

# ARMY HRC FAO BRANCH BRIEF

## PURPOSE

*To provide JFAOC students an overview of  
FAO Branch*

## AGENDA

- AHRC FAO Branch Team
- Training Managers vs. Career Managers
- Career Management 101
- Army FAO Assignment Cycle
- Assignment Considerations
- Key Takeaways
- Questions & Answers

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*Joint FAO Course 26-01*  
*12 January 2026*

The overall classification of this presentation is  
**UNCLASSIFIED**





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**HRC FAO Branch** executes a training and assignment strategy focused on providing the Army and the Joint Force with FAOs, committed to a lifetime of professional service, who possess the unique knowledge, skills, attributes, experience, and potential to fill FAO COL requirements.

**HRC FAO Branch manages ~1,100 Officers (O3-O5)**



## PROPONENT REGIONAL MANAGERS

- ❑ **Approving authority** for AOC designation, language, and training sequence

## AHRC TRAINING MANAGERS

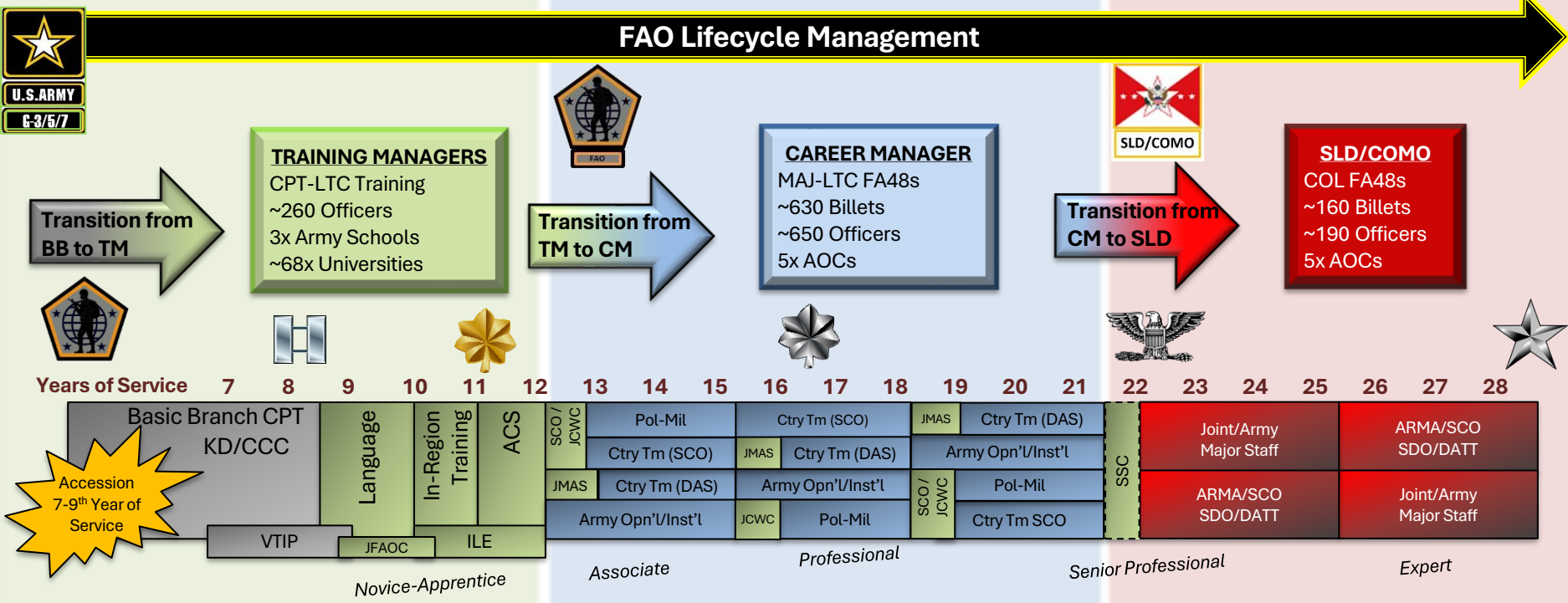
- ❑ **Implement training** sequence through assignment instructions
- ❑ **Assist, Coach & Mentor** FAOs in qualification pipeline

