COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

This instruction implements Department of the Air Force Policy Directive (DAFPD) 16-1, *Security Cooperation*, by providing specific guidance for establishing and sustaining the Department of the Air Force International Affairs Specialist (IAS) Programs. This publication applies to uniformed members of the Regular Air Force (RegAF), and Air Reserve Components (ARC), which is made up of the Air Force Reserve (AFR) and Air National Guard (ANG). This publication does not apply to the United States Space Force (USSF). Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction 33-322, *Records Management and Information Governance Program*, and are disposed in accordance with the Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System. Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using Department of the Air Force (DAF) Form 847, *Recommendation for Change of Publication*; route DAF Forms 847 from the field through the appropriate functional chain of command. This publication may not be supplemented or further implemented/extended. The authorities to waive wing/unit level requirements in this publication are identified with a Tier (T-0, T-1, T-2, T-3) number following the compliance statement. See Department of the Air Force Manual (DAFMAN) 90-161, *Publishing Processes and Procedures*, Attachment 10, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately, to the requestor's commander for non-tiered compliance items.

SUMMARY OF CHANGES

This document has been substantially revised and must be reviewed in its entirety. This revision incorporates updates from the current Air Force Officer Classification Directory (AFOCD) to include designation of 16F/Z as core Air Force Specialty Codes (AFSCs). This document incorporates updates to the application process for service members to cross-train into the Foreign Area Officer (FAO) career field. This document includes changes to FAO education, training, and certification requirements to incorporate updates to the Career Field Education and Training Plan (CFETP). This revision includes additional clarification for the ARC FAO programs, to include how they differ from the RegAF program.

Chapter 1

PROGRAM DESCRIPTION

1.1. Overview. The DAF established the International Affairs Specialist (IAS) programs to address changes in the international security environment that have expanded the nature of threats to United States (U.S.) national security. The aim of IAS programs is to develop a cadre of commissioned officers with foreign language proficiency, cultural understanding, and political-military experience, to help DoD and DAF strengthen and attract mutually beneficial alliances and partnerships. DAF IAS officers combine their professional military skills with an understanding of the countries and regions in which Air and Space Forces operate. They integrate a combination of regional knowledge and language skills to apply contextual understanding of air, space, and cyberspace power into plans and operations. The execution of these plans and operations enables the achievement of the Department of the Air Force's operational imperatives to include ensuring resilient basing, sustainment, and communications in a contested international environment through the relationships built by FAOs. Additionally, IAS officers build international relationships and foster regional partnerships that serve as critical enablers to the Expeditionary Air, Space and Cyberspace mission supporting the U.S.'s global priorities and regional strategies as outlined in the National Security Strategy (NSS).

1.2. International Affairs Specialists. The IAS programs are DAF programs for the development of officers with unique international skills to fill a variety of critical roles worldwide. The programs are composed of two specialties: the Foreign Area Officer and the Political-Military Affairs Strategist (PAS); both programs are also managed in the ARC. The ARC has additional programs unique to it that fall under the IAS umbrella and are identified within this publication.

1.2.1. **Foreign Area Officer.** The FAO program is a Department of Defense (DoD) mandated requirement. FAO development for line of the Air Force officers occurs at the mid-career point. Their respective career field's guidance governs non-line of the Air Force officers' eligibility for FAO application. FAO development typically begins at the 7-to-10 year point of commissioned service. For rated officers, development will begin after completion of the second flying gate (120 Operational Flying Duty Accumulator (OFDA) credits, per AFMAN 11-402, *Aviation and Parachutist Service,* **Table 3.6**) **(T-3)**. Officers designated for FAO development complete foreign language training, in-region training (IRT), and earn a regionally focused advanced academic degree (AAD), as required based on previous credited experience. Upon completion of training and certification as a FAO, officers transition to a core AFSC of FAO (16F for non-rated officers and 16Z for rated officers) **(T-1)**. FAOs may serve overseas in language-coded billets, thus leveraging their international affairs skills in high-visibility, high-impact positions to service, joint, interagency, and intergovernmental objectives.

1.2.2. Air Reserve Components Only. AFR manages both a core and dual-track FAO program. ANG does not currently have the option to recore 16F/Z AFSC and maintains the dual-track program, under which 16F is a secondary AFSC.

