOINT OR COMBINED COMMITTEES OR CONFERENCE WITH AE OR R&D IMPLICATIONS, CHIEF OF DIVISION IN OFFICE OR AGENCY OF DA STAFF, HQ DASA, DASA FIELD COMMAND, AMC, CDC, ERG
		COMMANDER OF AE OR R&D INSTALLATION OR AGENCY. CHAIRMAN OR CHIEF DELEGATE TO AE OR R&D COMMITTEES. ASSISTANT OR CHIEF OF RESEARCH AND DEVELOPMENT, ERG			

CHART 26

79. Atomic Energy and Research and Development

The Atomic Energy and Research and Development Specialization Programs are designed to develop and provide officers with special qualifications needed to enable the Army to capitalize on scientific advances made in the atomic or other technical fields. This is accomplished by giving special attention to the assigning, schooling, and development of officers with aptitudes and capabilities to perform in managerial, liaison, and material development type assignments associated with atomic energy and/or other scientific and technical fields. These officers use their special qualifications to represent the Army in developing and testing weapons and techniques for modern war and are trained to occupy positions involving the application of these weapons and techniques on the battlefield. This requires branch tactical and technical knowledge and professional competency plus specialized training and experience. Recognizing the importance of the development of this type officer, the Department of the Army has established personnel agencies to monitor the procurement and development of officers who specialize in atomic energy and/or other research and development fields. A career pattern has been developed for officers who volunteer and are selected to participate in these programs.

a. The career pattern for officers with special Atomic Energy and/or Research and Development qualifications is designed to provide guidance in the assignment of these officers throughout their careers. Field commanders, career branches, and Department of Army agencies who monitor these programs share the responsibility for the effective career development

of these officers. Duty assignments should be either in the field of special qualification or in branch assignments in which the special qualification will contribute significantly to the performance of the job, such as the assignment of an artillery officer with special atomic qualifications to command an artillery unit which has a nuclear capability.

b. Graduate civil schooling, particularly in the physical sciences, is a desirable factor in the qualification and development of officers who specialize in Atomic Energy or Research the lower grades. Restriction of education and duty assignments for these officers are closely monitored to insure maximum exploitation of school-acquired training and skills.

c. Qualified officers are encouraged to volunteer for the Atomic Energy or Research and Development Career Programs at any time after 3 years of active service. The career pattern outlined in chart 26 provides guidance for assignments regardless of the time of entry of an officer into the program. Officers normally will complete their branch career course prior to being selected for specialization. During the first 15 to 21 years of an officer's career, emphasis is placed upon a balanced development of the officer's maximum potential by alternating branch and specialized assignments.

d. In the later years of the career of an officer with special Atomic Energy and/or Research and Development qualifications, full utilization of his specialized training and experience is accomplished through progressive assignments in the field of his specialty. In the case of few exceptionally skilled officers, full utilization may take place earlier in their careers.