## AHRC CAREER MANAGERS

- ❑ **Mentor FAOs** on boards, assignments & development
- ❑ **Set assignment conditions** for movers and Army requirements
- ❑ **Manage emergent conditions** and GO/FO/SES engagements

## COLONEL MANAGEMENT HUMAN RESOURCES MANAGER

- ❑ **Mentor FAOs** on boards, assignments & development
- ❑ **Manage** strategic FAO utilization in the Joint Force



## EMAIL COMMUNICATION:

- Use a signature block with your contact information. This will allow your training manager (TM) or career manager (CM) to keep their distros and contact rosters updated.

## PHONE CALLS:

- Email prior to calling to set up a time. Flag the reason for discussion so your TM/CM can prep ahead of the meeting.

## DOCUMENTS:

- Leverage your unit personnel support element to update your STP, iPERMS, etc. Your TM/CM is not your personal S1.

## ASSIGNMENTS:

- FAO assignments are unique and complex, and TM/CM needs to make assignment decisions based off an officer's files. It is in your interest to keep your file up to date!

## DON'T ASK – WE DO NOT DISCUSS OTHER OFFICERS...PERIOD.

- PCS timeline, current location, assignment preferences, etc... are all off limits. You expect your communication with your tm/cm to be private and confidential, so do not ask about other officers.

## REPUTATION MATTERS:

- The Joint FAO community is small; how you present and conduct yourself will have a lasting impact...good or bad.

## ASSIGNMENT INSTRUCTIONS (AI)

- AIs take on average 7 – 14 business days to electronically process and populate on IPPS-A as they go through upwards of 10 different HRC approval authorities. AIs are not orders and HRC **DOES NOT** release orders; coordinate with your local MPD for your official orders.



**Army FAOs** are deliberately assessed, trained, educated and developed to provide leadership and expertise in diverse organizations in the Army, Joint, Interagency, Intergovernmental and Multinational (JIIM) environments; who **advise senior leaders as regional specialists**; and who offer **unique warfighting competencies—cross-cultural capabilities, interpersonal communications, and foreign-language skills**—that are critical to mission readiness of the Army in today’s dynamic strategic environment.

## OPERATIONAL / INSTITUTIONAL

HQDA, ASCC, NGIC, CAC, USMA, DLI

### Regional / Country Desk Officer

- Conducts policy analysis and executes joint coordination
- Coordinates and executes key leader engagements for senior Army leaders
- Plan and coordinates Army security cooperation operations, activities & investments (OAls)

### Instructor

- Train the force by serving as instructors at DLI, USMA, Command and General Staff College

## EMBASSY COUNTRY TEAM

DIA, DSCS, DPAA, DTRA

### Senior Defense Official

- SecDef representative to host nation military and principal military advisor to U.S. ambassador

### Defense Attaché Service

- Reporting & analysis and serves as diplomatic military representation

### Defense Security Cooperation Service

- GCC in-country representative; facilitates DoD security cooperation OAls

### Defense POW Accounting Agency, Defense Threat Reduction Agency

- Represents and facilitates its agency’s activity in the host nation.

