

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. A list of approved fields of study can be found at:

https://armyeitaas.sharepoint-mil.us/:f:/r/teams/Signal_Net/Shared%20Documents/1.%20Officers/26A/FA26%20STEM%20Field%20of%20Study?csf=1&web=1&e=2CGzm9

(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 requests 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 14 years (168 months) Active Federal Service (AFS) as of 05 January 2026 (only waivable for YG23 officers)

(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

<https://www.hrc.army.mil/content/Signal%20Branch%20Points%20of%20Contact>

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. A list of approved fields of study can be found at:

https://armyeitaas.sharepoint-mil.us/:f:/r/teams/Signal_Net/Shared%20Documents/1.%20Officers/26B/FA26%20STEM%20Field%20of%20Study?csf=1&web=1&e=wSc1D8

(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 requests 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 14 years (168 months) Active Federal Service (AFS) as of 05 January 2026 (only waivable for YG23 officers)

(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 FA26A can be found at <https://www.hrc.army.mil/content/Signal%20Branch%20Points%20of%20Contact>

C. Officers selecting FA28-Software Operations as a preference must meet the following minimum requirements:

(1) An exceptional manner of performance throughout their career.

(2) Successful award of skill identifier 5F, 5G, 5J, 5L, or 5M prior to application.

(3) Experience in the design, development, management, or deployment of high-impact and high-value iterative software projects.

(4) Superior maturity, judgment, intellectual agility, self-awareness, and communication skills.

(5) High potential for future service in both Army and FA28.

(6) Medically ready for deployment.

(7) Officers must have a deep knowledge of Army operations and a demonstrated mastery of modern software practices, as well as a proven commitment to future service in the United States Army. Experience should include lean project and stakeholder management, modern user-interface/user-design experience, modern application engineering and familiarity with commercial tooling, modern platform engineering and deep proficiency with commercial cloud service providers, deep experience managing software teams and associated commercial practices, and demonstrated excellence working with peers.

D. FA30-Information Operations (IO) is not accepting applications at this time.

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

(1) Overview: The US Army trains/employs approximately 300 officers to be their 35B Strategic Intelligence Officers. These officers have strategic and operational impacts for our nation serving in worldwide assignments; in strategic level staffs (OSD, JS), the Intelligence Community (DIA, NGA), Combatant Commands, and Army Echelons Corps and Above. Collectively, 85% of all Strategic Intelligence jobs are in the Joint arena enabling the Army to provide a core group of Strategic Intelligence professionals trained and serving in repetitive complex Joint, Interagency, Intergovernmental, Multinational (JIIM) environments.

(2) Basic Requirements: 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. Depending on timeline, officers selected for 35B can anticipate to begin movement either directly to the National Intelligence University (NIU) in Bethesda, MD or with the Strategic Intelligence Officer's Course (SIOC) TDY-en-route. Also, officers must have completed CCC and have completed a company grade level Key and Developmental (KD) position in their basic branch.

(3) Does my basic branch matter? No. Approximately one-third 35B officers come from outside the Military Intelligence Branch. The 35B training pipeline will give you the skills necessary to succeed in the Intelligence Corps and all officers compete for selection based upon their own merit and demonstrated potential regardless of background. The most competitive files are officers who have succeeded in KD assignments regardless of their basic branch and have met the historic criteria for promotion to MAJ in their basic branch. Some of our most successful officers had no previous intelligence experience, and officers' basic branch has not been shown to have any impact on promotion results to LTC or COL.

(4) Who Are We Seeking? In summary, we are seeking highly skilled Army officers—both from the Military Intelligence Corps and other branches—who can operate at the intersection of military intelligence, strategic planning, and interagency collaboration. Your ability to communicate effectively and anticipate operational requirements will be critical to their success in these roles, ultimately enhancing the Army's capability to achieve U.S. strategic objectives in a complex global environment.

(5) Desired Skills:

- a. **Leadership and Team Coordination:** Ability to lead and coordinate Joint civilian teams, fostering collaboration among diverse personnel.
- b. **Communication:** Proficient in briefing senior leaders and writing comprehensive reports and assessments, with the ability to convey complex intelligence and strategic concepts clearly and concisely.
- c. **Anticipation of Requirements:** Skill in anticipating the needs of decision-makers and operational planners to provide timely and relevant support.
- d. **Operational Flexibility:** Adaptability to take on various roles outside of traditional MI positions, demonstrating a broader understanding of joint military operations and the strategic environment.
- e. **Representation and Advocacy:** Ability to represent Army interests effectively in engagements with Theater, National Joint, DoD, and Interagency communities, ensuring the Army's perspective is communicated and advocated.

