Appendix 1 to the VTIP MILPER dtd 25 Oct 23

A. Officers selecting FA26A-Network Systems Engineer as a preference must meet the following minimum requirements:

(1) Officers must have an undergraduate or graduate degree in Science, Technology, Engineering, or Mathematics (STEM) or request a STEM waiver. List of approved fields of study can be found at: https://www.milsuite.mil/book/docs/DOC-1194371

(2) STEM Waiver requests must be supported by GRE results within the past 5 years with a quantitative score greater than 153. Officers unable to obtain a GRE may request an exception based upon demonstrated and documented previous experience in network engineering. Directly contact the HRC assignment officer at the link in subparagraph 7 to request a waiver.

(3) Officers must possess or have the ability to obtain and maintain a TS/SCI security clearance.

(4) Officers should include any Information Technology (IT) certifications when submitting request to HRC. Information technology certifications (i.e. CISSP, CEH, SEC+, NET+) are not required but illustrate capability to serve as a FA26A.

(5) Officers must have less than 12 years (144 months) Active Federal Service (AFS) as of 29 September 2022 (non-waiverable requirement).

(6) The MFR submitted to HRC should discuss non-degree background in related fields, I.T. certifications, and prior work experience that is not part of officer professional military file (e.g. ORB, OER, or AER).

(7) More details on FA26A can be found at AIM→Branch Information→Other Branches→ FA 26 – Network/Information Engineer: https://aim.hrc.army.mil/portal/officer/portal.aspx

B. Officers selecting FA26B-Data Systems Engineer as a preference must meet the following minimum requirements:

(1) Officers must have an undergraduate or graduate degree in Science, Technology, Engineering, or Mathematics (STEM) or request a STEM waiver. List of approved fields of study can be found at: https://www.milsuite.mil/book/docs/DOC-1194371

(2) STEM Waiver requests must be supported by GRE results within the past 5 years with a quantitative score greater than 153. Officers unable to obtain a GRE may request an exception based upon demonstrated and documented previous experience in data engineering. Directly contact the HRC assignment officer at the link in subparagraph 7 to request a waiver.

(3) Officers must possess or have the ability to obtain and maintain a TS/SCI security clearance.

(4) Officers should include any Information Technology (IT) certifications when submitting request to HRC. Information technology certifications (i.e. CISSP, CEH, SEC+, NET+) are not required but illustrate capability to serve as an FA26B.

(5) Officers must have less than 12 years (144 months) Active Federal Service (AFS) as of 29 September 2022 (non-waiverable requirement).

(6) The MFR submitted to HRC should discuss non-degree background in related fields, IT certifications, and prior work experience that is not part of officer professional military file (e.g. ORB , OER, or AER).

(7) More details on FA26B can be found at AIM→Branch Information→Other Branches→ FA 26 – Network/Information Engineer: https://aim.hrc.army.mil/portal/officer/portal.aspx

C. Officers selecting FA30-Information Operations (IO) as a preference must meet the following minimum requirements:

(1) Officers must at least be on a Captains promotion list and registered to attend a Captains Career Course (CCC) prior to transferring to FA30.

(2) Officers who are already committed to another program (e.g. fellowships, USMA) may not be eligible to compete since those commitments may not support timeline to begin training as a FA30. Officers who cannot meet this timeline will not be approved for transfer and should plan to apply at a later time.

(3) Officers must be available to transition to FA30 and begin the 12-week Information Operations Qualification Course (IOQC) within 12 months of being approved for transfer. CCC is a prerequisite for IOQC ATRRS enrollment. IOQC may be delayed if the officer is not a CCC graduate.

(4) Officers must be able to obtain and maintain a TS/Sensitive Compartmented Information (SCI) access clearance. A secret security clearance is required prior to attending the FA30 qualification course.

(5) Officers working in IO previously with Skill Identifier (SI) P4 are encouraged to apply. Recommended fields of study include but are not limited to: marketing, advertising, anthropology, psychology, sociology, political science, international relations, and communications.

(6) For more information on the FA30 Career Field, refer to the Army Career Tracker website at https://actnow.army.mil/communities/community/officer-fa30

D. Officers selecting 35B-Strategic Intelligence as a preference must meet the following minimum requirements:

(1) Officers must have the ability to obtain and maintain a TS security clearance based on a Single Scope Background Investigation (SSBI) and access to Sensitive Compartmented Information SCI. A fully adjudicated TS clearance is required prior to attending the 35B qualification course and NIU.

(2) Officers must have completed CCC and have completed a company grade level Key and Developmental (KD) position in their basic branch.

E. Officers selecting FA40-Space Operations must be able to obtain and maintain a Top Secret/Sensitive Compartmented Information (SCI) access clearance. A TS/SCI security clearance is required prior to attending the FA40 qualification course.

(1) Officers must have their Captains Career Course complete or scheduled. Failure to meet this requirement will result in removal from consideration.

(2) Officers who are already committed to another program (e.g., fellowships, USMA) or duty position (e.g., accepting command, considering an IST or pending acceptance to United States Space Force) are not eligible to compete since those commitments may not support timeline to begin training as a FA40 in the 25-01 ATAP cycle. Officers who cannot meet the prescribed timeline below will not be approved for transfer and should plan to apply later.

(3) Officers must be slated to an FA40 duty position and successfully complete the FA40 qualification course (SOOQC) within the 25-01 movement cycle.

(4) Army Space Operations desires officers who have the operational experience and relevance in order to provide quality support to organizations with only one authorized FA40 billet. Army organizational experience will balance the officer's minimum space experience. Science, Technology, Engineering, Mathematics degrees, or relevant space-related education, will further assist officers in their transition to FA40.

F. Officers selecting FA46-Public Affairs must meet the following minimum requirements:

(1) Officers must be between their 3rd and 14th year of commissioned service, have completed the captains career course (CCC), attending, or have a valid ATRRS

Reservation to attend a CCC. KD time as a CPT in an officer's basic branch is not required. As a general rule, Officers that are competitive for promotion are competitive for Public Affairs accession. Officers who have a background or civilian education in public relations, communications, journalism, or social media management will be preferenced higher than officers without that experience or education.

(2) Officers who are already committed to another program (i.e. fellowships, USMA) may not be eligible to compete since those commitments may not support timeline to begin training as a FA46. Officers who cannot meet the prescribed timeline below will not be approved for transfer and should plan to apply at a later time.

(3) Officers must be available to transition to FA46 and complete the FA46 qualification course within 18 months of being approved for transfer.