## POLITICAL-MILITARY

OSD, JS, NSC, CCMD, DIA, DTRA, NATO

### Political-Military Regional / Country Desk Officer

- Conducts policy analysis and interagency coordination
- Coordinates and executes key leader engagements and bi- multi-lateral dialogues
- Plan / coordinates DoD security cooperation OAls

### Intel Analyst / Intel Planner

- Strategic Analysis for senior leaders

### Interagency Liaison Officer

- DoD regional specialists; represents and facilitates DoD interests with the interagency partner

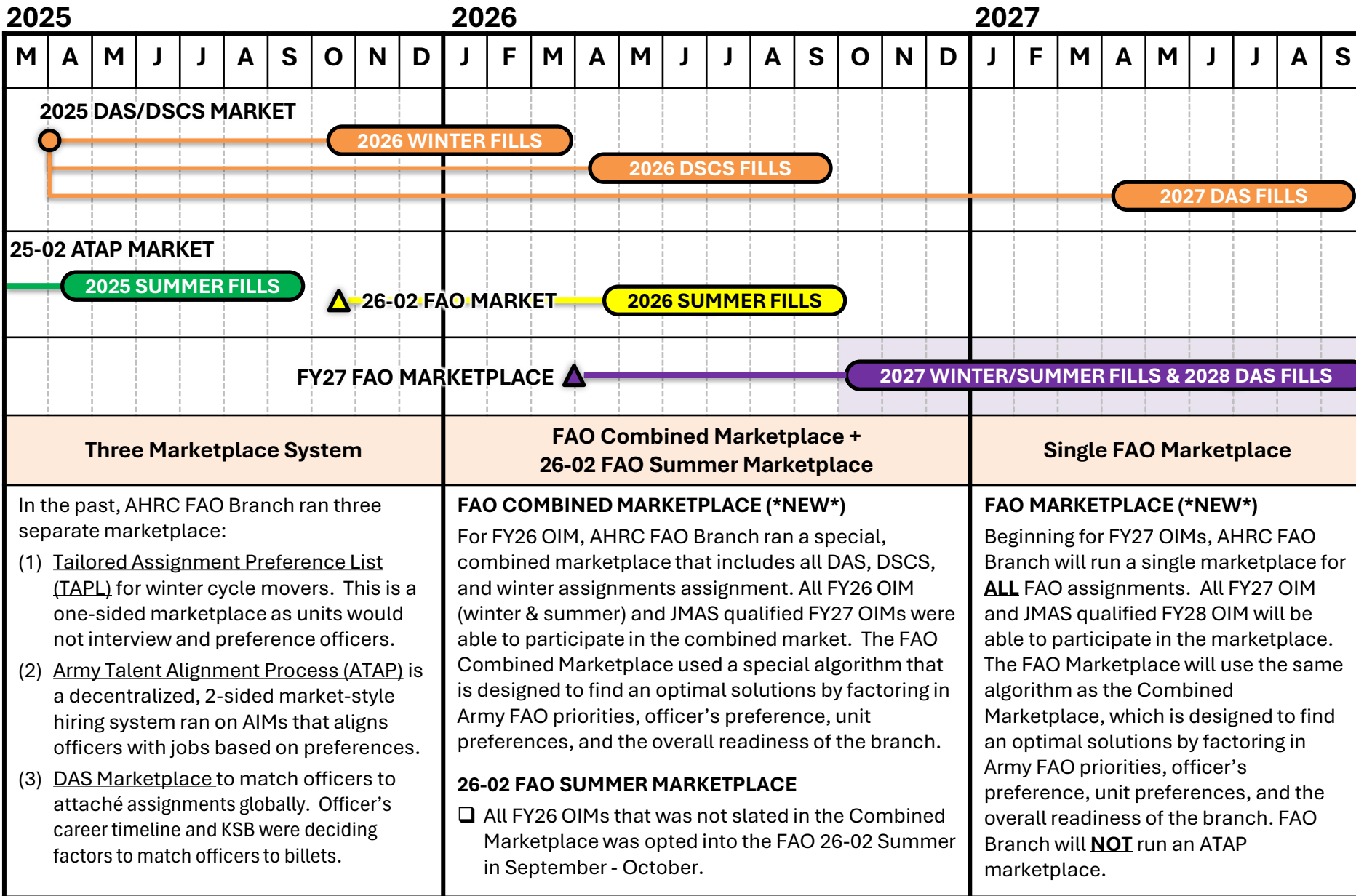
### Army Control Officer

- Enforcement of Treaties

BG Jason Nicholson (48J, far left) assumes command of USASAC at Redstone Arsenal. Since relinquishing command of USASAC, BG Garrick Harmon (48E, far right) assumed duties as SDO/DATT to Ukraine.