F. Officers selecting FA40-Space Operations as a preference must follow the below instructions and meet the following minimum requirements:

- (1) 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. Interim clearances are not accepted for SOOQC attendance.
- (2) Officers must have their Captains Career Course complete or scheduled with valid ATRRS reservation. Failure to meet this requirement can result in removal from consideration.
- (3) 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, or Special Operations Selection (SF, CA, PO, etc.) are not eligible to compete since those commitments may not support timeline to begin training as a FA40 in the 27-02 ATAP cycle. Officers who cannot meet the prescribed timeline below will not be approved for transfer and should plan to apply later.
- (4) Officers selected under this VTIP cycle will participate in the 27-01 or 27-02 movement cycle and be slated to an FA40 duty position. All positions will be determined in the marketplace.
- (5) Officers are required to complete the Space Operations Officer Qualification Course within 18 months of accepting transfer. Final decisions on slating for SOOQC will be accomplished through the HRC Career Manager and the OCSMD Professional Development designee. Officers unable to complete SOOQC within the designated period will be returned to basic branch.
- (6) 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. Although not a requirement for selection to FA40, Science, Technology, Engineering, Mathematics degrees, or relevant space-related education, will further assist officers in their transition to FA40.

(7) Army Space Operations requests that all applicants also send their completed packet to ocsmd@army.mil and include their DODID number in the body of the email. Please do this at the time of final submission to HRC within accordance of the VTIP MILPER. Packets must be submitted according to the MILPER.

(8) The application for FA40 will include an assessment to identify knowledge, skills, abilities, and other characteristics (KSAOs) which significantly contribute to success a Space Operations Officer. The FA40 VTIP manager will provide all valid applicants with instructions to access the assessment immediately after the final submission to the above inbox. It is imperative that you complete this assessment quickly upon receipt of the instructions to ensure your application can be considered by in a timely manner. Failure to complete this assessment before 13 FEB 26 may result in non-selection.

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

(1) Officers who possess the KSBs outlined in DA PAM 600-3, 2c. [Public Affairs](#), are competitive for FA46. Interested officers should read this chapter before applying.

(2) Officers must be available to complete the [Public Affairs & Communication Strategy Qualification Course](#) (Resident) within 15 months of being approved for transfer.

(3) Officers must have a valid secret security clearance prior to attending the FA46 qualification course and eligible for TS-SCI, as required by potential follow-on assignments.

(4) Officers who have unit public affairs experiences or civilian education in public relations, communications, journalism, media relations, social media management, or other similar degrees may be a higher priority than officers without that experience or education. However, the absence of a related undergraduate or graduate degree does not disqualify officers from applying.

(5) Submit a written response to **one** of the following prompts. Writing samples cannot exceed 750 words and should demonstrate an officer's ability to clearly and succinctly communicate in written form. Writing samples will be reviewed by the FA46 Career Manager and Public Affairs Proponent for grammar, logic, and ability to clearly answer the prompt. Applicants will submit this writing sample as part of their VTIP packet.

- a. Think of a leadership challenge you experienced as an officer. Describe the challenge, how you navigated it, and what you learned from it as an officer.
- b. Identify a challenge facing the Army. Describe how this challenge impacts the Army, and provide three ways Army senior leaders (Secretary of the Army, Chief

of Staff of the Army, and/or the Sergeant Major of the Army) can address this challenge.

- c. What is a communication tactic the Army has yet to formally implement that would mitigate misinformation about the Army's mission in the eyes of the American people? Tactics may include but are not limited to specific social media platforms, software, or a specific approach to communication. Describe how adopting this would mitigate misinformation.

(6) Officers should 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 transfer.

(7) Officers may be required to conduct a 10-15-minute on-camera Teams interview facilitated by the FA46 HRC Talent manager and/or proponent.

H. Officers requesting transfer into FA48-Foreign Area Officer (FAO) branch must meet minimum requirements for the functional area and complete the most recent version of the FAO Questionnaire.

Officers previously selected for FAO who declined transfer are not eligible to apply for transfer into FAO branch again.

(1) General requirements for all officers applying:

- a. FAO Questionnaire. In addition to the documents required per instructions in the VTIP MILPER Message, applications for FA48 must also include the newest version of the FAO Questionnaire. The FAO Questionnaire must be read, filled out in its entirety, and signed by the applicant. Failure to properly complete the FAO Questionnaire will disqualify an applicant. Examples include but are not limited to the following: failure to disclose other programs the applicant is participating in or have applied to, failure to acknowledge all the general requirements listed in Part V of the questionnaire. The FAO Questionnaire can be found on the [HRC VTIP web page](#) or the [FAO SharePoint Intelink page](#).
- b. DLAB Complete. Applicants must have a minimum Defense Language Aptitude Battery (DLAB) score of 95 posted on their STP prior to applying. Officers can re-test the DLAB through their local DoD Education Center/Testing Center. Testing resources to study can be found online.
- c. DLAB Exception. Officers who cannot score at least 95 on the DLAB but can score a minimum Defense Language Proficiency Test (DLPT) score of 2/2 in a FAO Control Language (CLANG) will be considered as a DLAB Exception. Current control languages are listed on the FAO Questionnaire. **However, the applicant must provide proof of their DLAB test and re-test in their application packet before being considered.**