CIVIL AFFAIRS

		BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIODS INDICATED		1. DEVELOPMENT OF BASIC BRANCH PROFICIENCY BY: a. Attendance at branch Basic Course b. Attendance at branch Career Course c. Troop Command and Staff Duty	BROADENING BRANCH AND CIVIL AFFAIRS KNOWLEDGE BY: a. Troop Command and Staff Duty b. Attendance at CGSC and AFSC (Selected officers) c. Instructor Duty at Service Schools d. Attendance at CA School for those officers who have not previously attended e. Assignment to CA Command and Staff positions f. Advanced Civil Schooling (Selected officers)	CONTINUED BRANCH CONTRIBUTION AND DEVELOPMENT BY: a. Troop Command and Staff b. General & Joint Staff Duty c. Senior Service College (Selected officers) d. Instructor Duty, Service Schools	Utilization of qualified officers in the Politico - Military - Economic Field in high level positions in Command and Staff Duty
	YEARS OF SERVICE	1 2 3 4 5 6 7 8	9 10 11 12 13 14 15	16 17 18 19 20 21 22 23	24 25 26 27 28 29 30
SCHOOL ELIGIBILITY	BASIC BRANCH SCHOOL PATTERN	* BRANCH CAREER COURSE (Years 4-8) COMMAND AND GENERAL STAFF COLLEGE (Sel 0) (Years 9-15) ARMED FORCES STAFF COLLEGE (Sel 0) (Years 11-17) SENIOR SERVICE COLLEGE (Sel 0) (Years 16-23) NAVY, AIRFORCE, MARINE, INTELLIGENCE, LANGUAGE AND ADVANCED CIVIL SCHOOLING (UNDER EST. QUOTAS) (Years 18-23)			
	CIVIL AFFAIRS SPECIALTY SCHOOLING	OFFICERS' CIVIL AFFAIRS CAREER COURSE (Years 9-15) SCHOOLING, CIVILIAN INSTITUTION MASTERS LEVEL (Sel 0.) (Years 11-17)			
*Basic Course. See branch pattern for additional details					
TRAINING AND ASSIGNMENTS	BASIC BRANCH	BRANCH TROOP COMMAND AND STAFF ASSIGNMENTS AT VARIOUS ECHELONS (MINIMUM OF THREE YEARS)			
	ASSIGNMENTS IN CIVIL AFFAIRS SPECIALTY	COMBAT ARY DETAIL IF APPLICABLE ASSIGNMENTS TO CIVIL AFFAIRS FIELD UNITS (CIVIC ACTION TEAMS) (Years 9-15) CIVIL AFFAIRS UNIT COMMAND, GENERAL STAFF, MAAGS MISSIONS, ATTACHE ETC. (Years 11-17) CIVIL AFFAIRS UNIT COMMAND, GENERAL AND JOINT STAFF, MAAGS, MISSIONS, ATTACHE, ETC. (Years 16-23) CONTINUOUS ASSIGNMENTS TO CIVIL AFFAIRS ACTIVITIES FOR Sel. 0. (Years 24-30)			

CHART 27

80. Civil Affairs

a. The Department of the Army has established the Civil Affairs Specialization Program in recognition of the importance of having available a group of officers with detailed knowledge of the sociological and civic action aspects of defense plans. The program is designed to provide the Army with selected officers who maintain branch qualification and receive specialized training and assignments in the politico-military-economic phases of military operations.

b. The Civil Affairs Specialization Program is established for officers in the grade of first lieutenant to colonel who volunteer and are accepted to participate in the program. Final selection of volunteers is made by the Chief of Personnel Operations.

c. The career pattern, as depicted in chart 27, is arranged to provide for the progressive development of officers in this program. This plan permits officers to maintain qualification in their career branch and also provides for rotative training and assignments in their Civil Affairs specialty. The branch and specialist training qualification prepares each officer to

assume positions of increasing responsibility and, provides for a balanced career development.

d. Personnel assignments will be made by the program officer's career branch in accordance with the policies established in AR 616-170, Civil Affairs Specialization. Civil Affairs Specialist assignments may include the following:

- (1) Civil Affairs Department of the Army Staff assignments.
- (2) Civil Affairs staff positions of major commands, MAAG's, Missions, Attachés.
- (3) Assignments in Civil Affairs units and commands.
- (4) Staff and Faculty of the Civil Affairs School, Fort Gordon, Georgia, and other CONARC schools.
- (5) Civil Affairs staff assignments within the Department of Defense or other Departments or Agencies.

e. The responsibility for developing officers in conformance with the career pattern is shared by commanders, the individual officer concerned, the officers career branch, and the Department of the Army agency directed to monitor the Civil Affairs Program.