MG(R) Mark Gillette (far right), Senior Defense Official / Defense Attaché to Egypt



## EXCEPTIONAL FAMILY MEMBER PROGRAM (EFMP):

- Ensure EFMP is valid through October of the following calendar year before market opens. All officers who have family members enrolled in EFMP are required to do this regardless if the officer plans to preference only CONUS assignments.
- Effects of not doing this:
  - Non-approval by Regional Medical after market slating
  - Changes to 2 to 4 (or more) of other Officer Assignments
  - Potential Unaccompanied Tour for Officer
  - Potential Needs of the Army Assignment for Officer
- Career Manager can do E-EFMP pre-screening up to one year out from when you plan to PCS. If PCSing to JMAS and there are changes, conduct this again before the PCS or immediately upon arrival as appointments in Washington D.C. have long lead times. Officers who PCS OCONUS will still need to conduct a Family Member Travel Screening (FMTS) to receive IPPS-A orders.

## HOMEBASE ADVANCED ASSIGNMENT PROGRAM (HAAP):

- Only applies to the dependent restricted billets but still applies to Officers w/o dependents. IRT sites are not HAAP locations.
- HAAP will apply to only a follow-on assignment in CONUS (Alaska and Hawaii included)
- Follow on assignment must be to a same rank and AOC.
- Officer will submit 3 preferences for follow on assignment locations (not specific billets). Career Manager will determine billets and EFMP screen them for those before offering to officer.
- Branch **WILL NOT** approve consecutive HAAPs



- ❑ Remain flexible for your entire career – follow **DA PAM 600-3** guidance
- ❑ Army **requirements are fluid** – good advice has an expiration date
- ❑ Officer and unit preference drive the assignment process. Your **reputation** can have an impact on future assignments
- ❑ **IPPS-A** is the primary tool to engage in the assignment process
- ❑ **Keep your records updated** – photos are not seen by the board, but they still matter
- ❑ **It is your responsibility to ensure your training or career manager has your updated contact information.** “I was never informed” due to HRC not having the right contact information is not a valid excuse. Best practice is to forward your @army.mil emails to a government email box that you regular check. If that is not option, leave an out of office response so HRC knows how to contact you.
- ❑ There are **NO** “never”, “always” or “guarantees” in the HRC business
- ❑ Help your training/career manager help you – self-educate via **FAO Intelink** and come prepared to ask questions.
- ❑ Your training/career manager is your advocate – **MAINTAIN CONTACT!**



**STRATEGIC VISION - OPERATIONAL IMPACT - TACTICAL RESULTS**  
**U.S. ARMY FOREIGN AREA OFFICER CORPS**



# GRADUATE LEVEL EDUCATION

*Joint FAO Course 26-01*  
*12 January 2026*

## PURPOSE

*Inform officers on the Army's Advanced Civil Schooling program and officer responsibility*

## AGENDA

- Advanced Civil Schooling (ACS) Program
- Non-ACS Graduate Level Opportunities
- Key Points
- References
- Questions & Answers

The overall classification of this presentation is  
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## OVERVIEW

- Less than 17 years of Active Federal Service (AFS) before ACS
- Minimum 2.5 undergraduate GPA

## FAO ACS PROGRAM LIMITATIONS

- Must enroll in a 12-months graduate programs  
*Exception: Naval Post Graduate School + JPME I (15-months program)*
- ACS Quotas (vary year-by-year)

HIGH COST	MEDIUM COST	LOW COST
\$60,000	\$48,000	\$28,000

FAO Branch will conduct an Order of Merit List to determine Quota Distribution

## APPLICATION

- **Must apply to at least one low-cost school**
- All schools and degree programs must be approved by FAO proponent
- Tuition Negotiation. Each officers must negotiate with their civilian university to achieve the **LOWEST** possible tuition for their course. Officers **MAY NOT** disclose their cost category or the amount of funding they were allocated.