(4) Officers must have a valid secret security clearance prior to attending the FA46 qualification course.

(5) Applicants must submit a two to three page writing sample for publication (such as an article, Op-Ed, Speech, Press Release etc.) on a topic concerning your community and/or their unit or installation. It must clearly define the following, and can be included at the end of the writing sample:
1. Communication Problem or Opportunity it seeks to accomplish
2. Intended Audience (who can correct the problem or issue)
3. Delivery Medium (where should it get published and when)
4. Action Response Desired by Audience (what do you want the audience to do?)
5. Method of Measurement of Desired Action Response (how will you know your published work achieved the desired response?)

This may be a past work or current sample based on this requirement. Writing samples will be reviewed by the FA46 Career Manager and Public Affairs Proponent for grammar, logic and ability to clearly state and support a command communication goal. Samples will not be reviewed or scored on AP writing style or topic. Applicants will submit this writing sample to as part of their VTIP packet.

(6) Officers should possess a high-degree of physical fitness and be immediately world-wide deployable IAW DA PAM 600-3. Any permanent profile or other limiting circumstance or factor for assignment or deployment, outside of MACP or EFMP, should be addressed in the officer's request to branch transfer.

G. Officers requesting transfer into FA48-Foreign Area Officer (FAO) branch must meet minimum requirements for the functional area and complete a specialized FAO questionnaire.

Officers previously selected for FAO who declined transfer are not eligible to apply for transfer into FAO branch again. Requirements vary by Cohort Year Group (CYG) and it is critical the officer consider not only general requirements but specific requirements for his or her CYG.

If an officers' branch is "CLOSED" or "IN", they are encouraged to apply for the VTIP as an ETP when aligned with the "IN" call for FA48 CYGs. FAO Branch accesses a number of ETP candidates every VTIP. There are no negative consequences for submitting an ETP application.

(1) General requirements for all officers applying:

(a) Deployable. Applicants must: (1) be world-wide deployable; (2) be able to operate in an austere, combat, deployed environment wearing a full complement of personal protective equipment (PPE) to include helmet, mask, body armor, and individual weapon.

(b) Flexible. Applicants must be willing to accept designation into any FA48 Area of Concentration (AOC). **Officers unwilling to accept designation into any FA48 AOC should not apply.** All applicants will rank all AOCs which their DLAB score qualifies. Applicants with 48G in their top preferences have a higher selection rate.

(c) Knowledgeable. All applicants must read the Foreign Area Officer chapter of DA Pam 600-3 Smartbook (https://www.milsuite.mil/book/docs/DOC-378777) prior to submitting an application. Visit our FAO Milsuite suite at https://www.milsuite.mil/book/groups/army-foreign-area-officer-program under "Applicants Corner". Contact the Future Readiness Officer for additional information.

(d) KD Complete Once Officer Transfers. Applicants must serve in a company grade level KD positions in basic branch assignments with at least one KD OER (of any length) in iPERMS at the time of application. Officers must successfully complete their KD assignment and be competitive for promotion to MAJ prior to beginning FAO training.

(e) DLAB Complete. Applicants must have a minimum Defense Language Aptitude Battery (DLAB) score of 95 posted on their ORB prior to applying. Officers can re-test in the DLAB with an ETP through their local language office. Testing resources to study can be found online.

(1) DLAB Exception: Officers who can fulfill the FAO language requirement (minimum Defense Language Proficiency Test score of 2/2 and Oral Proficiency Interview score of 1+ or above in a FAO Control Language), will be considered as an exception to policy. Current CLANGs are Spanish, Portuguese, Romanian, Serbo-Croatian, French,

Turkish, Russian, Hindi, Urdu, Chinese Mandarin, Arabic, Japanese, Korean, Thai, Indonesian, Tagalog, and Vietnamese. **However, the applicant must provide proof of their DLAB test and re-test in their ETP packet before being considered.**

(f) CCC Complete. Applicants must have completed the CCC or be attending the CCC prior to the VTIP panel convening. Officers who do not complete CCC will be returned to their previous Branch/FA.

(g) Eligible for PCS. Applicants applying for transfer into FAO branch must be able to PCS NLT March 2025. Officers who cannot meet this timeline will not be approved for transfer in this VTIP and should plan to apply for transfer at a later time. Applicants should generally expect to PCS six to nine months after VTIP results are released. Some officers will be required to PCS earlier due to needs of the Army.

(h) Eligible for TS/SCI. Applicants must possess or have the ability to obtain and maintain a TS/SCI security clearance. Officers who cannot do so will be returned to their previous Branch/FA.

(i) Citizenship Requirement. For applicants with a foreign-born spouse, spouses must be a US citizen or must have applied for naturalization prior to the start of the training pipeline.

(j) Disclosure Requirement. Applicants must disclose if they are already committed to another program (e.g., fellowships, USMA, GrADSO, etc.) in Part IV of the FAO questionnaire. FAO training is extensive and an officer's commitment to another program may not allow time to fully train as a FAO.

(l) GrADSO Limitation. Applicants who possess a GrADSO contract must be willing to accept a limitation of no more than 12 months of Advanced Civil Schooling (ACS). All FAOs receiving ACS must obtain a degree in a FAO-related field per the Foreign Area Officer chapter of DA Pam 600-3 Smartbook (https://www.milsuite.mil/book/docs/DOC-378777).

(m) Active Federal Service Requirement. Applicants without a master's degree must have less than 17 years of Active Federal Service (AFS) at the start of their ACS program. This is a waiverable requirement.

(n) GPA Requirement. IAW AR 621-1 Section 6-4, all applicants must have a baccalaureate degree with a GPA of 2.5 on a 4.0 scale or have completed an accredited graduate degree.

(o) Graduate Degrees. FAO Branch desires officers with graduate-level education focusing on, but not limited to, the political, cultural, sociological, economic, and

geographic factors of specific foreign countries and regions. To see if your master's degree is in a FAO related field please see the Foreign Area Officer chapter of DA Pam 600-3 Smartbook (https://www.milsuite.mil/book/docs/DOC-378777)

(p) Family Considerations. Critical FAO positions are OCONUS and in austere locations at U.S. Embassies worldwide. FAO cannot support long-term and multiple back to back CONUS assignments or assignments near major OCONUS US military units with robust medical support. Applicants with family members participating in EFMP or MACP should consider that multiple unaccompanied tours are highly likely if they desire to serve as a FAO.

