

Security Force Assistance Brigade (SFAB) Frequently Asked Questions (26 SEP 18)

1. What is a Security Force Assistance Brigade (SFAB)?

- The Army's newest unit designed specifically to conduct security force assistance operations to train, advise, and assist partner nation security forces in support of Combatant Command requirements worldwide.

2. What is the eligibility criteria for assignment to a SFAB?

- o Volunteer
- o Ability to obtain Secret security clearance and Maintain it
- o Score at least 240 points on the Army Combat Fitness Test with a minimum of 70 points in each event
- o Have a PULHES of 111221 or better
- o Maintain your deployable status
- o Demonstrated exceptional moral aptitude by upholding Army values
- o All volunteers must have demonstrated excellence in past performance and be noted for exceptional potential; SSG and above must have completed a key developmental assignment in their current grade.
- o Successfully pass a background screening with no derogatory information

3. What MOSs and grades are eligible for the SFAB?

MOS	GRADE				
00L	E9				
00T	E9				
11B	E6	E7			
11C	E6	E7			
11Z	E8	E9			
12A	E9				
12B	E5	E6	E7		
12H	E6				
12N	E6	E7			
12T	E6				
12Y	E6	E7			
12Z	E8				
13B	E6	E7			
13F	E5	E6	E7		
13J	E6	E7			
13Z	E8	E9			
15Q	E6				
17E	E8				
19D	E6	E7			
19Z	E8	E9			
25B	E4	E5	E6	E7	
25C	E5	E6			
25D	E6	E7			
25E	E6	E7			
25L	E5	E6			
25N	E6				
25Q	E5	E6			
25S	E5	E6			
25U	E5	E6	E7	E8	
25W	E7				
27D	E7				
31B	E6	E8			
35F	E5	E6	E7		

MOS	GRADE				
35G	E6				
35L	E7				
35M	E5	E6			
35N	E5	E6			
35P	E5	E6			
35T	E6				
35X	E8				
36B	E6				
37F	E7				
38B	E7				
42A	E6	E7	E8		
56M	E6				
68J	E6				
68K	E5				
68P	E5				
68W	E4	E5	E6	E7	E8
74D	E6				
88M	E4	E5	E7		
88N	E7				
89B	E6				
89D	E5	E6	E7	E8	
91B	E4	E5	E6		
91C	E5	E6			
91D	E5	E6			
91F	E6				
91X	E7				
92A	E4	E5	E6	E7	E8
92F	E4	E5	E6		
92G	E3	E4	E5	E6	E7
92W	E4	E5			
92Y	E5	E6	E7	E8	
94E	E6				
94F	E6				

* Yellow highlight indicates MOS/Rank can Substitute for different position outside skill set.

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4. How long do I have to be on station before I can volunteer for the SFAB?

- 1 Day however, CONUS Soldiers typically must serve 36 months on station prior to a CONUS to CONUS move, and OCONUS Soldiers must serve to their DEROS; however, waiver authority for CONUS time on station and OCONUS curtailments resides within HRC and may be considered when a Soldier volunteers and is found qualified for assignment to an SFAB. Contact your career branch in HRC to determine if a waiver may be considered.

5. Are there any incentives for assignment to the SFAB?

- **AIP.** Enlisted SFAB volunteers will receive a \$5,000 lump sum Assignment Incentive Pay (AIP) as long as they are permanently assigned to a SFAB and serve in the unit for at least 12 months. Additionally, the Soldier must be in good standing and not involved in the UCMJ process (to include Article 15s or court-martial proceedings), investigations, and must meet Army standards for retention (to include Army Physical Fitness Test and Army Body Composition Program) at the time of approval. Once permanently assigned, volunteers must remain in good standing throughout the AIP tour.
- **Promotion.** The Army has created a SGT Special Promotion Category. Corporals (CPL) and Specialists (SPC) who have been boarded and are fully eligible for promotion will be awarded 799 points and promoted to the rank of SGT on the first day of the month following graduation of the Security Force Assistance Advisor Course (SFAAC).
- **PME.** The requirement for completion of Professional Military Education (PME) to attain pin-on eligibility for promotion to SGT through Master Sergeant (MSG) is suspended for Soldiers assigned or attached to a SFAB or to its supporting Security Force (SECFOR). The Soldiers must be otherwise fully qualified and meet or exceed a monthly cutoff score (to SGT/Staff Sergeant (SSG)) or sequence number (to Sergeant First Class (SFC)/MSG). Soldiers promoted under this exception will be prioritized for the next available PME training seat upon redeployment or when otherwise available.
- **SRB.** Enlisted Soldiers reenlisting may be entitled to a lump sum, flat-rate, SRB payment IAW Milper Message 18-156. The SFAB specific SRB is only authorized for Soldiers who are currently assigned in or on AI to an SFAB. Soldiers are required to successfully complete the Combat Advisor Training Course (CATC) at the Military Advisor Training Academy (MATA) and be awarded the SQI of '3'. Soldiers who have not yet completed this unit specific training are authorized to reenlist for a future training location specific SRB, but it will not be paid until the successful completion of CATC and the award of SQI '3' is authorized.

6. Who do we contact to volunteer for assignment to a SFAB?

- Soldiers should contact the SFAB Recruitment Team to volunteer for assignment to the SFAB. SFAB Recruitment Team may be contacted at usarmy.liberty.forscom.mbx.sfac-recruiting-accessions-group@army.mil, 910-570-5180 or 910-570-5056.