FOREIGN AREA SPECIALIST TRAINING PROGRAM

		BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIODS INDICATED		1. Development of Branch Proficiency By: a. Troop and Troop Staff Duty b. Attendance at Branch Basic and Career Courses c. Combat Arms detail as appropriate 2. Acquisition of Specialized Knowledge of a Specific Foreign Area By: a. Language training b. Civil Schooling, and Area training c. On the Job Training	1. Broadening Branch and Foreign Area Specialty Knowledge By: a. Troop and Troop Staff duty b. Attendance at CGSC and AFSC (Selected officers) 2. Continued Language and Area Specialty development and utilization by alternating assignments in specialty area	CONTINUED CONTRIBUTION AND DEVELOPMENT BY: a. Appropriate Command and Staff assignments b. Attendance at Senior Service College (Selected officers) c. Utilization in Assignments of Area Specialty	Utilization of special qualifications and broad military knowledge at highest levels of Command and Staff
	YEARS OF SERVICE				
SCHOOL ELIGIBILITY	BASIC BRANCH SCHOOL PATTERN	* BRANCH CAREER COURSE COMMAND AND GENERAL STAFF COLLEGE (Sel 0) ARMED FORCES STAFF COLLEGE (Sel 0) SENIOR SERVICE COLLEGE (Sel 0) NAVY, AIR FORCE, MARINE, INTELLIGENCE, OTHER SCHOOLING (UNDER ESTABLISHED QUOTAS)			
	PAST SCHOOLING	LANGUAGE SCHOOLING (1 YEAR) ADVANCED CIVIL SCHOOLING (1 YEAR) ON THE JOB TRAINING (6 MONTHS TO 2 YEARS) NOTE: ELIGIBILITY FOR ENTRANCE INTO PROGRAM IS BETWEEN 3d AND 15th YEARS OF SERVICE, INCLUSIVE. *Basic Course (see branch career pattern for additional details)			
TRAINING & ASSIGNMENTS	BASIC BRANCH	ASSIGNMENTS AS INDICATED BY BRANCH			
	FOREIGN AREA SPECIALTY ASSIGNMENT	COMBAT ARM DETAIL AS APPROPRIATE MAAG OR MISSION: AREA SPECIALIST IN OACSI, USASA, NSA, USAINTC, CDC; INSTRUCTOR IN AREA AND LANGUAGE STUDIES, USMA AND/OR SERVICE SCHOOLS; SPECIAL FORCES DUTY (IF QUALIFIED); FIELD OPERATIONS ASSISTANT ATTACHE, BRANCH, DIVISION CHIEF OR UNIT OFFICER OF INTELLIGENCE AGENCY OR UNIT; STAFF OFFICER, MAAG OR MISSION; MEMBER, CDC BOARDS. GS, USA, JOINT OR COMBINED STAFF; DIRECTOR OR COMMANDER OF MAJOR INTELLIGENCE ACTIVITY; US ARMY ATTACHE; SENIOR MEMBER MAAG OR MISSION			

CHART 28

81. Foreign Area Specialist Training Program

a. Recognizing the importance of developing a group of officers with detailed knowledge of foreign areas which might become the battlefields of tomorrow, the Department of the Army established the Foreign Area Specialist Training Program and designated personnel agencies to monitor the procurement and development of officers with the desired special qualifications. The Foreign Area Specialist Training Program was designed to impart knowledge of a geographic area to selected officers to assist them in formulating sound estimates and rendering proper command decisions concerning that area. To this end, officers are trained to the maximum practical extent in the total culture of a people, including their language, and in the physical aspects of the area studied.

b. Foreign Area Specialists are utilized primarily in branch material assignments in Military Assistance Advisory Groups, Military Missions, and in the U.S. Army Attaché System and in branch-immaterial assignments in the intelligence community. This requires branch tactical and technical knowledge and professional competency plus specialized training and experience. The Foreign Area Specialist Training Program differs from other programs for officers with special qualifications in two major respects: first, the program includes a comprehensive training course of three to four years duration; second, because of the time and money spent on this training, it is not contemplated that officers will be released from the program except for cause.

c. The career pattern for Foreign Area Specialists is designed to provide guidance in the initial training of these officers and in their assignment throughout their careers. The responsibility for developing officers in conformance with this career pattern is shared by commanders, career branch chiefs, the officers themselves, and the Department of the Army agencies specifically designated to monitor the Foreign Area Specialist Training Program.

d. In general, the course of training in the Foreign Area Specialist Training Program consists of 1 year at an appropriate language training facility, during which time the student learns the language of the particular area in which he is to become expert; one year of university training at the postgraduate level, during which time the student studies the history, culture, economics, and geography of the specific area; 6 months to 2 years of on-the-job experience under the tutelage of the U.S. Army Attaché in the country being studied. The sequence and length of training in each of the phases mentioned above vary depending on the particular area being studied.

e. Participation in the Foreign Area Specialist Program will not interfere with attendance at the officer's branch career course or at the U.S. Army Command and General Staff College. Provision has been made to interrupt the Foreign Area Specialist training at the appropriate time to permit the officer to attend one of these courses. Most officers selected for this program will have completed their branch career course prior to entry into FASTP training.

f. The career pattern on chart 28 provides guidance for training and assignment regardless of the time of entry of an officer into the program. During the first 15 to 21 years, emphasis is placed upon providing language and area training to selected officers who are already considered branch qualified for their grades and length of service; and, upon completion of the training, providing alternating and progressive branch and specialized assignments, together with progressive military schooling. Full utilization of the specialized training and experience is accomplished by progressive assignments in the field of specialization during the last years of service.