(q) Training Considerations. Officers who cannot successfully complete the initial FAO training pipeline (language, in-region training, FAO-related graduate degree) in accordance with the Foreign Area Officer chapter of DA Pam 600-3 Smartbook (https://www.milsuite.mil/book/docs/DOC-378777) will be returned to their previous Branch/FA.

(2) Documents required for all applications:

(a) DA Form 4187. Properly formatted and completed as per instructions contained within the VTIP MILPER announcement. The 4187 is only signed by the applicant.

(b) FAO questionnaire. Fully completed as per instructions on the form. The fillable FAO questionnaire (dated October 23) must be used and is located on HRC's AIM 2.0 Portal → "Other Branches" tab (middle of the page) → FA 48 - Foreign Area Officer → General Requirements. The most recent version of the FAO questionnaire can be found: https://aim.hrc.army.mil/

(c) Memorandum for Record. Should state applicant's qualifications for the requested Branch/FA and not exceed one page. Applicants are encouraged to state their reasoning for desire to become a Foreign Area Officer. The MFR does not have a specific format.

(d) Any relevant document listed below.

(3) Additional documents required for <u>some</u> applications:

(a) Graduate Degree Transcripts. Officers who have completed a Graduate degree must submit a copy of their transcript with the VTIP application.

(b) DA Form 2125. Officers currently in ACS or currently submitting an ACS packet must submit their most recent DA2125 with the VTIP application.

(c) DA Form 330. Only if DLPT results do not appear on applicant's STP. DA330 must be within 12 months of application. Scores below 2/2 reading/listening or older than 12 months are not accepted.

(d) Letters of Recommendation. **LORs are not allowed** and shall not be enclosed in standard VTIP applications. Applications containing letters of recommendation will be returned without action.

(e) DLAB Test/re-test. Those who meet exception (1)(e)(1) for DLAB score must provide proof of a test and re-test as part of the application.

(e) Some applicants will be required to conduct a short interview along with their application. FAO Branch will contact these officers to schedule the interviews, if necessary.

(f) Any other supporting documents not in the applicant's Official Military Personnel File (OMPF).

(4) Specific Cohort Year Group (CYG) officer requirements:

(a) CYGs 15, 16, 17, and 18 are open to new FAOs with no previous qualifications (language proficiency, regional expertise, or graduate degree in FAO-related field).

(b) CYGs 12, 14, 19 are closed.

(c) **CYG 10** Is open to officers for the 48P (Asia-Pacific) Area of Concentration. It is open for officers with all three training components (FAO-related graduate degree, language ability at a DLPT 2 Reading / 2 Listening / 1+ speaking level). Officers must be able to demonstrate proficiency in a control language for the Area of Concentration that they are applying.

(c) **CYG 11** is open to officers for all five Areas of concentrations. It is open to officers with all three FAO training components (FAO-related graduate degree, regional expertise, and language ability at a DLPT 2 Reading / 2 Listening / 1+ speaking level). Officers must be able to demonstrate proficiency in a control language for the Area of Concentration that they are applying to.

(d) **CYG 13** is open to officers for the 48E (Europe/Eurasia), 48G (Middle East/North Africa), and 48P (Asia-Pacific) Areas of Concentration. It is open for officers with two training components (FAO-related graduate degree, language ability at a DLPT 2 Reading / 2 Listening / 1+ speaking level). Officers must be able to demonstrate proficiency in a control language for the Area of Concentration that they are applying.

(e) Officers outside of the primary CYG window in paragraph (a) are limited to specific areas of concentration (AOC) and pre-requisites based on current on-hand manning levels and mission requirements. These may change from VTIP to VTIP. Applicants may be required to demonstrate mastery of some or all three FAO training components (language, regional expertise, graduate degree) prior to application. Applicants may satisfy the language requirement by demonstrating a 2/2 minimum reading/listening score on the Defense Language Proficiency Test (DLPT) within 12 months of application date. Applicants may satisfy the regional expertise requirement by demonstrating the equivalent of Regional Proficiency Level 2 in the relevant AOC as described in DoDI 5160.70. Applicants may satisfy the graduate degree requirement by providing supporting documentation which will be taken into account by FAO Branch, FAO Proponent, and the VTIP panel, with final determination during the actual selection process. Officers in the rank of LTC must be able to serve one full FAO utilization tour as a LTC before their COL promotion board primary zone look.

(5) Officers requesting an Exception to Policy IAW the VTIP MILPER must submit their completed VTIP packet in .pdf format electronically via email to the following addresses: USARMY.KNOX.HRC.MBX.TADD-OSD-FAO-BRANCH@ARMY.MIL
USARMY.PENTAGON.HQDA-DCS-G-3-5-7.MBX.DAMO-SSF-FA-48@ARMY.MIL
Both addresses must be on the "to" line of the email, such that recipients at all three addresses can see the other recipients. Ensure you follow the MILPER directions for your .pdf file.

(6) For more information about the FAO program, please see the AIM2 portal**.** For specific questions or concerns, please contact the FAO Branch office by email at USARMY.KNOX.HRC.MBX.TADD-OSD-FAO-BRANCH@ARMY.MIL. Ensure subject line of emails state the name of the officer, Cohort Year Group, and "VTIP" at a minimum.

H. Officers selecting FA49-Operations Research/Systems Analysis (ORSA) as a preference must meet the following minimum requirements:

(1) It is preferred that applicants have a STEM (Science, Technology, Engineering, or Mathematics) undergraduate degree and have successfully completed at least one semester of calculus. Applicants must have a minimum undergraduate GPA of 2.5 on a 4.0 point scale. Officers that have a Bachelor's degree, or have completed/are pursuing a graduate degree, in an Operations Research related discipline (including, but not limited to, Data Science (Data Analytics, Artificial Intelligence, Machine Learning, etc.), Computer Science, Statistics, Applied Mathematics, Economics, Industrial Engineering, Operations Research, or Systems Engineering) are highly encouraged to apply.

(2) Applicants must have a Graduate Record Exam (GRE) Quantitative Reasoning

score (within the past 5 years) in the 50th percentile or greater. GRE score reports will be included in the VTIP packet and sent via e-mail to branch points of contact in paragraph (7). Applicants who have not taken the GRE must notify the FA49 Personnel Proponent Office via email of their scheduled test date prior to the VTIP Panel convening. Applicants who are approved for transfer to FA49 but fail to complete the GRE with a Quantitative Reasoning score in the 50th percentile or greater will be returned to their basic branch.

(3) Applicants must be complete with their respective Captains Career Course prior to transfer to FA49. Applicants must be complete with their basic branch CPT Key Developmental (KD) requirements, or in a KD assignment with at least one KD OER.

