

1. The FAO Specialty is the politico-military specialty of the US Army. FAOs provide the critical skills needed to interface with other branches of the US Government and other countries and their armies. A detailed description of the Specialty is at Tab A.

2. FAO Specialty has perhaps the most expensive training program in the Army. No comparable training program exists in other Services.

3. FAO positions are not accurately coded nor strictly controlled. Therefore, the requirement for regional specialists is not accurate. Tab B shows present authorization by region. A new system for stabilizing and controlling position authorizations is currently being established.

4. Personnel assets are also displayed in Tab B. Imbalance, as defined by MILPERCEN (Tab B) exists in at least one grade in every region. Even where balanced, asset posture is sometimes inadequate to meet key position requirements. A current example is the position of CDR, MILGP Argentina, which has been vacant since Aug 79. This indicates that the criteria to define imbalances in the FAO Specialty need to be reexamined.

5. Officers are being trained to infuse FAO ranks, but without accurate definition of requirements, they do not necessarily improve balance. Current FAOs training overseas shown at Tab C.

6. FAO utilization statistics are at Tab D.

7. Apart from mechanical issues in management of FAOs are perceptual problems among some who feel Specialty suffers from lack of opportunity for upward mobility. Perceptions apply particularly to selection for SSC and promotion to O-6. No objective data has thus far been assembled to determine validity or representativeness of perceptions as extracted in Tab E. The area needs to be explored further.

8. ODCSOPS, as proponent for FAO Specialty, has developed action plan (Tab F) to address both the management and perceptual problems associated with FAO program. FAO Steering Committee and OPM's Steering Committee will participate in direction of this effort.

SUBJECT: Foreign Area Officer (FAO) Specialty--INFORMATION MEMORANDUM

MEMORANDUM FOR VICE CHIEF OF STAFF, ARMY

REPLY TO
ATTENTION OF:
DAWD-SSA

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR OPERATIONS AND PLANS
WASHINGTON, D.C. 20310



DAMO-SSA
SUBJECT: Foreign Area Officer (FAO) Specialty--INFORMATION MEMORANDUM

9. DAFE-MPO concurs.

FOR THE DEPUTY CHIEF OF STAFF FOR OPERATIONS AND PLANS:

6 Incl
as

R. L. SCHWEITZER
MG, GS
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LTC Downey/73600
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