INFORMATION OFFICER

		BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION
OBJECTIVES FOR PERIODS INDICATED		1. DEVELOPMENT OF BRANCH PROFICIENCY BY: e. Troop and Troop Staff Duty b. Attendance at Branch Basic and Career Courses 2. DEVELOPMENT OF INFORMATION SPECIALTY BY: e. Assistant IO Assignment b. Attendance at Army Information School	BROADENING BRANCH AND INFORMATION KNOWLEDGE BY: e. Troop Command & Staff Duty b. Attendance at CGSC and APSC (Selected officers) c. Instructor duty at Information School d. Information Staff Assistant	CONTINUED CONTRIBUTION AND DEVELOPMENT BY: a. Attendance at Senior Service College (Selected officers) b. Appropriate Command & Staff Assignments c. Information Staff Assignments	To afford the opportunity for the most professionally qualified officers to serve in high level Command and Information assignments
	YEARS OF SERVICE				
SCHOOL ELIGIBILITY	BASIC BRANCH SCHOOL PATTERN	* BRANCH CAREER CRSE COMMAND AND GENERAL STAFF COLLEGE (Sel 0) ARMED FORCES STAFF COLLEGE (Sel 0) SENIOR SERVICE COLLEGE (Sel 0) NAVY, AIRFORCE, MARINE, INTELLIGENCE, LANGUAGE, ADVANCED CIVIL SCHOOLING (UNDER ESTABLISHED QUOTAS)			
	INFORMATION SPECIALTY SCHOOLING	THE INFORMATION OFFICERS COURSE (8 WEEK TDY) CIVIL SCHOOLING (MASTERS LEVEL IN JOURNALISM)			
		*Basic Courses (see branch career pattern for additional details)			
TRAINING & ASSIGNMENTS	BASIC BRANCH	ASSIGNMENTS AS INDICATED BY BRANCH			
	INFORMATION SPECIALTY	COMBAT: TROOP INFORMATION OFFICER, POST INFO OFFICER, NEWS-PAPER EDITOR OR RADIO STA COMMANDER ARM: CORPS, DIVISION OR POST IO, ASST ARMY IO, RADIO-TV NETWORK STAFF O, STATION CMDR, STAFF DUTY OCINPO DETAIL: STAFF DUTY IN OCINPO, ASST ARMY IO, DA AND JOINT STAFF, EDITOR, SVC SCHOOL PUBLICATION, ASST EDITOR, STARS & STRIPS RADIO-TV NETWORK CMDR OR STAFF OFF AS: NOTE: Officers selected for consecutive Assignments in The Information Program at MidPoint (10 years for Reserve Officers, 15 for RA) will receive only information assignments for the remainder of their careers APPRO- ARMY OR HIGH LEVEL STAFF INFORMATION OFFICER; DIVISION CHIEF OR ASSISTANT CINPO, OCINPO; EDITOR STARS AND STRIPS PRIATE			

CHART 29

82. Information Officer Career Pattern

The Information Officer Program has been established to provide for a Corps of professionally trained public relations personnel who are capable of operating in the three main areas of information. Troop Information, Public Information, and Community Relations or Civil Liaison. While all officers cannot be assigned to all of the various types of information duties, consideration must be given to varying assignments so that each officer may serve at least one tour in the three main areas of information.

The voluntary Information Officer Program provides for three categories of information officers:

a. Selected officers with extensive command and staff backgrounds assigned one tour of duty in an information assignment which complements their basic branch career development and increases their overall service potential.

b. Selected officers who volunteer for alternating assignments between basic branch and information staff duties.

c. Selected officers with special qualifications who volunteer to serve in continuous information assignments after the mid-point of their career.

The career pattern is established to guide the assignments and training of the information officers to keep them qualified in the information field and maintain their basic branch qualification. This career pattern aims to develop officers who ultimately will serve in the top positions in the information field. Command in the officer's basic branch, schooling, and general staff assignments are interspersed with assignments in the information field throughout this career pattern.