(4) Applicants must possess or have the ability to obtain and maintain a TS/SCI security clearance.

(5) Officers currently serving, or projected to serve, a utilization tour as an instructor at the United States Military Academy (USMA) may not apply until after the second year of their utilization and be available to move in the. Applicants who are approved for transfer to FA49 will complete their USMA utilization, then serve in a non-USMA FA49 assignment for a minimum of 36 months.

(6) Applicants who possess the GrADSO Option must be willing to pursue a graduate degree in an Operations Research related discipline.

(7) Applicants should direct any questions regarding VTIP requirements or the application process to the FA49 Personnel Proponent Office (703-695-3906/4721, usarmy.pentagon.hqda-dcs-g-8.list.fa49-ppo@mail.mil)

I. Officers selecting FA50-Force Management as a preference must meet the following requirements:

1) **Threshold Required for Transfer to FA50**. Officers in the rank of CPT must be career course complete and must have completed their basic branch KD requirements or at least 12 months of Company Command. Officers in the rank of CPT(P)/MAJ are not required to have completed KD at the O4 level to apply.

2) **Knowledge, Skills, and Behaviors (KSBs)**. Candidates must possess the KSBs identified in the Force Management chapter of the DA PAM 600-3 Smartbook (Group: Smartbook DA PAM 600-3 |milBook Home (milsuite.mil). Candidates will be considered based on their experiences and described or demonstrated possession of these these critical KSBs.

3) **Experience**. Candidates with previous Force Management or Modernization experience at any echelon are encouraged to apply. Previous experience desired includes, but is not limited to: PL/CO CDR tasked to oversee unit modernization

efforts, BCT/BN Force Modernization planner, HQDA Staff Synchronization Officer, and a Combined Arms Center-Force Development Directorate Staff Officer.

4) **Education**. Candidates must be able to attend the required 14-week FA50 PME program (The How the Army Runs and FA50 Qualification Courses) within 12 months of selection.

5) **Basic Branch Broadening Commitments**. Soldiers already committed to another program such as a fellowship or USMA who cannot adhere to the timeline identified above will need to submit a packet for transfer during a later VTIP cycle.

J. Officers selecting FA52 - Nuclear and CWMD as a preference must meet the following requirements:

(1) Officers in the rank of CPT must be career course complete and have completed their basic branch KD requirements or 12 months of Company Command. Officers in the rank of CPT(P)/MAJ do not need to have completed KD requirements to apply.

(2) Possess an undergraduate degree in one of the following areas: policy, international relations, nuclear engineering, hard sciences (e.g. physics, chemistry, biology, etc...), engineering discipline, mathematics, or CWMD-related field (Homeland Security, Nonproliferation Studies, etc…). Preference is given to higher academic proficiency and STEM educational backgrounds. Officer must be capable of completing a master's degree related to the FA52 functional competencies.

(3) A limited number of officers with unique counterproliferation or combating WMD skills may apply without meeting the specific academic requirements listed above.

(4) There are limited opportunities for non-KD Captains to transfer into FA52 who have "strong qualifications". Strong qualifications could include but are not limited to academic excellence in a discipline relevant to future FA52 service and/or exceptional service in an operational assignment directly related to the CWMD mission areas.

(5) Officers must possess or have the ability to obtain and maintain a TS/SCI security clearance.

(6) All applicants must submit legible copies of their undergraduate transcripts and, if applicable, graduate transcripts

(7) Applicants must submit a memorandum for record declaring all adverse actions or negative paperwork (to include pending actions) in their file.

K. Officers selecting FA57-Simulation Operations as a preference must meet the following minimum requirements:

(1) Officers must be between their 4th and 14th year of commissioned service, have completed the captains career course (CCC), attending, or have a valid ATRRS Reservation to attend a CCC. KD time as a CPT in an officer's basic branch is not required. As a general rule, Officers that are competitive for promotion are competitive for Simulation Operations accession.

(2) Officers who are already committed to another program (i.e. fellowships, USMA) may not be eligible to compete since those commitments may not support timeline to begin training as a FA57. Officers who cannot meet the prescribed timeline below will not be approved for transfer and should plan to apply at a later time.

(3) Officers must be available to transition to FA57 and complete the FA57 qualification course within 25-01 ATAP cycle or sooner.

(4) A specific undergraduate degree is not required; however, those with undergraduate degrees in computer science, technology, systems engineering, or project management are highly encouraged to apply. We are looking for officers who have the technical aptitude and tactical/ operational relevance to support the FA57 core competencies of using simulations to support readiness, modernization, and enhanced decision support.

(5) Officers should possess a high-degree of physical fitness and be immediately world-wide deployable IAW DA PAM 600-3. Any permanent profile or other limiting circumstance or factor for assignment or deployment, outside of MACP or EFMP, should be addressed in the officer's request to branch transfer.

L. Officers selecting FA59-Army Strategist as a preference must meet the following minimum requirements:

(1) Officer must have completed the Captain Career Course and have at least 12 months of successful command OERs (or CPT KD equivalent OERs in branches where company command is not a KD requirement) in their OMPF.

(2) Officer must possess or have the ability to obtain and maintain a TS//SCI security clearance. Officers who do not possess a TS//SCI clearance will initiate one with their local security manger upon accession IAW DA PAM 600-3 and DA PAM 611-21.

(3) Officer must be deployable.

(4) All applicants must submit legible copies of their undergraduate transcripts and, if applicable, graduate transcripts. Graduate transcripts are required for all officers requesting a GRE waiver.

(5) Applicants must submit official GRE scores, not older than five years, with their application. Waiver of GRE may be approved by FA59 proponent manager for officers who are currently enrolled in a full-time strategy-related master's program or already

have a strategy-related masters from a regionally accredited university or college. Send waiver requests to HRC FA59 career manager. Approved waiver must be submitted with application. Substitute tests (e.g. GMAT, LSAT) may be accepted on a case-by-case basis. Contact the HRC FA59 career manager for approval.

(6) Applicants must complete a graduate skills diagnostic, an online examination that assesses grammar and composition skills. Applicants must also submit a writing sample on a topic selected by the proponent office. Applicants must receive a passing assessment from the BSAP faculty to remain qualified for VTIP. Finally, applicants must complete an online assessment of attributes relevant for FA59s. Coordination for these three requirements will occur after all applications are received, but before the VTIP panel convenes. The FA59 career manager will contact all officers who apply with instructions to complete these diagnostic requirements.