- d. Disclosure Requirement. Applicants must disclose if they are already committed to another program (e.g., fellowships, USMA, etc.) in Part III 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.
- e. Active Federal Service (AFS) Requirement. Officers must have less than 14 years (168 months) AFS at the time of application. This requirement may be waived at the discretion of FAO Branch and FAO Proponent.
- f. 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.
- g. 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.
- h. 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 unaccompanied tour(s) are likely if they desire to serve as a FAO.
- i. 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 are subject to consideration for return them to their previous Branch/FA.
- j. Active-Duty Service Obligations. Officers will incur multiple ADSOs during the FAO training pipeline IAW AR 350-100. Trainees will incur an ADSO three times the length of their language school served concurrently. Trainees who attend fully funded civilian graduate school will incur an ADSO three times the length of their school served consecutively. Most FAO trainees will PCS multiple times and incur a normal PCS ADSO.

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

- a. **Pre-KD Officers.** Officers in CYGs that are "In" for FAO but have not completed a company grade KD assignment are subject to FAO Branch's assessment of their potential for promotion to and service as a field grade officer.

- b. **Primary CYG Window.** CYGs 17, 18, 19, and 20 are open to new FAOs with no previous qualifications (language proficiency, regional proficiency, or graduate level education).
- c. **Closed CYGs.** CYGs 13, 14, 15, and 16 are closed.
- d. **LTCs and MAJs beyond the In/Out Chart Year Groups.** CYG 12 and older. FAO will only consider applicants who possess all three FAO qualifications (language proficiency, regional proficiency, and graduate level education).
- e. Officers in CYGs beyond the primary CYG window are limited to specific areas of concentration (AOC) based on current manning levels and are required to possess the previously stated FAO qualifications which are language proficiency, regional proficiency, and graduate level education. Applicants may satisfy the language proficiency requirement by demonstrating at least a 2/2 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-level education requirement by providing supporting documentation such as a graduate degree transcript which will be assessed by FAO Branch and FAO Proponent to determine if the degree meets the requirements described in DoDD 1315.17. Officers in the rank of LTC must be able to serve one full FAO utilization tour as a LTC before their COL promotion selection board.

(3) Exception to Policy (ETP) Applications: Officers requesting an In/Out Chart ETP, AFS (LTCs/MAJs) ETP, or applying as a non-Army Competitive Category (ACC) officer IAW the VTIP MILPER must submit their completed VTIP packet in .pdf format via email to the following addresses: usarmy.pentagon.hqda-dcs-g-3-5-7.mbx.damo-ssf-fa-48@army.mil and usarmy.knox.hrc.mbx.tadd-osd-fao-branch@army.mil. **Ensure you follow the MILPER directions for your .pdf file.**

(4) Resources: For more information about the FAO program, please see the Applicant's Corner page at <https://intelshare.intelink.gov/sites/ArmyFAO/layouts/15/start.aspx#/>. 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, Year Group, and "VTIP" at a minimum.

I. Officers selecting FA49A-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 who do not already possess a Master's degree or PhD in an Operations Research qualifying field 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 the FA49 points of contact in paragraph (8). Applicants who have not taken the GRE must include their scheduled test date in their MFR. Applicants who are approved for transfer to FA49A but fail to complete ACS or the ORSA Military Applications Course (ORSA-MAC; alternative method to become FA49-qualified) may be returned to their basic branch.

(3) Applicants must complete their respective Captains Career Course (CCC) prior to transfer to FA49A, or have a confirmed CCC date (or ATTRS reservation) from their losing-branch Career Manager.

(4) Applicants must possess or be able to obtain and maintain a TS/SCI security clearance.

(5) Officers currently serving, or projected to serve, a utilization tour as either an instructor at the United States Military Academy (USMA) or an officer assigned to the Artificial Intelligence Integration Center (AI2C) may apply when they have 24-months or less of their utilization tour left to complete. Applicants who are approved for transfer to FA49A will complete their utilization tour, then serve in a non-USMA or non-AI2C FA49A 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) The application packet to VTIP to FA49A must include the following, in addition to the baseline required documents:

- a. A one-page (only) Memorandum for Record (MFR) stating why you would like to be an ORSA, and your background (or experience) explaining why you should be considered. The memo should include your Year Group and your Year/Month available to move, to ensure you are not already scheduled to PCS in the Summer 2026 timeframe.
- b. GRE Scores. Please see paragraph I(2) for additional information
- c. Transcripts for all earned degrees.

(8) Applicants should direct any questions regarding FA49A VTIP requirements or the application process to the FA49 Personnel Proponent Office (703-695-3906/4721, or

usarmy.pentagon.hqda-dcs-g-8.list.fa49-ppo@mail.mil). Exceptions to the minimum requirements listed above will be considered on a case-by-case basis.

J. Officers selecting FA49B-Artificial Intelligence/Machine Learning (AI/ML) Officer as a preference must meet the following minimum requirements:

(1) Applicants must meet all requirements for FA49A, listed in Section H.