The officers in paragraph *c* above are assigned to various key information positions requiring their specialties and will not be assigned outside of the information field except for special training or schooling.

LOGISTICS OFFICER

		BASIC MILITARY DEVELOPMENT	INTERMEDIATE PROFESSIONAL DEVELOPMENT AND REEVALUATION	ADVANCED CONTRIBUTION AND DEVELOPMENT	MAJOR PROFESSIONAL CONTRIBUTION																											
OBJECTIVES FOR PERIODS INDICATED		DEVELOPMENT OF BRANCH PROFICIENCY BY: a. Troop and Troop Staff Duty b. Attendance at Branch Basic and Career Courses c. Civilian Schooling (Selected officers) d. Combat Arm Detail as appropriate, Ranger and or Airborne Schooling as desired or required	BROADENING BRANCH KNOWLEDGE BY: a. Troop Command and Staff Duty b. Attendance at CGSC, and AFSC, (Selected officers)	CONTINUED BRANCH CONTRIBUTION AND DEVELOPMENT BY: a. Troop Command and Staff b. General and Joint Staff Duty c. Senior Service College (Selected officers)	Utilization of the most highly qualified officers to fill world wide requirements																											
			<div style="border: 1px dashed black; padding: 5px;"> DEVELOPMENT PHASE BROADENS KNOWLEDGE OF FUNCTIONAL AREAS OF LOGISTICS BY: a. Attendance at Special Courses b. Branch-Immaterial Logistics Assignments (AMC, DCSLOG, DSA, MAAGS Unified Commands) </div>		LOGISTICIAN PHASE Assignment to Key Logistics Command and Staff Positions																											
YEARS OF SERVICE																																
SCHOOL ELIGIBILITY		* [] BRANCH CAREER COURSE COMMAND AND GENERAL STAFF COLLEGE (Sel O) ARMED FORCES STAFF COLLEGE (Sel O) SENIOR SERVICE COLLEGE (Sel O) NAVY, AIRFORCE, MARINE, INTELLIGENCE, LANGUAGE AND ADVANCED CIVIL SCHOOLING (UNDER QUOTAS) ATTENDANCE AT SPECIAL MANAGEMENT COURSES AND SEMINARS																														
		*Basic Course (see branch career pattern for additional details)																														
TRAINING AND ASSIGNMENTS	BASIC BRANCH	BRANCH ASSIGNMENTS															ALTERNATING BRANCH AND BI LOGISTICS ASSIGNMENTS															
	PLANNING AND OPERATIONS																LOG TROOP BASIS, BASE DEVELOPMENT, OPERATIONAL REQUIREMENTS, LOG COMMANDS, ARSENALS, PORTS, DEPOTS, ETC															
	SUPPLY MANAGEMENT	COMBAT																STAFF OSD, DSA, OASA (I & L), OJCS, ODCSLOG, AMC, USCONARC, CDC, J-4/G-4 OR EQUIVALENT; CORPS OR HIGHER HQ, MAAG'S, OVERSEAS SUPPLY AGENCIES														
	SERVICES & INSTALLATIONS	ARM																REQUIREMENTS, STORAGE, DISTRIBUTION, DISPOSAL														
	PROCUREMENT	DETAIL																COMMO, CONSTR, HOSP & EVAC, MAINT, MOV CONTROL, REAL ESTATE, REPAIRS AND UTILITIES, TRANS, TRAFFIC MGMT														
	PROGRAM MANAGEMENT	AS APPROPRIATE																PURCHASING AND CONTRACTING, SPECIFICATIONS AND STANDARDS, CONTRACT PERFORMANCE AND TERMINATION														
																	PROGRAM COORD, LOG BUDGETING, FUNDING MGMT, REVIEW AND ANALYSIS MGMT CONTROL SYSTEMS															
																	COMMAND LOGISTICAL COMMANDS, DEPOTS															

CHART 30

83. Logistics Officer Career Pattern

a. The Logistics Career Pattern is designed as a career guide to qualify field grade officers of the combat arms branches and the technical and administrative branches in the broad field of logistics in addition to qualification in their basic branch. The ultimate objective of this career pattern is to develop a hard core of professional officers capable of effectively directing, supervising and managing the extensive Army logistics support establishment.