(7) Selected officers must successfully complete all FA59 MEL 4 requirements prior to their primary zone consideration for promotion to Lieutenant Colonel or they will be returned to their basic branch or per the needs of the Army. FA59 MEL 4 requirements include: (1) Defense Strategy Course (DSC); (2) Command and General Staff Officer Course (CGSOC) Common Core; (3) Basic Strategic Art Program (BSAP); and (4) strategy-related master's degree from a regionally accredited university. DSC is a four-month distance education program offered by the U.S. Army War College (USAWC). BSAP is a 16-week, graduate-level education program taught at the USAWC.

(8) Officers accessed without a strategy-related master's degree will complete an approved graduate program. A strategy-related master's degree includes but is not limited to history, international relations, national security, public administration, foreign policy, geography, security studies, economics, public policy, and regional studies. Final determination on acceptable graduate programs will be made by the proponent manager.

(9) Officers with more than 15 years active federal commissioned service (AFCS) when the accession panel convenes are not eligible for transfer.

(10) Officers must be available to move to complete FA59 MEL 4 requirements and follow-on PCS to an FA59 assignment not later than 31 March 2025. Officers currently serving, or projected to serve, a utilization tour (e.g. USMA, SAMS, ACS) may not apply until the final year of their utilization.

M. Army Acquisition Corps (AAC)

(1) The AAC is seeking motivated officers who want to make a lasting impact on the Army, desire to continue their military service by applying their basic branch experience in a new and exciting way and are dedicated to improving future warfighting systems.

Army Acquisition officers develop and equip our nation's warfighters with the most technologically advanced weapon systems available to compete and dominate future battlefields. AAC officers routinely leave a multi-generational impact on future Soldiers and the Army due to major weapon systems, individual clothing and equipment, and critical acquisition programs remaining in service for decades.

(2) Primary Career Paths:

(2.1) 51A - Program Management (PM): PMs are directly responsible for managing the cost, schedule and performance of weapon systems, business systems, infrastructure, and other military equipment. Program Management occurs within all phases of a system's lifecycle; concept development, prototyping, testing, production, fielding and sustainment. A PM's first assignment is normally to serve as an Assistant Product Manager (APM), working on a system or subsystem with a team of acquisition professionals including military, civilian, and support contractors. An APM can expect to work and liaison with contracting offices, commercial vendors, the testing community, requirements developers, and numerous other stakeholders aimed at delivering capability to the warfighter.

(2.2) 51C - Contracting: As the principal buying agent across the world, Army Contracting is a force multiplier that focuses on theater support contracting, contract administration services, and providing procurement advice and assistance during large scale combat operations in a multi-domain environment. Contracting officers provide effective and agile contracting services across the full spectrum of military operations. In addition to operational and contingency contracting efforts, 51C officers provide contract expertise on multi-million and multi-billion-dollar procurement actions. As such, warranted Contracting Officers have the authority to obligate funds on behalf of the U.S. Government on efforts necessary for National Defense.

(3) General Requirements: Officers must have at least one KD OER in their file to submit for VTIP into the AAC. Before conducting a PCS to their first AAC assignment, officers will be Basic Branch Qualified IAW DA PAM 600-3. Officers should expect to PCS in the move cycle that aligns with the VTIP cycle in which they're selected. Remaining in their current position past the intended move cycle will be addressed on a case-by-case basis. Officers will possess both U.S. citizenship and secret security clearance, or higher, while being able to undertake a financial background check by policy/regulation as applicable. An officer's competitiveness for promotion is the greatest contributing factor in their likelihood for Acquisition accession.

(4) Education Requirements: The Acquisition Corps does not require officers to possess a graduate degree in order to submit for VTIP. An officer's leadership, experience, communication skills, and desire to serve are more important than their educational background. However, undergraduate and graduate degrees from top accredited universities in Acquisition related fields such as STEM, Business Administration, Finance, and Law is highly valued. Officers possessing a recognized certification, such as Lean Six Sigma, Program Management Professional, Certified Contract

Management Associate, various software development disciplines, etc. are also encouraged to apply.

(5) Advanced Civil Schooling (ACS): The Acquisition Corps manages a robust ACS program focused on sending the right officer to the right ACS program at the right time in their career. It is highly recommended that new VTIP officers apply for ACS as their first Acquisition Corps assignment. Officers that chose the Naval Postgraduate School (NPS) in Monterey, CA will receive credit for their initial Acquisition Corps training requirements and will complete the Naval War College (ILE credit) as part of their degree if they will become promotable to Major before their scheduled graduation date. Officers interested in applying for ACS in conjunction with a VTIP application should reach out to MAJ Denton via the VTIP POC information listed below.

(6) Acquisition Training: All Acquisition officers are required to complete a set curriculum of Defense Acquisition University (DAU) training after matching to their first position in the Acquisition AIM marketplace, and enroute to their first assignment. This training is completed at the Army Acquisition Center of Excellence (AACoE) in Huntsville, AL via an 8-week Army Acquisition Transition Course (AATC). Officers matching to a 51C position will stay for a 9th week to complete a contracting writing software lab.

(7) Aviation Candidates: Aviation branch officers continue eligibility for Aviation Career Incentive Pay (ACIP) in the AAC. As such, when submitting their 4187s should omit any statement about losing ACIP upon accession into the Acquisition Corps.

(8) Acquisition Management Branch VTIP POC: MAJ Jonathan Denton, jonathan.m.denton2.mil@army.mil, 502-613-6211. Please establish contact with the AMB POC for questions regarding your VTIP / ACS eligibility prior to submitting packet.

N. CYBER Branch applicants.

Cyber Branch is an operations branch consisting of two areas of concentration (AOC): 17A- Cyber officers & 17B- Electronic Warfare officers. Officers selected into the Cyber Branch should expect permeability between both the 17A and 17B AOCs in which they are qualified, depending on the availability of positions, personnel, and training. Below are Cyber & EW's collective Officer minimum requirements and duties:

1) Officer must possess or have the ability to obtain and maintain a TS/SCI security clearance. Officers who do not possess a TS clearance will initiate one with their local security manger upon accession.

2) 1LT/P & Captains must be CCC complete prior to submission of VTIP packet.

3) Science, Technology, Engineering, Mathematics (STEM) degrees are preferred, but not required.

4) The MFR submitted to HRC should discuss non-degree background in related fields, certifications, hobbies or self-study, and prior work experience that is not part of officer professional military file (e.g. ORB, OER, or AER).