(2) Applicants acknowledge that applications may be referred to FA49A based on accession constraints or alignment with career development goals.

(3) The application packet to VTIP to FA49B must include a VTIP Memorandum for Record (MFR). Applicants will submit a two-page MFR that combines the standard VTIP narrative and an overview of applied AI/ML work. The MFR is the primary evaluation document for FA49B and must include the following components:

- a. Standard VTIP information. Identify Year Group (YG) and summarize relevant military and AI/ML experience. Also, indicate preference for 49A or 49B or if you would only like to be considered for 49B.
- b. Narrative of AI/ML work and operational impact. The MFR will outline the operational or analytical impact of the applicant's AI/ML work, including describing key methods and technologies used, and detailing the officer's individual contributions when conducted as part of a team. For classified projects, applicants are strongly encouraged to provide an unclassified summary describing the analytic workflow, modeling approach, and effects at the Controlled Unclassified Information (CUI) level or below.
- c. Links to demonstrated AI/ML work. Each candidate is strongly encouraged to include links to publicly accessible examples of AI/ML-related work such as GitHub, GitLab, Hugging Face, or Kaggle profiles, published notebooks, or presentations. When public release is not possible due to classification or proprietary restrictions, applicants are strongly encouraged to provide detailed descriptions of the models, data, and evaluation processes sufficient to assess technical proficiency.
- d. Three (3) references with name, phone number, and e-mail that can speak to your technical work and manner of performance.

(4) Applicants will submit a two-page curriculum vitae (CV) summarizing education, academic credentials, awards and honors, professional and leadership experience, and any publications or presentations relevant to AI/ML or data science. Only the first two pages of the CV will be reviewed.

(5) Applicants should include copies of any AI/ML-related certifications, such as the DoD/CDAO AI Practitioner Certificate, AWS Certified Machine Learning – Specialty, Microsoft Azure AI Engineer Associate, Google TensorFlow Developer Certificate, or equivalent Coursera or edX professional certificates in Deep Learning or Applied Data Science.

(6) The combined VTIP packet—including MFR, CV, certifications, and any supporting material—must not exceed ten (10) megabytes in total file size.

(7) Applicants may be required to participate in an additional evaluation process, which could include an interview, technical assessment, and/or applied AI/ML exercise.

(8) Applicants should direct any questions regarding the FA49B VTIP requirements or the application process to the FA49 Personnel Proponent Office (703-695-3906/4721, or usarmy.pentagon.hqda-dcs-g-8.list.fa49-ppo@mail.mil).

K. 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 or at a minimum on orders with valid ATRRS reservation. 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 (force-management-fa-50-da-pam-600-3.pdf (army.mil/g-1#org-g-1-resources). <https://api.army.mil/e2/c/downloads/2024/04/25/5a97d084/fa-50-da-pam-600-3-25-apr-24.pdf> Candidates will be considered based on their experiences and described or demonstrated possession of 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 at a later window.

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

(1) Promotion Potential:

- a. Officers in YG2015 and earlier and with the rank of CPT(P)/MAJ do not need to have completed MAJ KD requirements to apply. These officers will require an exception to policy to be considered in the FY26 VTIP period based on the VTIP In-Out Chart.
- b. Officers in YG2019-2016 must be captain's career course complete.
- c. Officers in YG2021-2020 must have an exceptional military record, have completed captain's career course, and be able to pursue an in-resident STEM focused MS graduate program at the Air Force Institute of Technology (AFIT) or National Intelligence University (NIU) beginning NLT Fall 2027. Attendance at a civilian university for a MS degree will be dependent on the available ACS MS quotas for FA52 in FY27. Officers who are unable to begin school by Fall 2027 will be returned to basic branch and can reapply in future VTIP cycles.
- d. Officers in YG2023-2022 must have an exceptional military record and be able to pursue an in-resident STEM focused PhD graduate program at the Air Force Institute of Technology beginning NLT Fall 2027 following completion of the captain's career course. Attendance at a civilian university for a PhD degree will be dependent on the available ACS PhD quotas for FA52 in FY27. Officers who are unable to begin school by Fall 2027 will be returned to basic branch and can reapply in future VTIP cycles.

(2) Education: Possess an undergraduate degree in one of the following areas: 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.

- a. All applicants must include legible copies of their undergraduate transcripts and, if applicable, graduate transcripts with their packet.

(3) Experience: A limited number of officers with unique counterproliferation or combating WMD skills and experience (excluding CWMD Response principle and specialized activity listed in JP3-40) may apply without meeting the specific academic requirements listed above.

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

(5) **Memorandum for Record:** Applicants must include in their memorandum for record all adverse actions or negative paperwork (to include pending actions) in their file. If this is not applicable, include the following statement in the MFR required IAW Para 8. b. of the VTIP MILPER, “I have no adverse actions pending and no negative documents in my official military file.”