b. Outstanding field grade officers who have the ability, aptitude, and interest in logistics may apply for entry into the Logistics Officer Program. Officers selected are normally advanced through assignments of progressively increasing responsibility to the status of logistician. Qualified logisticians who normally have more than 20 years service are assigned to command and staff positions of great responsibility that require logistics training and background.

c. Entry into the program is on a voluntary basis. Alternate assignments are scheduled in the branch-material and logistics area. In this manner, an effort is made to develop each officer's full potential.

d. The Logistics Officer Career Pattern depicted in chart 30 provides for the assignment of outstanding officers to logistics positions whenever they are not with their basic branch. Normally, an officer spends about half of his career in assignments outside of his basic branch.

e. Even though an officer may be due for a branch-material or branch-immaterial logistics assignment, he will be released for necessary command assignments, for attendance at a senior service college or a civilian educational institution, or for a branch-material assignment that would be of particular value to his career development. Consequently, entrance into the Logistics Officer Program in his early years will not reduce an officer's opportunity for career development in his basic branch.

f. Although all officers cannot be assigned to all the various type duties indicated in the career pattern, consideration will be given to assignment in the five functional career fields in order that they may be better equipped as Logisticians to perform in high level command and staff positions later in their careers.

g. All officers participating in the Logistics Program are expected also to maintain branch qualification. Consequently, officers will be assigned to branch material positions periodically to assist them in maintaining their branch qualification and to afford them an opportunity for military schooling on the same basis as the officers not participating in the Logistics Program.

h. A Logistics career offers exceptional opportunities to compete for challenging and interesting assignments and leads toward advanced schooling, positions of great responsibility, and promotion.



APPENDIX DEFINITIONS

The following definitions are applicable for this pamphlet:

a. Administrative Duty. Includes the management and execution of all military matters, except tactics and strategy and certain technical duties. It encompasses the fulfillment of the functional missions inherent in the personnel, administrative, protective, and chaplain services provided in the Army.

b. Basic or Career Branch. The basic or career branch is the branch in which an officer is assigned and to which he will revert upon completion of a detail to another branch or service.

c. Branch Qualified Officer. An officer who possesses the following attributes:

- (1) Tactically and technically qualified for a variety of branch material assignments appropriate to his branch.
- (2) Physically qualified to meet the demands of most assignments normally expected of officers of his grade and branch.
- (3) Successful completion of career schooling and branch assignments commensurate with grade and years of service.
- (4) Demonstrated ability or potential to command at an echelon appropriate to his present grade and branch, and the potential to command at the next higher echelon.

d. Branch Specialist. Commissioned officers who have attained special qualification by pursuing one of several technical specialties within the career patterns of their basic branches. (Example: Highway, Marine, Air, Rail for Transportation Corps Officers)

e. Branches of the Army. The branches of the Army are classified as the basic branches

and the special branches. The branches are set forth below, listed in alphabetical order.

- (1) The basic branches are the Adjutant General's Corps, Armor, Army Intelligence and Security, Artillery, Chemical Corps, Corps of Engineers, Finance Corps, Infantry, Military Police Corps, Ordnance Corps, Quartermaster Corps, Signal Corps and the Transportation Corps.
- (2) The Special branches consist of the Chaplains, the Judge Advocate General's Corps and the six corps of the Army Medical Service (Army Medical Specialist Corps, Army Nurse Corps, Dental Corps, Medical Corps, Medical Service Corps, and Veterinary Corps).
- (3) Women officers, except those in the Army Medical Service, are assigned to the Women's Army Corps. Members of the Women's Army Corps may be detailed to basic and special branches.

f. Arms and Services. The branches of the Army are grouped into arms and services. The arms are those branches whose primary mission is combat and combat support. The services are those branches whose primary mission is combat service support and/or administration of the Army as a whole. The Corps of Engineers and the Signal Corps have primary missions in both fields.