5) Officers must be available to transition to Cyber Branch within 12 months of approval for transfer.

6) Cyber and Electronic Warfare Officers duties:

- Cyber Warfare Officer (17A) duties include leading, directing, managing, planning, integrating, synchronizing, and/or executing DCO, OCO, and DODIN operations at all Army and JIM echelons. The 17A is well-versed in tactics, techniques, and procedures for maneuvering in and through the cyberspace domain to deliver cyberspace actions, including: cyberspace defense; cyberspace intelligence, surveillance, and reconnaissance; cyberspace operational preparation of the environment; cyberspace attack; and cybersecurity operations.

     a. 17A desired Knowledge, Skills and Behaviors (KSB):
          i. Knowledgeable in the MDMP Process
          ii. Aptitude to employ Critical Thinking
          iii. Strong leadership skills in CO and EW tactics, techniques, and procedures, as well as, knowledgeable of all types of maneuver and support operations

          iv. Must also be technologically adept, innovative, logical, analytical problem solvers and inspirational leaders
          v. Knowledge in Information Security, Network Security, Network Architecture, Design, Network identity, Access Management, Cyber Threats, Attacks, and Vulnerabilities

- Electronic Warfare Officer (17B) duties include leading, directing, managing, planning, integrating, synchronizing, and/or executing cyberspace and EW operations at brigade, division, corps, Army, and JIM levels. The 17B is well-versed in tactics, techniques, and procedures for planning and performing cyberspace operations and performing electromagnetic spectrum operations to deliver cyberspace effects and conduct EW missions, including electronic attack, electronic protection, and electronic warfare support.

     a. 17B desired Knowledge, Skills and Behaviors (KSB):
          i. Knowledgeable in Unified Land Operations
          ii. Knowledgeable in the Military Decision Making Process
          iii. Aptitude to employ Technical Concepts
          iv. Aptitude to employ Critical and Analytical Thinking
          v. Display Creative and Innovative Problem Solving
          vi. Understanding of the Electromagnetic Spectrum (EMS)

vii. Strong leadership skills in CO and EW tactics, techniques, and procedures, as well as, knowledgeable of all types of maneuver and support operations

7) Officer preference will be considered but ultimately Information Dominance will make the final determination on selected Officer's AOC into 17A or 17B.

O. Officers selecting to transfer into or out of Engineer Branch (EN):

(1) Officers who wish to transfer into the Engineer Branch must have an undergraduate or graduate degree in Science, Technology, Engineering, or Mathematics (STEM) or request a STEM waiver. STEM waivers will be considered for degrees in the Geosciences, Planning (Urban, City or Regional), Architecture, Management, Information Systems, or Business disciplines. Officers with professional certifications, including but not limited to Engineer-In-training (EIT), Professional Engineer (PE), Project Management professional (PMP), etc, will be given special consideration.

(2) Officers with STEM or other aforementioned non-STEM degrees who wish to leave the branch will be considered on an individual basis. In an effort to maintain a certain level of STEM degreed officers or officers with professional certifications within the branch, officers may be disapproved for transfer out of the branch. Officers in a year group (YG) listed as "IN" or "CLOSED" requesting transfer out of the branch will be declined without action. Officers in a YG listed as "OUT" or "EITHER" that possess a professional certification or STEM degree will be considered on an individual basis for transfer out of the branch.

(3) Year Group (YG17) officers must hold the rank of 1LT (P) or CPT for consideration into the branch. All (YG17) officers selected for transfer into the branch will attend the Engineer Captain's Career Course at the first available class date. Officers complete with a non-Engineer Captain's Career Course will be considered on an individual basis.

(4) Year Group (YG16 – YG11) officers requesting transfer into the branch must be complete with company command and competitive for promotion to MAJ. YG11 officers requesting transfer into the branch must hold the rank of CPT (P) or MAJ. YG12 officers will maintain the ILE venue selected in conjunction with the FY21 MAJ's PSB and ILE results.

P. Military Intelligence.

Officers eligible for transfer into MI Branch must be eligible to possess a TS-SCI security clearance. Additionally, officers cannot have attended the Captain's Career Course and must be prepared to attend the Military Intelligence Officer Transition Course (MIOTC) and Military Intelligence Captain's Career Course (MICCC) within 12 months of official transfer into MI Branch. Upon notification of selection to MI, officers must immediately initiate a TS-SCI. Officers who accept the transfer into MI must return an MFR from the unit security manager that documents initiation of the TS-SCI security

clearance. Officers that possess critical language skills, previous military or civilian experience in the intelligence profession (COIST, enlisted MI, other federal employment in the Intelligence Community, etc.), and an academic/professional background in organizational research will be strongly considered for acceptance into MI Branch.

Q. Officers selecting 25A- Signal Corps branch. Must meet the following minimum requirements:

(1) Specific Cohort Year Group (CYG) officer requirements: CYGs 20, 19, 18, 17, 16, 15, 14 are open to apply.

(2) Year Group (YG20) officers selected by the VTIP Panel, must be promoted in the current promotion board or they will be returned to their original branch. All officers selected for transfer into the branch will attend the Signal CPT Career Course at the first available class date. Officers complete with a non-Signal Corps Captain's Career Course will be considered on an individual basis.

 (3) Officers must be able to balance technical skills and the ability to understand and apply the appropriate tactical skills critical for mission success. Officers must aggressively pursue knowledge about existing and future information systems and technology.

(4) Officers should be highly motivated and technically focused, striving to learn as much as possible about technology management, telecommunications, automation, and the global information infrastructure. Officers are encouraged, not required, to obtain additional degrees in an IT related discipline.

(5) Officers should read DA Pam 600-3 to ensure they understand the criteria and qualifications for the branch they are requesting. Officers should visit the Signal Branch (https://www.hrc.army.mil/content/Signal%20Branch%20Officer%20Contacts) or U.S. Army Cyber Center of Excellence (http://www.gordon.army.mil/) websites to learn more about the branch.

(6) Requirements vary by CYG and it is critical the officer consider not only general requirements but specific requirements for his or her CYG.

R. Officers selecting to transfer into or out of Military Police Branch (MP):

(1) Officers requesting to transfer into the Military Police Branch will (preferably) have an undergraduate or graduate degree in Criminal Justice, Law, Public Safety, Intelligence / Analysis, Forensics, Terrorism (Bio, Counter, or International), Political Science, or Sociology and/or previous law enforcement experience.