1.2.3. **Political-Military Affairs Strategist (PAS).** PAS, in contrast to the FAO program, is a career-broadening assignment that exposes officers to the political-military affairs community. This AF-specific program most often begins in conjunction with Intermediate Development Education (IDE), though direct utilization options are available. IDE selected officers acquire broad knowledge of political-military affairs through developmental education, and subsequently serve in a PAS "return on investment" assignment. PAS officers develop a unique skillset that translates across AFSCs, along with a strong understanding of interagency partnerships that are key to operations and planning across the political-military spectrum. These officers may serve on U.S. headquarters staffs as action officers to provide expertise on political-military affairs.

Chapter 2

ROLES AND RESPONSIBILITIES

2.1. Deputy Under Secretary of the Air Force, International Affairs (SAF/IA). SAF/IA develops IAS programs to meet the needs of the Air Force and other DoD components, consistent with DoD Instruction (DoDI) 1315.20, *Management of Department of Defense (DoD) Foreign Area Officer (FAO) Programs*. SAF/IA serves as the functional authority executing the IAS 16F/Z FAO program, and the RegAF FAO career field, responsible for developing and executing the PAS program to meet the needs of the Air Force and other DoD components. SAF/IA may delegate functional authority duties and responsibilities, in whole or in part, to the Assistant Deputy Under Secretary of the Air Force, International Affairs (SAF/AIA). SAF/IAP, Policy, Programs and Strategy Directorate, manages the IAS programs for RegAF IAW DoDI 1315.20. All three components manage their respective programs in collaboration following Service lines of authority, as outlined in Title 10 United States Code Section 10174, *Air Force Reserve Command* and DAFI 36-2110, *Total Force Assignments*.

2.1.1. **Assistant Deputy Under Secretary of the Air Force, International Affairs (SAF/AIA).** SAF/AIA's role is to manage development of policy, plans, and guidelines for U.S. Air Force international programs and serves as the functional manager for the RegAF FAO career field.

2.1.1.1. Per DAFI 36-2670, *Total Force Development*, paragraph 1.2.8., a Functional Manager may be a RegAF general officer or senior executive service member, designated by the appropriate functional authority. ARC Functional Managers are outlined under **paragraph 1.6.1.8** and **paragraph 1.8.2**.

2.1.2. **SAF/IA Chief of the International Airmen and Guardians Division (SAF/IAPA).** SAF/IAPA performs day-to-day management and administration of the IAS programs on behalf of SAF/IA and serves as the RegAF Career Field Manager (CFM). The ARC maintains separate programs and CFMs, who work in collaboration with SAF/IAPA.

2.1.3. **FAO Career Field Manager (CFM).** The FAO CFM is the lead for various IAPA duties to include:

2.1.3.1. Validate IAS billet requirements with Geographic Combatant Commands (GCCs) and Major Commands (MAJCOMs) in accordance with AFI 38-101, *Manpower and Organization*.

2.1.3.2. In coordination with the Deputy Chief of Staff, Manpower, Personnel & Services (AF/A1), (as applicable), establish the annual targets for FAO crossflow and program fiscal year education, training, and sustainment requirements.

2.1.3.3. Assigns FAO designees to regions and determine training plans in conjunction with Air Education and Training Command (AETC), as appropriate.

2.1.3.4. Determines IAS career field certification standards for the AFOCD.

2.1.3.5. Awards IAS certifications and special experience identifiers (SEIs).

2.1.3.6. Conducts biannual IAS Development Team (DT) meetings in the spring and fall for career management of IAS officers.

2.1.3.7. Tracks officers with IAS certifications and SEIs for IAS development and utilization.

2.1.3.8. Manages IAS-related skills proficiency and enhancement programs.

2.1.3.9. Monitors IAS crossflow, retention, and promotion rates in accordance with DoDI 1315.20.

2.1.3.10. Maintains fiscal and budgetary oversight for IAS programs.

2.1.3.11. On a quarterly basis, provides AF/A1 a list of officers who have completed FAO Fellowship requirements for IDE Deliberate Development credit.

2.1.3.12. Serves as the OPR for the Overseas Developmental Education (ODE) program.

2.2. Senior Regional FAO (SRF). SRFs support the RegAF CFM to enhance the development, sustainment, and retention of RegAF FAOs. Each geographic region will have a SRF, who will be a senior certified FAO within that region. SRFs will be appointed by the functional manager in writing (see **Attachment 2** for example). The SRF is preferably located on the Air Component Staff AF/A5I, Plans and Programs, International, or equivalent, at the regional MAJCOM (component) and the Combatant Command/J5I (Plans and Programs, International) at the GCC, or a sitting SDO/DATT. Alternatively, the SRF may also be a civilian with a pay grade of GS-15 (or equivalent) with previous region-specific FAO experience. The SRF team is chaired by the CFM. Additional nominees to the teams may be appointed at the DT Chair's discretion. SRFs will**:**

2.2.1. Serve as a communication link between FAOs assigned to their FAO region and SAF/IA; represent air component and geographic combatant command interests to 16F/Z career field leadership.