(6) **Practical Assessment:** After applying, all officers seeking transfer to FA52 are required to complete a practical assessment related to analytical problem solving, weighing and creating courses of action, and providing a recommendation for decision. The FA52 career manager will contact all officers who apply with instructions to complete this assessment after all applications are received.

(7) **Exception to Policy: Inbound or Current USMA Faculty.**

Applicants who are either:

- a. Currently assigned to USMA Department of Chemistry, Biological Sciences, and Engineering (CBSE) or the Department of Physics and Nuclear Engineering (PANE)
-----OR-----
- b. Currently completing their ACS programs with a follow-on utilization assignment in the USMA Department of CBSE or PANE
-----AND-----
- c. Are completing or possess a thesis-based Masters or PhD in chemistry, chemical engineering, physics, nuclear engineering, or biological engineering
- d. Are eligible to apply for VTIP. Officers selected to teach in other USMA departments are not eligible for this exception to policy and must apply IAW the timelines for utilization assignments as outlined in the FY2026 VTIP MILPER. Officers who fail to complete their ACS funded degree or are diverted from USMA as their follow-on assignment will be returned to basic branch and are eligible to apply for VTIP consideration in the future.

M. Officers selecting FA57-Simulation Operations as a preference 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 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 27-01 or 27-02 ATAP cycles 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.

N. Officers selecting FA58–Army Marketing and Behavioral Economics as a preference must meet the following minimum requirements:

(1) Officers must be in the Regular Army (RA) and on active duty and between year groups YG15 through YG22. Officers in more senior year groups may apply if they believe they are exceptionally qualified with talents unique to marketing. If competitive for selection, the FA58 proponent office will pursue an Exception to Policy (no action required by the officer).

(2) Officers who have recently entered Active Duty via Call to Active Duty or Inter-Service Transfer (IST) must have been on Active Duty for at least 12 months as of 01 MAR 25 to be eligible to participate in this application window.

(3) Officers must possess and maintain a Secret (S) security clearance.

(4) Officers must meet the education or experience requirements of FA58 to be selected.

- a. If applying without a graduate degree, officers must submit a recent (within the last 5 years) GRE or GMAT score to demonstrate the ability to successfully be selected for a Top-20 MBA program (or equivalent for other related disciplines).
- b. If applying with a graduate degree, the degree should be an MBA, a Master's in Economics, Data Analytics, Marketing, or similar. Candidates with degrees in other disciplines will be considered, and the relevancy of their advanced degree will be taken into consideration in assessing their competitiveness and fit.

(5) To be selected, officers should demonstrate a knowledge of marketing and talents including: visual creativity, analytical reasoning, strategic foresight, collaborative teamwork, and discerning judgement. The FA58 application process is designed to assess this and will require officers to demonstrate domain-specific knowledge. Officers

should read DA Pam 600-3 and DA Pam 611-21 for FA58 to ensure they understand the criteria and meet the qualifications for FA58.

(6) Application procedures for FA58 are as follows:

- a. All instructions, links, and requirements can be found at the FA58 application portal on the HireVue website (<https://unitedstatesarmy.hirevue.com/>). The application portal is currently under construction, and the exact link will be provided in the FA58-specific VTIP MILPER, scheduled for NLT 16 JAN 26. The FA58 application portal will open on HireVue o/a 09 FEB 26, and the application timeline will run through late May / early Jun.
- b. HireVue is the FA58 internal application portal for VTIP. In addition to this, all applying officers must ALSO submit their name and personal information to the Army's VTIP application portal, via MS PowerApp link:
<https://play.apps.appsplatform.us/play/e/default-fae6d70f-954b-4811-92b6-0530d6f84c43/a/bc32cca7-e8bf-4afc-b0a7-bbee00424a1f?tenantId=fae6d70f-954b-4811-92b6-0530d6f84c43&hint=af52d6f5-9074-408a-aabd-8f837e79fb64>
- c. Applying officers must perform both of the above steps. Apply through the FA58 HireVue portal, and enter your personal information on the Army's official VTIP system of record. Failure to perform both of these steps may result in disqualification from VTIP consideration.

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

(1) Officer must possess or have the ability to obtain and maintain a TS/SCI security clearance, which is required for assignment as an FA59 and enrollment in the FA59 qualification course (the Basic Strategic Art Program/BSAP). Officers who do not possess a TS/SCI clearance will initiate one with their local security manager upon accession IAW DA PAM 600-3 and DA PAM 611-21. Officers who fail to obtain a TS/SCI prior to assignment will be returned to basic branch.

(2) Officers should possess a high degree of physical fitness and be immediately deployable world-wide 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.

(3) 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.

(4) 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. Online degrees will not be accepted. 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.

(5) After applying, all officers seeking transfer to FA59 will be required to complete three assessments. These assessments include: a graduate skills diagnostic that assesses grammar and composition skills, a writing sample on a topic selected by the FA59 proponent office, and an Army Research Institute assessment of attributes relevant for FA59s. The FA59 career manager will contact all officers who apply with instructions to complete these diagnostic requirements after all applications are received.