(2) Officers with the aforementioned degrees and/or previous law enforcement experience who wish to leave the branch will be considered on an individual basis. In an effort to maintain a certain level of experienced officers or officers with professional

certifications within the branch, officers may be disapproved for transfer out of the branch. Officers in a year group (YG) listed as "IN" or "CLOSED" requesting transfer out of the branch will be declined without action. Officers in a YG listed as "OUT" or "EITHER" that are currently holding or are on orders to hold a "nominative" position will be considered on an individual basis for transfer out of the branch.

(3) All Officers must hold the rank of 1LT (P) or CPT for consideration into the branch. All officers selected for transfer into the branch will attend the Military Police Captain's Career Course at the first available class date. Officers complete with a non-Military Police Captain's Career Course will be considered on an individual basis.

S. Officers selecting to transfer into Civil Affairs (CA):

(1) Civil Affairs Officers engage and leverage the civil component of the operating environment while enhancing, enabling, or providing governance. CA Soldiers apply knowledge of governance, economics, and politics to affect human behavior in the context of military operations. They build and leverage networks of formal and informal leaders to achieve outcomes that work towards a common strategic goal, by employing language skills, cultural expertise, and negotiation techniques. For more information, please refer to FM 3-57, DA Pam 600-3, and http://goarmysof.com/CivilAffairs/CArecruiting.html.

(2) The VTIP application process for Civil Affairs is separate from the initial accessions process for Officers in target year groups outlined in MILPER 21-256, ARSOF Officer Accession Process Announcement. The main difference in these processes is that Officers who join the Civil Affairs branch via a VTIP are not guaranteed a Team Leader position upon entry. Those officers who are not granted a Team Leader position after a VTIP will serve in post-KD Captain positions until they PCS to ILE.

(3) Officers requesting to transfer into the Civil Affairs branch that have an undergraduate or graduate degree in Anthropology, Emergency Management, International Relations, Political Science, Economics, Law, or Sociology and/or previous service in Department of State, USAID, or Peace Corps will have preference over Officers requesting to transfer who do not.

(4) Officers with the aforementioned degrees and/or previous work experience who wish to leave the branch will be considered on an individual basis. In an effort to maintain a certain level of experienced officers or officers with professional certifications within the branch, officers may be disapproved for transfer out of the branch. Officers in a year group (YG) listed as "IN" or "CLOSED" requesting transfer out of the branch will be declined without action. Officers in a YG listed as "OUT" or "EITHER" that are currently holding or are on orders to hold a "nominative" position will be considered on an individual basis for transfer out of the branch.

(5) Officers requesting transfer to Civil Affairs branch must meet the following minimum requirements:

   a. Captains must be KD complete and competitive for promotion to Major prior to beginning Civil Affairs training.

   b. Captains must have time to complete the Civil Affairs Qualification Course prior to PCS to ILE.

   c. Be airborne qualified, or willing to volunteer for airborne training, and be able to perform airborne operations.

   d. Be medically cleared for worldwide deployment.

   e. Have a valid, current Special Operations Physical Exam.

   f. Possess Secret clearance and be eligible to obtain and maintain a Top Secret clearance.

(6) Applications should include:

   a. ARSOF Volunteer and Commitment Statement found at the following link: http://goarmysof.com/documents/documents.html

   b. MFR stating Officer's personal and professional motivations for pursuing a transfer to Civil Affairs.

   c. Soldier Talent Profile.

   d. Special Operations Physical Exam. Include original DD Form 2808 and original DD Form 2807-1 with supporting documentation. If the officer is not Airborne qualified, then the DD Form 2808 must also include Airborne medical clearance from the examining physician. Medical examiner must also complete a Standard Form 600 stating you have met the minimum requirements for the Special Operations Physical Exam and Airborne Clearance.

   e. APFT Scorecard and Body Composition Screening (if applicable). APFT within six months of application date. Minimum score of 240 with no less than 60 points in each event graded in the applicants' age group. Height, weight, and body fat percent must be included if a body fat assessment is required (Use DA Form 705, DA Form 5500, or DA Form 5501).

(7) All Officers will be required to successfully complete the Civil Affairs Assessment and Selection (CAAS) prior to attending the Civil Affairs Qualification Course if they have not already done so. Officers who do not successfully complete either CAAS or any phase of training will be returned to the basic branch/FA.

T. Officers selecting to transfer into or out of Chemical Branch (CM):

(1) Officers requesting to transfer into the Chemical Branch must meet the qualification requirements outlined in DA Pam 611-21 and the current CBRN Officer Branch Transfer Policy Memorandum.

(2) Officers will be considered on an individual basis. In an effort to maintain a certain level of experienced officers or officers with professional certifications within the branch, officers may be disapproved for transfer out of the branch. Officers in a YG listed as "OUT" or "EITHER" that are currently holding or are on orders to hold a "nominative" position will be considered on an individual basis for transfer out of the branch.

(3) Officers in the ranks of 1LT (P) through MAJ will be considered for transfer into the branch. Officers selected for transfer into the branch will attend the Chemical Captain's Career Course at the first available class date.

U. Explosive Ordnance Disposal (EOD) Branch

(1) The EOD (89E) career field is an all-volunteer force designed to detect, locate, access, identify, diagnose, render safe, collect, and dispose of explosive ordnance (EO) to include improvised explosive devices, improvised/homemade explosives, and weapons of mass destruction. The career field also includes conducting post blast investigations, and data collection operations of first-seen EO, weapons systems, and other EO-related items, including their components.

(2) Soldiers serving in EOD provide support to the very important person protective support activity (VIPPSA), conducting missions for the U.S. Secret Service, U.S. State Department, and other federal agencies as required in accordance with AR 75–14 and AR 75–15.

(3) EOD Officers (qualified 89Es) who wish to leave the branch will be considered on an individual basis. In an effort to maintain a certain level of experienced Officers within the branch, Officers may be disapproved for transfer out of the branch. Officers in a Year Group (YG) listed as "IN" or "CLOSED" requesting transfer out of the branch will be declined without action. Officers in a YG listed as "OUT" or "EITHER" that are currently holding, or are on orders to hold, a "nominative" position will be considered on an individual basis for transfer out of the branch.

(4) Officers requesting to transfer into the EOD Branch must meet the qualification requirements outlined in Army Regulation 611-105, Selection, Training, and Suitability for Explosive Ordnance Disposal.

(5) Must be able to obtain and maintain eligibility for a Top Secret security clearance based on a favorably adjudicated single scope background investigation (SSBI) or equivalent tiered investigation. TS/SCI is required in order to attend Radiological and

Nuclear Division training in EOD School Phase II and perform duties requiring special access programs.

