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COMMAND**

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Personnel



COMMANDO EDGE INTERN PROGRAM

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This instruction implements Air Force Policy Directive (AFPD) 33-3, *Information Management*, and must be used in conjunction with AFPD 36-26, *Total Force Development and Management*. It contains administrative instructions for managing the Commando Edge Intern Program within Air Force Special Operations Command (AFSOC). This publication does not apply to Air Force Reserve Command (AFRC) or Air National Guard (ANG) Units. It establishes policy and procedures for the selection of Logistics Readiness Officers to participate in the program and outlines the formal roles, responsibilities, curriculum, policy and procedures for overall management and execution of the program. This publication may not be supplemented or further implemented/extended. Ensure that all records created as a result of processes prescribed in this publication are maintained IAW Air Force Manual (AFMAN) 33-363, *Management of Records*, and disposed of IAW the Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS). Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the Air Force (AF) Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional chain of command. Requests for waivers must be submitted through the chain of command to the appropriate Tier waiver approval authority IAW AFI 33-360, *Publications and Forms Management*, Table 1.1.. Requests for waivers of non-tiered items must be processed through command channels to the publication OPR for consideration. The use of the name or mark of any specific manufacturer, commercial product, commodity, or service in this publication does not imply endorsement by the Air Force.

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Chapter 1

PROGRAM OVERVIEW

1. Program Description.

1.1. General Description. Commando Edge is an AFSOC/A4-sponsored, two-year long leadership and force development program. Commando Edge graduates will be high performing Logistics Readiness Officers (LROs) deliberately developed and versed in the unique capabilities and requirements of SOF logistics. The goal of the program is to prepare those officers to assume future leadership positions within the AFSOC and SOF Logistics Enterprise at the Group, Wing, MAJCOM and COCOM levels. Candidates will be boarded and selected once a year by an O6-level panel hosted by AFSOC/A4. Selected officers will generally PCS to HQ AFSOC during the summer assignment cycle.

1.2. Primary Objective. The primary objective of the Commando Edge program is to provide fully qualified LROs with a breadth of experience within the AFSOC community. In turn, this will develop a bench of SOF-experienced LROs able to operate seamlessly throughout the Joint Logistics Enterprise. Officers will develop professionally through a curriculum of formal training, education, site visits, exercises, and real-world deployments.

1.3. Personnel Policies. The Commando Edge board will convene in September of each year to select one intern for the following year. In addition to the primary, the board will select a first and second alternate.

Chapter 2

PROGRAM RESPONSIBILITIES

2. General Responsibilities

2.1. AFSOC/A4 Responsibilities.

- 2.1.1. Provide overall oversight, sponsorship and advocacy for the program.
- 2.1.2. Provide funding for the program, to include travel, equipment and training expenses for up to two interns at any given time.
- 2.1.3. Act as the Rater for each Commando Edge officer (may be delegated to AFSOC/A4R).

2.2. AFSOC/A4R Responsibilities.

- 2.2.1. Act as the overall program manager responsible for program oversight, curriculum development, milestone monitoring and goal development. Approve Individual Development Plans (IDPs) for each officer in the program.
- 2.2.2. Oversee coordination with the Air Force Personnel Center (AFPC) 21RX Assignment Team for officer eligibility, PCS timing and other personnel related matters.
- 2.2.3. Conduct, at a minimum, bi-monthly reviews with each Commando Edge officer to review curriculum progress and lessons learned.
- 2.2.4. Conduct exit interviews and review After Action Reports, and direct program changes as required.

2.3. AFSOC 21R Functional Area Manager (FAM) Responsibilities:

- 2.3.1. Coordinate day-to-day activities of Commando Edge officers.
- 2.3.2. Develop an IDP for each Commando Edge officer. IDPs will be approved by the AFSOC/A4R.
- 2.3.3. Maintain a record of curriculum compliance for each intern, to include updates of tasks established in the Air Force Training Business Area.
- 2.3.4. Manage the Commando Edge Board process IAW procedures outlined in [Chapter 3](#).
- 2.3.5. Ensure new Commando Edge selectees begin any required security clearance upgrades as soon as possible after selection notification.
- 2.3.6. Ensure sponsors are appointed for each new inbound Commando Edge officer. **Note:** This will normally be the preceding intern.

2.4. Commando Edge Intern Responsibilities:

- 2.4.1. Upon selection, immediately start any required security clearance actions.
- 2.4.2. Maintain world-wide deployment eligibility while in the program.
- 2.4.3. At a minimum, schedule bi-monthly reviews with the AFSOC/A4R to review curriculum progress and lessons learned.

2.4.4. Upon completion of the program, participate in an exit interview with the AFSOC/A4 and AFSOC/A4R. In addition, submit a written After Action Report to AFSOC/A4R.

Chapter 3

COMMANDO EDGE SELECTION BOARD RESPONSIBILITIES

3. General Responsibilities.

3.1. Commando Edge Selection Board Responsibilities.

3.1.1. The AFSOC 21R FAM will manage the Commando Edge selection process IAW with the following procedures and timelines:

3.1.1.1. Coordinate with the AFPC 21RX Assignment Team to release the Commando Edge call for nominations NLT 15 Jul of each year. See [attachment 2](#) for a sample message.