(6) If approved for transfer to FA59, officers will 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. The FA59 Career Manager will ensure applicants' career timeline supports completion of these MEL 4 requirements before making a recommendation. FA59 MEL 4 requirements include:

- a. Command and General Staff Officer Course (CGSOC) Common Core:
- b. Basic Strategic Art Program (BSAP). BSAP is a 14-week, graduate-level education program taught at the USAWC; and
- c. (c) A strategy-related master's degree from an accredited university. A strategy-related master's degree includes but is not limited to history, international relations, security studies, economics, and regional studies. Final determination on acceptable graduate programs will be made by the FA59 proponent manager.

P. Explosive Ordnance Disposal (EOD) Branch

(1) The EOD 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) Branch Detailed EOD Officers (12As or 74As w/ EOD qualifications, ie. EN-EOD or CM-EOD) who wish to leave the designated basic branch will be considered on an individual basis. Assessing LTs from other basic branches and returning them to their basic branch upon promotion to CPT helps sustain manageable EOD CPT populations. These non-OD Officers would bring other branch skills and knowledge during their tenure with EOD and would broaden the understanding of EOD capabilities upon their return to their basic branch. EN or CM Officers in a Year Group (YG) listed as “IN” or “CLOSED” requesting transfer out of the branch will be declined without action. EN or CM Officers in a YG listed as “OUT” or “EITHER” will be considered on an individual basis for transfer out of the branch and into EOD.

(5) 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.

(6) 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.

(7) Must possess normal color vision with red/green color perception and cannot be colorblind.

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

(9a) [Non-Branch Detail] Selected Officers will initially transfer into Logistics (LG-90A) for both LTs and CPTs. Upon completion of branch qualification, Officers attain the Area of Concentration (AOC) 89E, EOD Officer. Officer candidates who fail to complete EOD branch qualification training (EOD Phase I – Fort Gregg-Adams or EOD Phase II – Eglin Airforce Base) will be returned to the LG branch.

(9b) [Branch Detail] Selected Officers who are already EOD branch qualified (EN-EOD or CM-EOD personnel) will be retained in the EOD career field followed by an immediate assignment to EOD-C3 in coordination with the HRC-EOD Career Manager.

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

(11) Candidates are automatically ineligible if they have:

- a. Been relieved from EOD training, or duty, as a result of a personnel action or otherwise request to withdraw from training and may not reapply for or be assigned to perform EOD duties.
- b. Denied or had their security clearance revoked.
- c. Unable to obtain a Top Secret Security Clearance with a sensitive compartmented information caveat.

(12) Soldiers who have previously failed to meet academic requirements may reapply for EOD training after two (2) years IAW AR 611-105, CH 2-4i. Applicants must disclose previous attendance to EOD training, EOD Class #, and approximate date of academic drop.

(13) In addition to the required VTIP documents, 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. This is not required for those who are already Branch Detailed into the EOD Program and have maintained their EOD qualifications.
- 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.

(14) Selected candidates will be slated to attend EOD branch qualification training and EOD Captain's Career Course (EOD-C3) (if applicable). First duty assignment considerations will be discussed upon at, or near, completion of EOD School Phase II with HRC-EOD.

(15) All packets and inquiries will be submitted to the EOD Proponent Office via: officeoftheeodcommandant@army.mil

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

Q. Army Acquisition Corps (AC)

(1) The AC 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. AC officers routinely leave a multi-generational impact on future Soldiers and the Army due to the opportunity to work on major weapon systems, individual clothing and equipment, and critical acquisition programs remaining in service for decades.

(2) Primary Career Paths:

- a. 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.
- b. 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 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 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 are highly valued. Officers possessing a recognized certification, such as Lean Six Sigma, Program Management Professional, Certified Contract

Management Associate, various software development disciplines (scrum, agile, DEVSECOPS, 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 choose 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 Will Rollins and MAJ Mark Lee 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 IPPS-A marketplace. This training is completed at The Army Acquisition School (TAAS) 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 (ACWL). This training is typically conducted in a TDY enroute status.

(7) Aviation Candidates: Aviation branch officers continue eligibility for Aviation Career Incentive Pay (ACIP) in the AC. 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 Wallace (Will) Rollins, wallace.w.rollins.mil@army.mil, 520-714-4375, and MAJ Mark Lee, mark.j.lee16.mil@army.mil, 502-672-7375. Please establish contact with the AMB POC for questions regarding your VTIP / ACS eligibility prior to submitting packet.

R. Air Defense Artillery (AD)

(1) The Air Defense Artillery branch is actively seeking officers eager to join one of the Army's most dynamic and rapidly expanding branches. ADA officers are expeditionary minded combat arms leaders who bring their basic branch experience into new, exciting roles. These officers work independently yet are integral to complex Joint, Interagency, Intergovernmental, and Multinational (JIIM) environments.