(6) Possess normal color vision with red/green color perception and cannot be colorblind.

(7) Must hold the rank of 2LT, 1LT, 1LT(P), or CPT (non-KD complete / Pre-CCC). Other YGs and ranks will be considered on an individual basis by exception only.

(8) Selected Officers will initially transfer into either Ordnance (OD) for LTs or Logistics (LG) for CPTs. Upon completion of formal training, Officers are then awarded the area of concentration (AOC) 89E, EOD Officer. Officer candidates who cannot successfully complete the EOD branch qualification training (EOD Phase I – Fort Gregg-Adams or EOD Phase II – Eglin Airforce Base) will be returned to the OD or LG branch.

(9) EOD Officers incur a 3-year Concurrent Active Duty Service Obligation (ADSO) upon completion of EOD school and attaining branch qualification.

(10) Candidates are automatically ineligible if they have been relieved from EOD training or duty due to punitive action, academic failure, or personal request to withdraw. These candidates are permanently disqualified and may not reapply for transfer into the EOD branch.

(11) The EOD candidate packet must include:

(a) Signed DA Form 7759 (EOD Interview Checklist) and DA Form 5436 (EOD Volunteer Statement) from the interviewing EOD officer. Interviews will be scheduled by contacting the EOD proponent or delegated to a local EOD unit.

(b) EOD Letter of Intent, outlining why the individual intends to transfer into EOD and what pertinent knowledge/skills/behaviors/talents they possess which makes them a well-qualified candidate.

(c) Letter of Recommendation, from LTC (O-5) or higher within chain of command

(d) Soldier Talent Profile

(e) AIM Resume

(f) Last three (3) OERs

(12) All Officers selected by the EOD Proponent for branch transfer will be provided a 4187 and EOD Candidate Selection memorandum by the EOD Proponent Officer. Documents will be consolidated by the EOD Proponent and submitted to the HRC VTIP Program manager for consideration. Once HRC- approved, selected candidates will attend the EOD training at the first available class date, followed by PCS assignment to first EOD unit or EOD Captain Career Course (EOD C3).

(13) All packets and inquiries will be submitted to officeoftheeodcommandant@army.mil.

(14) More information about the branch can be located at:
https://goordnance.army.mil/EOD/becomeEOD.html

V. Officers selecting to transfer into Psychological Operations (PO):

(1) Psychological Operations is the premier influence capability for the Department of Defense and interagency community. Focused on shaping the environment across the full range of military operations and competition continuum, PO applies tactical through strategic level planning to engage and influence foreign audiences, enemy, allied, or neutral groups with the right message, in the right way, at the right time. PO forces leverage diverse and unconventional capabilities, cultural acuity, and multimedia platforms to shape narratives and deliver tailored messaging to weaken enemy capacity, enhance partner legitimacy, and win local support. For more information, refer to FM 3-53, DA Pam 600-3, and https://www.goarmysof.army.mil/Get-Started/Documents/.

(2) The VTIP application process for PO is separate from the initial accessions process for Officers in target year groups outlined in MILPER 23-100, ARSOF Officer Accession Process Announcement. The main difference in these processes is that Officers who join PO branch via a VTIP may not be able to serve as a Detachment Commander prior to ILE. Those officers who are not granted a Detachment Commander position after a VTIP will serve in post-KD Captain positions until they PCS to ILE.

(3) All Officers will be required to successfully complete the Psychological Operations Assessment and Selection (POAS) prior to attending the Psychological Operations Qualification Course, if they have not already done so. Officers who do not successfully complete either POAS or any phase of training will be returned to the basic branch/FA.

(4) Officers who wish to leave the branch will be considered on an individual basis. To maintain a certain level of experienced officers or officers with professional certifications within the branch, officers may be disapproved for transfer out of the branch. Officers in a year group (YG) listed as "IN" or "CLOSED" requesting transfer out of the branch will be declined without action. Officers in a YG listed as "OUT" or "EITHER" that are currently holding or are on orders to hold a "nominative" position will be considered on an individual basis for transfer out of the branch.

(5) Officers requesting transfer to PO branch must meet the following minimum requirements:

a.   Captains must be KD-complete in their current branch and competitive for promotion to Major prior to beginning PO training.

b.   Captains must have time to complete the PO Qualification Course prior to PCS for ILE.

c.   Be airborne qualified, or willing to volunteer for airborne training, and be able to perform airborne operations.

d.   Be medically cleared for worldwide deployment.

e.   Have a valid, current SERE Physical Exam.

f.   Possess Secret clearance and be eligible to obtain and maintain a Top-Secret clearance.

(6) Officers will submit their PO application to the PO Branch Accessions and Future Readiness Officer (FRO) at Human Resources Command (https://www.hrc.army.mil/content/PSYOP%20Officer). Applicants may contact their nearest Special Operations Recruiting Battalion (SORB) station for assistance while completing the application (https://www.goarmysof.army.mil/Get-Started/Recruiter-Directory/). Officers may begin the PO application process concurrently with the VTIP application. The application will include:

a. ARSOF Volunteer and Commitment Statement found at the following link: https://www.goarmysof.army.mil/Get-Started/Documents/

b. MFR stating Officer's personal and professional motivations for pursuing a transfer to PO.

c. Soldier Talent Profile (STP).

d. SERE Physical Exam. Include original DD Form 2808 and original DD Form 2807-1 with supporting documentation. If the officer is not Airborne qualified, then the DD Form 2808 must also include Airborne medical clearance from the examining physician. Medical examiner must also complete a Standard Form 600 stating you have met the minimum requirements for the Special Operations Physical Exam and Airborne Clearance.

e. ACFT Scorecard and Body Composition Screening (if applicable). ACFT within six months of application date. Minimum score of 360 with no less than 60 points in each event graded in the applicants' age group. Height, weight, and body fat percent must be included if a body fat assessment is required (Use DA Form 705, DA Form 5500, or DA Form 5501).

f. A DLAB score of 75 or higher is required to attend POAS and is waiver-able.

g. Waiver Documents as required.

W. Special Forces.

Special Forces Assessment and Selection remains open to YG20 officers until the Special Forces Recruiting Mission is met. Officers interested in applying to join Special Forces are encouraged to contact their local ARSOF Recruiter or reference ARSOF

Accessions MILPER 23-100 for further details. Special Forces is currently only accepting YG20 and YG21 Officers. This application does not constitute a VTIP, but a standard ARSOF accession application.