2.2.2. Provide guidance, mentorship, assistance, and oversight to FAOs serving in the region.

2.2.3. Serve as CFM focal point for biennial IAS billet reviews. Assist in the administration of billet reviews, and shepherd billet change processes with the Deputy Chief of Staff, Manpower, Personnel and Services (AF/A1).

2.2.4. Participate in biannual spring and fall IAS DT meetings; propose topics for discussion, actively participate in discussion forums, vectoring, FAO Screening and Selection, and command selection boards.

2.2.5. Advise CFM on the range of issues related to FAO personnel issues, FAO training, in addition to FAO development and sustainment.

2.2.6. Provide feedback to CFM, where applicable, on PAS officers and FAOs serving in their region; make recommendations related to FAO assignments and career path development, as appropriate.

2.3. Deputy Chief of Staff, Manpower, Personnel & Services (AF/A1). For RegAF officers, AF/A1 will:

2.3.1. In coordination with SAF/IA, establish annual IAS AFSC selection targets/limits for the FAO Screening and Selection board, and provide them to CFM before annual spring DT.

2.3.2. In coordination with SAF/IA, program for fiscal year IAS education, training, and sustainment requirements, as appropriate.

2.3.3. Assist SAF/IA in compiling metrics to monitor IAS crossflow, retention, and promotion rates.

2.3.4. Approve qualified officers for FAO Fellowship credit and update the Military Personnel Data System to reflect IDE Deliberate Development.

2.4. Air Force Personnel Center (AFPC). For RegAF officers, AFPC will:

2.4.1. Coordinate with CFM on IAS officer selection and manage assignment processes.

2.4.2. Coordinate change of core AFSC after FAO initial orientation. AFPC will aid FAOs in balancing career development requirements with opportunities, such as FAO Enabled Tours (FETs) and command.

2.4.3. Coordinate with CFM to implement results from biannual DT vectors for officers' IAS development, in accordance with AF/A1 and SAF/IA guidance.

2.4.4. Balance career development requirements with FETs, as appropriate, to ensure IAS officers remain viable and competitive for promotion.

2.5. Air Education and Training Command Future Operations Division (AETC/A3X). AETC represents the lead MAJCOM for AF FAO Force Development and will analyze FAO development to align with the Force Development Commander's concept of operations. AETC will:

2.5.1. Develop FAO training plans, as well as coordinate education and training events, leading to FAO certification.

2.5.2. Monitor ODE students' progress in meeting language requirements for school attendance and FAO certification.

2.5.3. Schedule USAF FAO Orientation, the Joint FAO Course (JFAOC), and the Steady-State (S2) Campaign Support Planning Course for ODE selects.

2.5.4. Coordinate with AFPC, International Affairs Assignments (AFPC/DP2OSS) on DEROS extensions, as required.

2.6. Development Team (DT). Separate 16F/Z DTs are held at least once annually by the RegAF and AFR (ANG does not conduct DTs) and each component determines the composition of their DTs. The DT will screen and vector well-qualified officers for development and utilization as IAS officers, ensuring they remain viable and competitive for promotion. IAS DTs will vector certified FAOs for suitable strategic development and to remain competitive for promotion as FAOs.

2.7. Air Force Culture and Language Center (AFCLC). AFCLC executes comprehensive DAF Language, Regional Expertise and Culture (LREC) required training and development. In support of FAO development, the AFCLC will:

2.7.1. Plan, schedule, and oversee SAF/IA-funded IRTs.

2.7.2. Coordinate and plan Language Area Sustainment Immersions for certified FAOs based on quarterly authorizations pre-determined by SAF/IA. Facilitate space available eMentor language sustainment courses provided by AFCLC.

2.7.3. Maintain AFCLC course records, language proficiency scores, and FAO certification documents via the Language Enabled Developmental Resource (LEaDeR).

2.7.4. As part of the in-region training requirements, assist CFM and AETC/A3X by coordinating and scheduling Strategic Engagement (SE), to be in a Temporary Duty Status, for FAOs in training. When scheduling, the following will be taken into consideration: SE objectives and pre-approved dates, as well as language and culture immersion, based on language requirements.

2.7.5. Assist CFM and AETC/A3X by providing SE points of contact, as needed.

2.8. ARC FAO Career Field Management. The AFR and ANG possess parallel lines of command consisting of CFMs and Functional Managers reporting to their respective ARC Component Chiefs.