ADA officers are masters of technologically advanced weapon systems, employing Air Defense principles to protect critical assets from adversarial threats. They possess a deep understanding of maneuver and Joint operations, are culturally astute, and can conduct operations innovatively on a global scale. They are physically fit, mentally agile, and inspire confidence in their Soldiers and supported units.

In complex tactical, operational, and strategic environments, ADA officers excel as problem solvers, capable of making sound decisions and managing multiple

simultaneous tasks. Effective communication and interpersonal skills are crucial as ADA officers advise supported units and ensure all operational requirements are understood.

(2) Career Opportunities in the Air Defense Artillery:

- a. ADA officers are not limited to one weapon system but are expected to develop a broad understanding of multiple platforms, including:
 1. Counter-Unmanned Aircraft Systems (C-UAS)
 2. SGT Stout (Maneuver Short-Range Air Defense)
 3. Avenger
 4. Counter Rockets, Artillery, and Mortars (C-RAM)
 5. Integrated Fire Protection Capability (IFPC)
 6. Patriot
 7. Integrated Battle Command System (IBCS)
 8. Terminal High Altitude Area Defense (THAAD)
 9. Various Command and Control (C2) Systems

(3) Educational Background: Air Defense does not require a specific academic degree; leadership experience, communication skills, and a strong desire to serve are paramount. However, officers with educational backgrounds in STEM fields, such as Economics, History, Government, International Relations, foreign area studies, Political Science, Psychology, and Sociology, are highly valued.

(4) Desired Knowledge, Skills, and Behaviors (KSBs):

- a. Expertise in leading and executing the Military Decision-Making Process (MDMP)
- b. Aptitude for critical and analytical thinking
- c. Strong leadership skills with an understanding of Combined Arms Operations
- d. Familiarity with Joint Interagency Intergovernmental and Multinational (JIIM) environments
- e. Technologically adept, innovative, logical problem solvers who inspire others
- f. Ability to take prudent risks
- g. Physical fitness and active learning mindset

(5) VTIP Point of Contact: For inquiries regarding VTIP or ADA eligibility, please contact your respective grade plate career manager from the Air Defense branch ([Air Defense Officer Career Managers](#)). Ensure to reach out before submitting your packet for clarification on any questions.

S. Aviation

(1) Aviation Officers who wish to VTIP, but do not meet the IN/OUT chart requirements, must submit an ETP. Aviation Officers who require an ETP must first contact their career manager to determine feasibility of VTIP. Aviation Branch career managers will consider VTIP packets with an ETP on a case-by-case basis. ETP approval authority resides with the Aviation Branch Chief.

(2) YGs 13, 14, 15, 16, 17, 18, 19 are CLOSED.

(3) YG17, 18, and 19 AV Officers are eligible to apply for Army Acquisition Corps ONLY.

T. 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) Civil Affairs Assessment and Selection (CAAS) application is currently open to all YG22, YG23 officers and YG21 officers by exception. CAAS application will open to YG24 officers 01 JUL 26. Officers interested in applying to join Civil Affairs are encouraged to contact their local ARSOF Recruiter or reference ARSOF Accessions MILPER 25-215 and amendment 25-424, ARSOF Accessions FY25&26 for further details and instructions.

(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.

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

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

(1) Officers who wish to transfer into the Chemical Branch should be highly motivated, versatile, and technically focused while striving to learn about the development, integration, and employment of tactical capabilities that assess, protect against, and

mitigate the entire range of chemical, biological, radiological, and nuclear (CBRN) threats and hazards through CBRN operations. Additional focused efforts and functions include scientific, developmental, and material management to support those critical functions.

(2) All Officers must hold the rank of 1LT or CPT for consideration into the branch. All Officers selected for transfer into the branch will attend the CBRN Captain's Career Course (CBRNC3) at the first available class date. Officers who have completed a non-CBRNC3 will be considered on an individual basis due to the PME focus on technical, tactical, and leadership competencies required to be successful as a Chemical Officer. Other ranks will be considered on an individual basis by exception only or by the VTIP MILPER guidance.

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

(4) In addition to the required VTIP documents, the application packet must include:

- a. Proof of normal color vision.
- b. If the officer has completed a Captain's Career Course, include the DA 1059 for the course.

V. CYBER Branch applicants.

Cyber Branch is only accepting 17B – Electronic Warfare officers during this VTIP window. 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 manager upon accession.

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

(3) 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. STP, OER, or AER).

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

(5) 17B - Electronic Warfare Officers 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.

(6) 17B desired Knowledge, Skills and Behaviors (KSB):

- a. Knowledgeable in Unified Land Operations
- b. Knowledgeable in the Military Decision Making Process
- c. Aptitude to employ Technical Concepts
- d. Aptitude to employ Critical and Analytical Thinking
- e. Display Creative and Innovative Problem Solving
- f. Understanding of the Electromagnetic Spectrum (EMS)
- g. Strong leadership skills in CO and EW tactics, techniques, and procedures, as well as knowledgeable of all types of maneuver and support operations

W. 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 (YG23) officers must hold the rank of 1LT (P) or CPT for consideration into the branch. All (YG23) 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 (YG18 – YG15) officers requesting transfer into the branch must be complete with company command and competitive for promotion to MAJ. YG14 officers requesting transfer into the branch must hold the rank of CPT (P) or MAJ. YG16 officers will maintain the ILE venue selected in conjunction with the FY25 MAJ's PSB and ILE results.