3.1.1.2. Coordinate with AFSOC/A4 to assemble a Commando Edge selection board comprised of a minimum of three O6s in the AFSC of 21XX. In the event the minimum number of board members are not available, any O6 assigned to AFSOC/A4 may sit on the board.

3.1.1.3. Schedule the Commando Edge board NLT 10 Sep of each year. The board will select one primary and a first and second alternate based on the candidates overall records and Commander's recommendation.

3.1.1.4. Notify AFSOC/A4 and A4R of the selection NLT 20 Sep of each year. AFSOC/A4 has final approval authority.

3.1.1.5. Notify the AFPC 21RX Assignment Team of the selection NLT 15 Oct of each year. Coordinate with the Assignment Team to establish Report No Later Than Dates of the inbound intern, with the goal of having the officer report no later than 15 Jul of each year.

Chapter 4

PROGRAM STRUCTURE, OPPORTUNITIES AND FEEDBACK

4. Program Overview. Upon entering the program, Commando Edge interns have the opportunity to participate in SOF-unique formal training, education, site visits, exercises, and real-world deployments. A tailored curriculum is developed for each officer in the form of an IDP. IDPs are developed based on the officer's previous experience levels, assignments and deployment history. Participants will rotate within the AFSOC/A4R and spend time in Materiel Management, Logistics Plans, Resources, Distribution and the Forward Area Refueling Point program office. Under no circumstances will Commando Edge Interns fill Branch Chief or other vacant unit manning document positions. In addition, they will receive familiarization with AFSOC and SOCOM units, SOF organizational structure and Command and Control, and will have multiple opportunities to attend SOF-specific courses at both AFSOC and SOCOM. Timing permitting, they will participate in exercises such as Emerald Warrior, preferably in the role of the exercise J4. The highlight of the program is a 180-day deployment on a Theater Special Operations Command Joint Special Operations Air Component/J4 staff.

4.1. Rotation Goals and Training Objectives. As interns rotate through each branch in AFSOC/A4R, the following training objectives will be addressed.

4.1.1. AFSOC/A4RM, Materiel Management Branch: Weapons System Supply Support Operations, AFSOC MICAP Management, AFSOC Weapon System Acquisition & Sustainment, Combat Logistics Organization (CLO) operations, Centralized Repair Facility operations, and AFMC/AFSC structure, operations, and SOF support.

4.1.2. AFSOC/A4RX, Plans and Programs Branch: SOF C2 Structure Joint SOF Operations (Planning & Execution), Joint and Air Force Doctrine on SOF support, Quick Reaction Forces logistics support (i.e. D-Cell), AFSOC OPLAN and CONPLAN development and requirements, AFSOC Support Agreements, AFSOC Functional Area Manager roles and functions, and AFSOC UTC/Tasking Management & Execution.

4.1.3. AFSOC/A4RR, Logistics Resources Branch: Air Force and SOCOM POM development and submissions, Management of AFSOC/A4 operating budget, AFSOC Cost Per Flying Hour Program, AFSOC Centralized Asset Management Program.

4.1.4. AFSOC/A4RE, Distribution, Energy, and Equipment Branch: AFSOC Special Tactics logistics support and role of imbedded personnel, Forward Area Refueling Point program, unique AFSOC 2T0/2T1/2T3 processes or training, and unique AFSOC 2T2 processes (quick reaction specific).

4.2. Formal Training and Education.

4.2.1. Interns will attend multiple formal courses and education at the Joint Special Operations University and the USAF Special Operations School. In addition, they may attend other Joint or Service courses as deemed necessary for their development.

4.3. Site Visits.

4.3.1. To the max extent possible, interns will be exposed to AFSOC and SOCOM units and organizations in order to familiarize them with SOF organization structure and capabilities.

Site visits and unit orientations may be scheduled throughout the two-year program, but in general the earlier these visits are scheduled the better.

4.4. Exercises and Events.

4.4.1. Interns will participate in at least one major AFSOC exercise, and in other command and control and live fly events to the max extent possible. These include both CONUS and OCONUS events.

4.5. Deployments.

4.5.1. Interns are required to maintain world-wide deployment status throughout their time in the program. The capstone of the program is designed to be a deployment to a Theater Special Operations Command Joint Special Operations Air Component/J4 staff. This deployment will be scheduled as far in advance as possible, with the preferred timing being sometime in the second half of the program.

4.6. Individual Development Plans.

4.6.1. IDPs are required for each Intern. IDPs will be tailored to each individual officer based on experience, previous deployment history, and the timing of individual curriculum events. IDPs will be reviewed at least bi-monthly and adjusted as required.

4.7. After Action Report.

4.7.1. At the end of the program, each Intern will submit an After Action Report to the AFSOC/A4 and AFSOC/A4R. At a minimum, this report will capture lessons learned and areas for improvement. A final copy of the officer's Commando Edge IDP will be included as an attachment.