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7. What is the SFAB assessment?

- It is a 48 hour physically and mentally demanding objective and subjective assessment and selection process. Its purpose is to identify the best possible candidates. The objective assessments are based on MOS expertise, physical fitness, and moral, ethical and values based decisions. The subjective board process targets individual leader attributes and character through board proceedings and discussions. The board assesses the technical, tactical, ethical, and moral potential for the individual to serve in the SFAB.

8. How long is an assignment to the SFAB?

- The expectation is that a SFAB assignment will be approximately 36 months. However, based on career timelines and potential missions, Soldiers may spend as little as 24 months or as much as 48 months in the SFAB.

9. If I am accepted to the SFAB, will I PCS or TCS?

- If accepted to the SFAB, Soldiers will be placed on assignment and PCS to the SFAB.

10. If accepted, can I chose to leave my family at my losing installation and collect BAH at the losing installation rate?

- ALARACT 097/2016 lists situations that will allow a Soldier to leave their Family at the losing installation on a temporary basis. Soldiers who meet one of the categories and desire to do so must request a BAH waiver submitted through the chain of command.

11. Where will the SFABs be located?

- SFAB #1 is stationed at Fort Moore. SFAB #2 is at Fort Liberty. SFAB #3 is at Fort Cavazos. SFAB #4 will be at Fort Carson. SFAB #5 will be at JBLM.

12. What will the length of deployments be for the SFAB?

- The projected length of time for SFAB deployments is nine months. SFABs will deploy IAW decisions made by senior Army leadership.

13. Will an assignment to the SFAB count as my Key Developmental (KD) time as a SSG, SFC, or MSG?

- Assignment to the SFAB as an Advisor will count as a broadening/developmental assignment.
- For questions about KD time for personnel in support roles, contact your career branch.

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14. Is an assignment to the SFAB good for my career?

- Absolutely! While it is a volunteer force, it is still very highly selective. After a thorough selection and assessment process, individuals chosen as members of the SFAB should be considered to be above peers in their respective MOS and grade. Promotion statistics from the 2018 MSG Board were, 23% overall promoted, 61% of that was from 1 SFAB. 2018 SFC Board, 51% overall promoted, out of that 84% from 1 SFAB.

15. What will my role be in the SFAB?

- The primary advisor positions within each SFAB will typically be filled with senior NCOs. Junior NCOs serve primarily as secondary advisors. Those who do not serve on an advisor team will serve in support roles within their MOS.

16. Are there different types of SFAB?

- Potentially. The Army would like to build a combination of Infantry and Armor SFABs to provide flexibility based on mission requirements. Currently, the first two SFABs are Infantry centric. A future decision will determine the remaining types and number of types. In addition to SFAB brigades, the Army will be building two SFAB Divisional Headquarters and one SFAB Corps Headquarters.

17. What if my MOS or pay grade is not authorized in the SFAB? Can I still volunteer?

- You should stay in touch with the SFAB Recruitment Team to see if or when opportunities open up for you. Additionally, you should update your assignment preferences and volunteer status in the Assignment Satisfaction Key (ASK) at <https://www.ask.army.mil/ask/>. You will be contacted if subsequent SFABs allow for your particular MOS or grade.

18. After volunteering, what happens?

- After a Soldier contacts the SFAB Recruitment Team to volunteer for assignment to the SFAB, the following process will occur:
 - o SFAB Recruitment Team will request a records review to ensure eligibility
 - o A background screening will be conducted for derogatory information
 - o Once determined eligible and a successful background screening conducted, your information will be provided to Assessment Team.
 - o SFAB Recruiting Team will notify you and coordinate your TDY travel in DTS for the 2 day SFAB assessment.
 - o Upon completion of the SFAB assessment, SFAB leadership will inform you as to whether you are accepted or not.
 - o If accepted, SFAB leadership and you will determine an agreed upon report date for assignment to the SFAB.

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- Once agreed upon, EPMD will be notified by the SFAB leadership of acceptance to the SFAB. Enlisted Personnel Management Division (EPMD) will then place you on assignment.

19. What is the time period between volunteering and going to the assessment?

- Soldiers should anticipate between 2-4 weeks before being contacted.

20. Who publishes the TDY order to attend the SFAB assessment?

- Soldiers will be contacted by the SFAB Recruiting and Assessment Team in regards to attending the SFAB assessment. SFAB Recruitment Team will coordinate the travel in DTS.

21. If I am selected, when will I be placed on assignment and when will I report?

- Soldiers will be placed on assignment within 72 hours of HRC being notified of their SFAB acceptance. However, based on assignment cycles, it could take 1-2 weeks before the assignment is transmitted to the local installation Military Personnel Division. Report dates will be agreed upon by the SFAB leadership and the Soldier during the assessment. The SFAB leadership will relay that report date to HRC.

22. If I am not selected after an assessment, can I still be considered for later SFABs?

- Yes, as long as you meet the requirements.

23. How do I volunteer for an SFAB assignment?

- To volunteer for an SFAB assignment, Soldiers must submit a DA Form 4187 signed by the Soldier and his/her BN CDR. The Soldier must also submit a SF600 signed by their Primary Care Manager (PCM) verifying the Soldiers deployable. Once both documents are complete, they can be scanned and emailed to the SFAB Recruitment Team at usarmy.liberty.forscom.mbx.sfac-recruiting-accessions-group@army.mil. Examples of these documents can be found at <https://www.goarmy.com/SFAB>