
OVERVIEW OF RC FAO ACCESSION PROGRAM

HRC is responsible for accessions and assignment of officers for the reserve component (RC) FAO program with Headquarters, Department of the Army's G-3/5/7 Strategic Leadership Division (DAMO-SSF) providing program and policy oversight and coordination.

The prerequisites for a RC FAO are the same as the Active Component (AC). RC FAOs do not receive training and must enter the program fully qualified. Applicants must be at least a Captain in promotable standing or higher. Applicants must meet military and branch qualification requirements, possess a graduate degree in an appropriate field of study, possess regional experience (see larger definition of regional experience below), and have a minimum current language qualification of 2/2 for reading and listening competencies. To be designated as part of late entry, officers will need to meet the more advanced standards required for successful assignment as a Lieutenant Colonel. Reserve officers above the rank of Lieutenant Colonel will not be considered for RC FAO designation.

Just as their AC counterparts, RC FAO officers must possess regional experience that allows them to operate as advisors to senior military and civilian leaders in executing security cooperation activities with counterpart militaries in support of National Military Strategy objectives. FAOs are expected to be regional experts and serve in positions anywhere within their region. RC FAO officers must also have the ability to think, write, and brief at the strategic level on a region's military, political affairs, history, and culture. FAOs often operate individually or in small interagency teams with only general guidance from higher echelons of command. Having a strong basic branch background in positions such as platoon leader or commander can contribute greatly to the desirable skill set – advising foreign governments on US leadership tactics, working at COCOM/ASCC level, and with Joint staff involves a strong operational background.

RC FAO officers perform several roles, including attaché work and security cooperation. Attachés represent the Department of Defense to reign governments. Attachés are based out of US Embassies or Consulates and interact daily with the US interagency and host nation military officials. Security cooperation refers to cooperation between the [United States](#) and other [sovereign nations](#) with similar values and interests in order to meet common defense goals.

Graduate degrees in an appropriate FAO-related discipline are required, or at a minimum other graduate degrees must be accompanied by a certificate program in a FAO related study or exceptional regional experience. Examples of FAO-related graduate disciplines include: international relations/affairs, area studies, international economics, international security studies, geography, geopolitics, government, regional history, Master of Military Arts and Science (MMAS) (with a FAO-related concentration), national security studies, political science, and social science and strategic intelligence (from the National Intelligence University (NIU)).

For reserve officers, the designation of FA 48 is a secondary area of concentration. RC officers designated FA 48 are still managed by their Army basic branch. If you receive the FAO designation, you will be assigned an "area of concentration" - ex. 48G Middle East/North Africa, 48D South Asia, etc. Once officers are qualified and receive the FAO designation then the FAO Branch simultaneously works to assign them to a FAO coded IMA position.

More information is available in DA PAM 600-3, Chapter 27 Foreign Area Officer Functional Area.

Attaché positions with the DIA program are coded FA 48 and officers must meet the rigorous standards required to become an RC FAO officer in order to be assigned to the attaché program.

Past performance and file strength of officers in their basic branch is one of the biggest discriminators in the selection process for an RC FAO. In order to successfully serve as a FAO, officers must have performed above their peers in their basic branches and have above average in command and S3 type positions, and possess operational and tactical skills that ensure the officer is first "well grounded in the profession of arms."

If an applicant does not have English as a first language, a copy of the TOEFL exam is required. It is imperative that FAOs must be able to communicate and write effectively in English in order to complete their duties.

Reserve FAO applicants MUST be at least the rank of a Captain (P) in order to apply.

HOW TO APPLY FOR FA 48 (FOREIGN AREA OFFICER) SECONDARY AOC

Ensure all the documents listed below are included in the packet.

Panels will be held twice yearly to review packets for accession into the RC FAO program.

Email to the packet to: usarmy.knox.hrc.mbx.opmd-osd-reserve-fao-branch@mail.mil . You may be asked to provide further documentation after you submit the below documents, and after we have reviewed your basic qualifications.

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- (1) Official Military Photograph, must be at current rank and within one year.
 - (2) Updated Officer Record Brief (ORB) DA Form 4037. (NOTE: This is a requirement for reserve officers that apply – officers can use Fillable Form 4037 and create their ORB with guidance from DA PAM 640-1. Form 2-1 and 2A are not accepted for application to the RC FAO program.)
 - (3) DA Form 330 (not older than one year) showing current Defense Language Proficiency Test Score of at least 2L/2R in at least one of the area of concentration (AOC) languages (other than English) from region to which the applicant is applying.
 - (4) Copy of university transcripts showing advanced degree (MA, MS or PhD).
The advanced degree must meet the requirements of DODI 1315.20. Based on the needs of the Army, a Master's degree in other areas may be accepted in cases where the officer can demonstrate exceptional foreign language skills, knowledge, and experience in a particular region. Any waiver request must be thoroughly documented with experience on the officer's civilian resume, CV, or military bio.
 - (5) Civilian resume (CV preferred), that details any in region experience as a civilian or Army officer. A CV is preferred - a RC FAO applicant's CV is typically a several page essay type document that details all positions of employment or military active duty, and highlights specific experiences that can be attributed to foreign policy and regional experience.
 - (6) APFT scorecard passing within one year, and DA 5500/5501 if applicable .
 - (7) Copy of TOEFL examination within 3 years, if English is not a native language.
 - (8) Copies of all Officer Evaluation Reports from PERMS, DA form 67-9.
 - (9) Military Bio.
 - (10) If late-entry, LTC, additional documents establishing regional expertise at the 4 or 5 level (see DA PAM 600-3), language at 3/3 and functional knowledge of security assistance, joint experience, and regional military expertise.
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