LTC Todd Dahmann and classmates at Tufts University graduation in 2016



LTC/P Pete Roongsang and his family at UC San Diego graduation in 2014



## RESIDENT CGSC

- Master in Military Art and Science Focused on Regional Topic of Interest (some students opt to join to receive an additional civilian Master's degree with KU, but requires additional time and out-of-pocket commitments)
- FAO Mentorship with Large Active Duty and Retired FAO Community
- Lifelong Relationships with International, Joint, and Army Peers
- Opportunity to compete to join the "Art of War" Scholars (AWS) Program. AWS program selects a limited number of students who follow a different course of instruction in lieu of MDMP blocks that include trips to Washington D.C. and special guest speakers
- Only opportunity for FAOs to receive resident ILE credit from the Army

## NATIONAL INTELLIGENCE UNIVERSITY

- Master of Science of Strategic Intelligence with connection in Africa, Middle East, China & Eurasia
- Applicants must have TS-SCI and must be nominated by HRC (August start)
- Provides JPME I credit if officer is CPT/P or MAJ prior to enrollment
- Ideal for officers that do not have experience working with the intelligence community

## NATIONAL DEFENSE UNIVERSITY (JSOMA)

- Master of Arts in Strategic Security Studies at the College of International Security Affairs at Fort Bragg, North Carolina
- Strategic-level perspective – including the rise of newly empowered and politicized ideological movements; the relationships between political objectives, strategy, and all instruments of national power; and the roles of power and ideology.
- Program officers an opportunity to closely work with the Special Operations education and operational communities at Fort Bragg.
- Inclusive student body comprised of seasoned Joint Special Operators of all ranks, including interagency, allied, and partner nation students

## PRINCETON SPIA SCHOLARSHIP

- Master in Public Policy from the Princeton School of Public and International Affairs
- Officers at the top of the OML that can start ACS in June/July will be invited to apply. Only 1x officer will be selected to attend per year



- ACS Branch deadlines are **not flexible** and do not align with any specific university or institutions deadlines.

School Start	ACS Packet Due
Spring	September
Summer	February
Fall	March

- Within 60 Days following graduation:**
  - Ensure the AER 1059-1 and an official copy of your graduate transcripts are provided to the ACS Branch and training managers
- FAOs who enter FA48 already with a **FAO-related** graduate degree may be given constructive credit
- FAOs who enter FA48 and have a **non-FAO-related** graduate degree will either be permitted to obtain a FAO-related Master’s Degree OR will attend a regionally focused graduate studies certificate. *Officers should consider attending Resident ILE*
- FAOs must work with their training managers to factor start date, ILE requirements, length of training pipeline, and ACS quotas when selecting a program
- The earlier you submit your ACS packet, the earlier you will receive your orders



## QUICK REFERENCE

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### Army Human Resources Command Advanced Civil Schooling Programs General Information

<https://www.hrc.army.mil/content/Advanced%20Civil%20Schooling%20Programs%20General%20Information>

- **Advanced Education Programs** – Policy and Procedures Fiscal Year 2026 (Appendix A: ACS Student Handbook)
- **Advanced Education Programs** – Policy and Procedures Fiscal Year 2026 (Appendix B: ACS Application Guide)
- **Army Regulation 621-1** – Training of Military Personnel at Civilian Institutions
- **Guide to Negotiating Tuition Reduction**

**DA PAM 600-3** (Commissioned Officer Professional Development and Career Management)

**DOD INSTRUCTIONS 1315.20** (Management of the Department of Defense Foreign Area Officer Program)

# Q&A