WILLIAM C. CLARK, Col, USAF
Chief, Logistics Readiness Division, AFSOC

Attachment 1***GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION******References***

AFPD 36-26, *Total Force Development and Management*, 18 Mar 2019

AFMAN 33-363, *Management of Records*, 1 Mar 2008

AFI 33-360, *Publications and Forms Management*, 1 Dec 2015

AFMAN 33-326, *Preparing Official Communications*, 25 May 2017

Prescribed Forms

None

Adopted Forms

AF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

AFDPO—Air Force Departmental Publishing Office

AFH—Air Force Handbook

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFMC—Air Force Materiel Command

AFPC—Air Force Personnel Center

AFRIMS—Air Force Records Information Management System

AFSOC—Air Force Special Operations Command

CLO—Combat Logistics Organization

COCOM—Combatant Command

CONPLAN—Concept Plan

FAM—Functional Area Manager

IDP—Individual Development Plan

JSOAC—Joint Special Operations Air Component

LRO—Logistics Readiness Officers

MAJCOM—Major Command

MICAP—Mission Impaired Capability – Awaiting Parts

OPLAN—Operational Plan

OPR—Officer Performance Report

POM—Program Objective Memorandum
RNLTD—Report No Later Than Date
SCI—Sensitive Compartmented Information
SOCOM—Special Operations Command
SOF—Special Operations
SRAN—Stock Record Account Number
TIS—Time In Service
TS—Top Secret
UTC—Unit Type Code

Attachment 2**SAMPLE COMMANDO EDGE CALL FOR NOMINATIONS****Table A2.1. Sample Commando Edge Call for Nominations.**

MEMORANDUM FOR All 21R Logistics Officers

FROM: AFPC/DPALL

SUBJECT: 20xx AFSOC Commando Edge Intern Program Board Call for Nominations

1. HQ AFSOC/A4 will host the 20xx AFSOC Commando Edge Intern Program Board mid-September 20xx at Hurlburt Field, FL. AFSOC/A4 selects one Air Force Logistics Readiness Officer Commando Edge per year for this highly selective, two-year Program. Commando Edge is focused on developing logistics officers who are versed in the unique capabilities and requirements of SOF logistics, with the goal of preparing those officers to assume future leadership positions within the SOF Log Enterprise at the Group, Wing, MAJCOM and COCOM levels.
2. Commanders should nominate officers who meet the specific program eligibility criteria and have demonstrated the highest potential for increased leadership and future command opportunities.
3. Eligibility Requirements: To apply for the program, 21R Captains must have between 5-7 years TIS at the time they start the program, must be a fully qualified 21R, qualified for world-wide deployment, and TS/SCI eligible. In addition, they must be able to PCS with a RNLTD not later than 15 Jul 20xx.
4. Nomination Packages must include an official Air Force Bio, SURF, Physical Training (PT) scoresheet, copies of all OPRs, Decorations, and a Commander's recommendation. Packages are due to AFSOC/A4R NLT xxxx. Please send to AFSOC/A4R Workflow Box: AFSOC.A4R@us.af.mil <mailto:AFSOC.A4R@us.af.mil>. Prior to applying, officers must send an e-mail to the 21X Officer Assignments Team to attain career field release, and include a copy of the release in their nomination package.

Attachment 3

SAMPLE INDIVIDUAL DEVELOPMENT PLAN

Table A3.1. Sample Individual Development Plan.

Rank/Name: Capt John Doe					
Rotation	Course/Event	Dates	Location	Remarks/POC	Certification
A4RM Jul-Dec					
	1 SOW Orientation		Hurlburt		
	Emerald Warrior MPC		Hurlburt		
	PPBE Overview Course		Hurlburt		
	V-22 Exec Supportability Summit				
	Logistics Officer Association Symposium		Washington DC		
	27 SOW Orientation		Cannon		
	Intro to Special Operations		Hurlburt		
	Emerald Warrior Group Level Final Planning		Hurlburt		
	AFSOC/A4 Summit		Hurlburt		
	635 SCOW Orientation		Scott		
	Emerald Warrior FPC		Hurlburt		
	24 SOW Orientation		Hurlburt		
	Intro to Special Operations Forces (SOCOM)		Distance Learning		
A4RX Dec-Jun					
	Emerald Warrior	14-25 Jan 19	TBD		
	Special Operations Planning Course	28 Jan-8 Feb 19	Hurlburt		
	Non-Standard Logistics Course	1-4 Apr 19	MacDill		
	SOF Air Command and Control Course	TBD	TBD		

	492 SOW Orientation	TBD	Duke Field		
	JCRM Course	TBD	TBD		
	352 SOW Orientation	TBD	TBD		
	Oplan TPFDD Maintenance Conference				
	D-Cell Orientation	TBD	MacDill		
Jun-Dec	JSOAC Deployment				
A4RE Jan-Jun					
	SOFSA Orientation	TBD	TBD		
	353 SOG Orientation	TBD	TBD		
	CAM Familiarization				
	FARP Course				
	CPFY Familiarization				