X. Military Intelligence.

(1) Officers must possess or have the ability to obtain and maintain a Top Secret security clearance with access to Sensitive Compartmented Information (TS-SCI) based on a Single Scope Background Investigation (SSBI). A fully adjudicated TS-SCI security clearance is required prior to attending Military Intelligence Professional Military Education (PME) or assignment as a Military Intelligence Officer. Officers selected for transfer into MI Branch must immediately initiate an SSBI through their local Special Security Officer (SSO).

(2) Lieutenants and Captains cannot have previously attended another branch's Captain Career Course (CCC) and must be able to attend the Military Intelligence Officer Transition Course (MIOTC) and Military Intelligence Captains Career Course (MICCC) within 12 months of official transfer to MI Branch.

(3) Majors must have completed Intermediate Level Education (ILE) and have experience within the intelligence community.

Y. 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, 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.

Z. 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, operational, and strategic level planning to engage and influence foreign audiences 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 25-215 and amendment 25-424, ARSOF Officer Accession Process Announcement. PO accessions are currently open to YGs 22 and 23, & 24. Those officer YGs listed in MILPER 25-215 and amendment 25-424, will not apply to PO via VTIP. VTIP to PO is only applicable to out of YG Officers no longer listed in the current ARSOF Officer Accession Process Announcement. The main difference in these processes is Officers who join PO branch via a VTIP may not be able to serve as a Detachment Commander prior to ILE as they are senior Captains and do not have as much time within the PO regiment prior to promotion to MAJ. Those officers who are not granted a Detachment Commander position after VTIP will serve in post-KD Captain positions until they PCS to ILE.

(3) All Officers are required to successfully complete Psychological Operations Assessment and Selection (POAS) prior to attending the Psychological Operations Training Pathway (POTP) if they have not already done so. Officers who do not successfully complete POAS or any phase of POTP will be returned to their basic branch/FA. The POAS Prep Guide (https://www.goarmysof.army.mil/Portals/100/Documents/Psychological%20Operations%20Preparation%20Handbook%202025_Final.pdf?ver=7CW6k4B9wFBS1Dypbfq-hg%3d%3d) can help you prepare yourself for selection.

(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 of these YGs may request an exception to policy (ETP) through the gaining 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.

(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/>). SORB / FRO have a list of current automatic waiver policies from the PO Personnel Division. If you have any waiver questions, please contact the PO Personnel Division at psyop.cmdt.personnel@socom.mil and ensure you include the specific waiver(s) you are referencing. 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. The 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. An Airborne physical will be accepted to attend POAS. However, it is highly encouraged for applicants to

receive the SERE/SF physical if possible. SERE/SF physical is required prior to attending the PO Training Pathway.

- 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. DLAB score is not required to attend POAS, but it is highly encouraged to take the DLAB prior to POAS. A DLAB score of 75 or higher is required prior to starting the PO Training Pathway. Waivers are sent to the PO Proponent for adjudication.

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

(1) Year Group (YG22) officers selected 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.

(2) 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.

(3) 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.

(4) Officers should read DA Pam 600-3 to ensure they understand the criteria and qualifications for the branch they are requesting (<https://www.army.mil/G-1#org-g-1-publications>). For further details on the Signal Branch, they should visit the Office Chief of Signal (OCOS) Officer Division and U.S. Cyber Center of Excellence website (<https://cybercoe.army.mil/Home/Schools/Cyber-School/>). Any additional inquiries, can be directed to the Signal Branch Career Managers listed on the HRC website (<https://www.hrc.army.mil/content/Signal%20Branch%20Officer%20Contacts>).

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

AB. Special Forces.

(1) The mission of Special Forces is to conduct special operations across the full range of military operations in any operational environment. SF detachments perform the core tasks of Unconventional Warfare (UW), Foreign Internal Defense (FID), Direct Action (DA), Special Reconnaissance (SR), Counterterrorism (CT), Counter-proliferation (CP), and support to Information Operations (IO). SF missions are dynamic and constantly evolving in response to political-military situations, emerging technology, and other considerations. For more information refer to FM 3-18, DA Pam 600-3, ADP 3-05, and <http://www.goarmysof.arm.mil/SF/>.

(2) Special Forces Assessment and Selection (SFAS) application is currently open to all YG22 officer and YG23 officers. SFAS application will open to YG24 officers 01 AUG 26. Officers interested in applying to join Special Forces are encouraged to contact their local ARSOF Recruiter or reference ARSOF Accessions MILPER 25-215 and amendment 25-424 ARSOF Accessions FY25&26 for further details and instructions.