

FACT SHEET

SUBJECT: OPMS Dual Specialty Development

January 1973

1. PURPOSE. The purpose of this paper is to summarize the OPMS dual specialty development concept as it is currently envisioned.

2. TERMS.

a. Specialty - A specialty is a grouping of duty positions whose skill and job requirements are mutually supporting in the development of officer competence to perform at the grade of colonel in the specialty.

b. Career Field - A career field is a specialty or grouping of specialties corresponding to a sphere of military work or activity.

c. Basic Entry Career Field/Specialty - A career field/specialty in which newly commissioned officers may receive their initial development.

d. A list of career fields and specialties is attached at inclosure 1. Basic entry career fields/specialties are indicated by an asterisk (*).

3. DEVELOPMENT CONCEPT.

a. General. The objective of dual specialty development is to have each officer develop his qualifications in two specialties; a primary specialty and an alternate specialty. Officers will enter one of the basic entry career fields upon commissioning and develop their qualifications in their primary specialty during the company grade period. During the field grade period, the objective is to assign officers to positions of increasing responsibility in each of their specialties. Utilization in the specialty in which an officer is best qualified will be emphasized at the senior field grade level. The principal factors determining an officer's development and utilization pattern will be Army requirements, the officer's qualifications, and his desires.

b. Lieutenant Development. Each officer enters a basic entry career field upon being commissioned. Depending on the policies established for the career field, lieutenants may be developed within a particular basic entry specialty or may receive general development within the career field.

c. Captain Development.

(1) Identification of Specialties. Each captain will identify a primary and an alternate specialty, ideally at the time he attends the

advanced course for his career field. It has not yet been determined at what time this designation will be formalized but it will be no later than the time the officer is selected for promotion to major. The primary specialty of most officers will be their basic entry specialty. For these officers, their alternate specialty may be either a second specialty in their basic entry career field or a specialty in another career field. Certain officers may have a specialty from another career field designated as their primary specialty. In this case, their alternate specialty will be their basic entry specialty.

(2) Qualification as a Captain. Development will be oriented toward attaining the qualification objectives specified for each officer's basic entry career field/specialty. Specific qualification objectives are being determined for each basic entry career field/specialty and will be included in the career patterns published for each specialty.

d. Major Development.

(1) Change of Primary Specialty. Majors may request to have their alternate specialty redesignated as their primary specialty at any time. Qualifying criteria will be established to control this action.

(2) Qualification as a Major. Development of officers who have retained their basic entry specialty as their primary specialty will be aimed at attaining specified qualification objectives in their alternate specialty by the time they are eligible for promotion to lieutenant colonel. Officers who have a specialty from another career field designated as their primary specialty will also endeavor to attain the qualification objectives specified in the career pattern for that specialty.

e. Lieutenant Colonel Development and Utilization.

(1) Troop Command. Officers eligible for lieutenant colonel troop command will be considered for troop command at their request. If selected, they may be assigned to any troop command position for which they are qualified, in accordance with the approved troop command designation procedures.

(2) Designation of Primary Specialty. The record of each officer selected for promotion to lieutenant colonel will be reviewed. Based upon the officer's qualifications, the Army's requirements, and the officer's preferences, the specialty in which the officer should receive the majority of his future assignments will be determined. Development in that specialty will be emphasized during the remainder of the officer's career.

f. Colonel Utilization.

(1) Troop Command. Officers eligible for colonel troop command will be considered for troop command at their request. If selected, they may be assigned to any troop command position for which they are qualified in accordance with the approved troop command designation procedures.

(2) Utilization. Colonels will be utilized in the specialty or specialties in which they are best qualified and most needed.

CAREER FIELD

SPECIALTIES

AIR DEFENSE ARTILLERY*

ARMOR

ATOMIC ENERGY

AUTOMATIC DATA PROCESSING

COMMUNICATIONS-ELECTRONICS*

COMPTROLLER

EDUCATION

ENGINEER*

FIELD ARTILLERY*

*AIR DEFENSE ARTILLERY

ARMOR

ATOMIC ENERGY

AUTOMATIC DATA PROCESSING

*AUDIO-VISUAL INSTRUCTIONAL TECHNOLOGY

*COMBAT COMMUNICATIONS-ELECTRONICS

*COMMUNICATIONS-ELECTRONICS ENGINEERING

*FIXED TELECOMMUNICATIONS SYSTEMS

COMPTROLLER

EDUCATION

*ENGINEER

*FIELD ARTILLERY

*BASIC ENTRY CAREER FIELD/SPECIALTIES

CAREER FIELD

SPECIALTIES

FINANCE*

*FINANCE

FOREIGN AREA OFFICER

FOREIGN AREA OFFICER

INFANTRY*

*INFANTRY

INFORMATION

INFORMATION

INTELLIGENCE*

*COUNTERINTELLIGENCE/HUMINT

*CRYPTOLOGY

*TACTICAL/STRATEGIC INTELLIGENCE

LAW ENFORCEMENT*

*MILITARY LAW ENFORCEMENT

CRIMINAL INVESTIGATION

*BASIC ENTRY CAREER FIELDS/SPECIALTIES

CAREER FIELD

SPECIALTIES

LOGISTICS*

- *MISSILE MATERIEL MANAGEMENT
- *MUNITIONS MATERIEL MANAGEMENT
- *TANK/GROUND MOBILITY MATERIEL MANAGEMENT
- *ARMAMENT MATERIEL MANAGEMENT
- *AVIATION MATERIEL MANAGEMENT
- *CONSTRUCTION AND MARINE MATERIEL MANAGEMENT
- *POL MANAGEMENT
- *FOOD MANAGEMENT
- *GENERAL TROOP SUPPORT MATERIEL MANAGEMENT
- *COMMUNICATIONS-ELECTRONICS MATERIEL MANAGEMENT
- *CHEMICAL
- *HIGHWAY AND RAIL OPERATIONS
- *MARINE AND TERMINAL OPERATIONS
- *TRAFFIC MANAGEMENT

*BASIC ENTRY CAREER FIELDS/SPECIALTIES

CAREER FIELD

SPECIALTIES

LOGISTICS* (CONT'D)

MAINTENANCE MANAGEMENT

TRANSPORTATION MANAGEMENT

SUPPLY MANAGEMENT

LOGISTICS SERVICE MANAGEMENT

PROCUREMENT

LOGISTICS MANAGEMENT

OPERATIONS AND FORCE DEVELOPMENT

OPERATIONS AND FORCE DEVELOPMENT

PERSONNEL*

*PERSONNEL ADMINISTRATION

PERSONNEL MANAGEMENT

*CLUB MANAGEMENT

RESEARCH AND DEVELOPMENT

RESEARCH AND DEVELOPMENT

*BASIC ENTRY CAREER FIELDS/SPECIALTIES