2.8.1. **AFR CFM.** For AFR IAS officers the AFR CFM will:

2.8.1.1. Perform day-to-day management and administration of the AFR IAS programs.

2.8.1.2. Manage the AFR IAS officer selection and assignment processes.

2.8.1.3. Coordinate change of core AFSC upon FAO certification, as applicable for those who choose to recore (16F for non-rated, 16Z for rated). All core FAOs (rated/non-rated) will maintain 16FXX as primary AFSC (16Z is to be used only as a core ID). Coordinate award of the secondary/tertiary AFSC for all others.

2.8.1.4. Ensure DTs vector officers for IAS development in accordance with AF/A1, AF/RE, Air Force Reserve Command (AFRC), and SAF/IA guidance.

2.8.2. **ANG CFM.** For ANG IAS officers, the ANG CFM will:

2.8.2.1. Perform day-to-day management and administration of the ANG IAS programs.

2.8.2.2. Coordinate award of the secondary/tertiary AFSC upon FAO certification (16F). Rated ANG officers awarded the 16F AFSC as a secondary/tertiary will maintain their core rated AFSC as their core career field. The ANG does not manage 16F/Z as a core career field. ANG rated FAOs will not be designated as 16Z as they maintain their core rated AFSC and 16F as secondary/tertiary.

2.8.2.3. Balance career development requirements (training, language, developmental education) between officer's core and FAO AFSCs to ensure officers remain viable and competitive for promotion.

2.9. Air Reserve Personnel Center (ARPC). For AFR officers, ARPC will:

2.9.1. Coordinate with AFR IAS CFM to implement DT vectors for officers' IAS development in accordance with AF/A1, AF/RE, Chief of Air Force Reserve, AFRC, and SAF/IA guidance.

2.9.2. ARPC will convene a DT annually in accordance with DAFI 36-2670, *Total Force Development*. The DT links the Airman's desires, potential for leadership, education, training, and experiences with the needs of the AFR, which are appropriate for FAO and PAS officers based on current and projected requirements.

2.10. Air Command and Staff College – Political-Military Affairs Strategist (ACSC-PAS). The ACSC-PAS Program Director develops and executes the ACSC-PAS program and curriculum. Additionally, establishes fiscal year targets for education, training, and sustainment in coordination with AF/A1.

2.10.1. ARC 16P CFMs manage and administer their component PAS programs on behalf of SAF/IA and their respective components.

Chapter 3

FAO APPLICATION AND SELECTION

3.1. Application. Origin career field release is not required to apply for FAO selection except as stipulated in **paragraph 1.2.1**.

3.1.1. All RegAF applicants must provide a Defense Language Aptitude Battery (DLAB) score and, if applicable, Defense Language Proficiency Test (DLPT) scores in their application **(T-1)**. The DLAB evaluates an individual's potential to complete levels of formal foreign language training. A minimum DLAB score of 95 is required for language training and is, therefore, generally applied as a FAO minimum requirement due to the potential need for additional language development during a FAO's career.

3.1.1.1. The ARC does not require a DLAB but does require a DLPT and OPI meeting the minimum requirements as outlined in DoDI 1315.20.

3.2. Selection Methods. There are three pathways for FAO selection:

3.2.1. Traditional Development. RegAF FAOs are selected for deliberate FAO development at 7-10 years of commissioned service, or for rated officers, after the second flying gate (typically between 10 and 12 years of commissioned service). Interested line officers must apply for FAO crossflow through MyVector to be considered for IAS development **(T-1)**. Applicants will be selected through a competitive board process, which will occur only during the spring DT **(T-1)**.

3.2.2. Overseas Developmental Education (ODE). Designated overseas IDE schools will also lead to FAO certification as part of deliberate FAO development **(T-1)**. Additional programs, such as Olmsted Scholarships and Mansfield Fellowships can make a FAO candidate competitive for selection, but application through the annual window will still be necessary to ensure voluntary status for AFSC crossflow and validation that all minimum FAO certification requirements are met **(T-1)**.

3.2.3. FAO Direct Crossflow (DC). RegAF officers who already meet FAO certification requirements, as outlined in DoDI 1315.20, may apply for the FAO program through the annual FAO screening and selection process, along with officers applying for traditional FAO development.

3.2.3.1. Officers who enter the FAO program through DC will not incur an Active-Duty Service Commitment (ADSC) **(T-1)**.