- (1) The Arms are the Infantry, Armor, Artillery, Corps of Engineers and Signal Corps.
- (2) The services are the Adjutant General's Corps, Army Intelligence and Security, Army Medical Service, Chaplains, Chemical Corps, Corps of Engineers, Finance Corps, Judge Ad-

vocate General Corps, Military Police Corps, Ordnance Corps, Quartermaster Corps, Signal Corps, Transportation Corps and the Women's Army Corps.

g. Career Development Courses. Includes Branch Basic Courses, Branch Officer Career Courses, Command and General Staff Courses, and Senior Service College Courses to include comparable level associate courses.

h. Career Pattern. Applies to the pathways in a given career field through which an officer can move in progressing to the highest level for which he is qualified, and is used as the basis for individual career planning.

i. Career Planning. A systematic evaluation of an officer's capabilities, interests and knowledge, and the exploitation of these to obtain maximum effective utilization through a program of progressive assignments and schooling to positions of increased responsibility at the highest levels of command and staff.

j. Duty Positions. Command and staff positions in headquarters and tactical units are referred to as Arms Material, Technical Service Material, Branch Immaterial, or Branch Material. Each is defined as:

- (1) *Arms Material.* The officer serving in this position must have as his basic branch Infantry, Armor or Artillery.
- (2) *Technical Service Material (SM).* The officer serving in this position must have as his basic branch, Chemical, Engineer, Ordnance, Quartermaster, Signal or Transportation.
- (3) *Branch Immaterial.* In accordance with the job description of the position a qualified officer of any of the following branches may be assigned to the position: Adjutant General, Armor, Artillery, Chemical, Engineer, Finance, Infantry, Army Intelligence and Security, Military Police, Medical Service Corps, Ordnance, Quartermaster, Signal, Transportation or WAC.
- (4) *Branch Material.* The officer assigned must be of the basic branch or detailed to the branch required.

k. Instructor Duty. Includes all duties which are primarily teaching in nature with responsibilities for planning and carrying out the education of individuals in essentially military subjects. Assignments include instructor positions as a member of a staff or faculty of a service academy, service school, and training center. Other types of duty positions in this category are instructors assigned to MAAG's, ROTC, and the Reserve Components.

l. Logistics Officers. Field grade officers participating in the Logistics Officer Program, who aspire to become fully qualified logisticians.

m. Logistician. An officer with diversified logistics background, schooling and experience which qualify him to serve in key logistics positions such as a Corps, Army, or Communications Zone G-4; or a logistics position in a theater or Joint Headquarters, Department of the Army, Joint Chiefs of Staff, or the Department of Defense.

n. Officers With Special Qualifications. Commissioned officers who, by virtue of aptitude, interests, education, previous assignments, or special military or civil schooling, have developed skills in a given field and have been formally accepted into one of the Department of the Army Special Programs for Officers.

o. "Professional" or "Career" Officer. A Regular Army officer, or an officer of the Reserve Components on active duty who plans to remain on active duty and make the Army his career.

p. Senior Service College. The Army War College, The National War College, The Industrial College of the Armed Forces, The Navy War College, The Air War College, and Foreign colleges which have been determined by Department of the Army as equivalent schools.

q. Service School. A school which is conducted by one of the services to train military personnel in matters required for the successful performance of their military or professional duties.

r. Specialist Program. An Army recognized program in which an officer is assigned to perform specific branch immaterial functions requiring special training and/or education. Current specialist programs are—

- (1) Army Aviation
- (2) Atomic Energy

- (3) Civil Affairs
- (4) Foreign Area
- (5) Information
- (6) Logistics
- (7) Research and Development

s. Staff Duty. Includes all duty as a member of a general or special staff of a headquarters at all echelons higher than a brigade or group, or as a member of a professional staff, or as a military attaché.

t. Student Duty. Includes all duty as a student at a service or civilian school, domestic or foreign.

u. Supervisor. The person (Army officer, officer of another Service of the United States, member of a foreign military service, or citizen employed by the U.S. Government) other than a commander who is responsible for immediate supervision of the officer on whom an efficiency report is rendered.

v. Technical Duty. Includes those assignments necessary to fulfill technical and functional missions, such as duty with technical boards, research activities, engineer civil works, post quartermaster, aerial resupply activities, explosive ordnance disposal, medical, and similar type duties.

w. Troop Command. Duty in a command capacity with a tactical, administrative, training, or service support unit not larger than a brigade or group.

x. Troop Duty. Duties directly involving maintenance of morale, discipline, and welfare of enlisted personnel and which permit exercise of leadership and direction.

y. Troop Staff. Staff duty with tactical, administrative, training or service support units not larger than a brigade or group.



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By Order of the Secretary of the Army:

EARLE G. WHEELER,
General, United States Army,
Chief of Staff

Official:

J. C. LAMBERT,
Major General, United States Army,
The Adjutant General.

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