3.2.3.2. Air Reserve Components Only. ARC FAO selection processes only use DC, evaluating officers with pre-existing skill sets and qualifications, as outlined in DoDI 1315.20. This serves as the primary pathway into the ARC FAO programs (through ongoing AFR and ANG DC Boards). Traditional development options are currently not available to ARC officers. AFR and ANG manage separate programs, and certifications do not automatically transfer between components. AFR officers selected for FAO crossflow will be given the option to recore into 16F/Z or maintain 16F as a secondary/tertiary AFSC.

3.2.3.2.1. The ARC will fill FAO billets with officers who have been selected through the DC process. These officers will require only the necessary AFSC specific training as outlined in the 16FX CFETP **(T-1)**. Following selection through the DC process, ARC FAOs will need to complete courses identified in **paragraph 4.3.2.4** and **paragraph 4.3.2.5** for full qualification **(T-1)**.

3.2.3.2.2. The ANG does not currently have the option to recore as a 16F/Z and maintains the dual-track program, under which 16F is a secondary AFSC. AFR manages both a core and dual-track FAO program. Under the dual-track option, officers select 16F as a secondary or tertiary AFSC while maintaining their original core AFSC under which they will continue to be considered for promotion.

3.3. Region Selection. Once selected to become a FAO, RegAF officers have the opportunity to list regional and language preferences. Each RegAF FAO will be matched to one of the regions outlined in **Chapter 6**, while they must also agree to accept any FAO developmental opportunity offered and be a volunteer for worldwide deployment/assignment **(T-1)**.

3.3.1. Pre-existing skill sets may be taken into consideration to reduce training plan requirements and time toward full certification.

3.3.2. Many FAO assignments are overseas. Officers with family assignment limitations may be assigned to a location that will require them to be unaccompanied, or that may have limited family resources and support. Likewise, join-spouse assignments can be difficult to support in the FAO program, as many positions reside in the interagency environment, rather than Air Force or DoD locations. Refer to the IAS portal page (**www.milsuite.mil/book/groups/air-force-ias**) for additional information.

3.4. Selection Commitment. RegAF FAO selectees will incur an active-duty service commitment IAW most current version of the DAFMAN 36-2100, *Military Utilization and Classification,* Table A2.1 **(T-1)**.

Chapter 4

EDUCATION, TRAINING, AND CERTIFICATION

4.1. FAO Education. RegAF officers selected for FAO Programs will receive appropriate formal education. CFM will match FAO candidates to one of the below annual education allocations, as required **(T-1)**.

4.1.1. AAD. Officers selected for an AAD in international affairs, or a similar field, will be assigned to a program with a focus on a geographic region of at least 12 credit hours that aligns with the FAO's assigned region is required. This requirement can be waived via the Constructive Credit Waiver in **section 4.1.3**.

4.1.2. ODE. Officers selected to attend specific foreign-language Overseas Developmental Education IDE programs will be identified as FAO designees upon successful completion of their programs and achieving the requisite language score for FAO certification. FAOs attending foreign language IDE will be matched to the region of their respective school **(T-1).**

4.1.2.1. Upon successful completion of programs designated for FAO certification, ODE graduates will receive any remaining training in accordance with the CFETP and be certified as FAOs **(T-1)**.

4.1.3. Constructive Credit Waiver. When an officer has significant experience in international affairs/relations, possessing specific knowledge of a foreign country, region, or geographic area, SAF/IA may decide to issue a waiver in lieu of the graduate degree requirement. Experience must be in the region in which the officer is to be assigned **(T-1)**. Experience should include at least weekly interaction with host nation military or civilian personnel (in a government or professional capacity) in the target language and a minimum assignment of 24 months (non-remote) or 12 months in a remote environment (ANG and AFR drilling periods do not meet this intent).

4.1.3.1. Among the types of qualifying experiences that SAF/IA will consider for education waivers include building partner capacity, security cooperation, security force assistance, humanitarian assistance/disaster relief, and/or liaison/advisor to a host nation **(T-1)**. Specific assignments that meet this intent include Attaché, Security Cooperation Officer (SCO), Ministry of Defense Advisor, FAO, Bilateral Affairs Officer (BAO), DAF Exchange & Liaison Program (DAFELP), which includes Military Personnel Exchange Program (MPEP), Military Reserve Exchange Program (MREP), and civilian equivalents, to include Foreign Service Officer and the following Office of Personnel Management civilian series: foreign affairs series (0130); international relations series (0131); and international cooperation series (0136).

4.1.3.2. Air Reserve Components Only. ARC may also consider equivalent assignments and professional experience in the civilian sector.

4.2. FAO Training.

4.2.1. FAOs in training are expected to complete all aspects of assigned FAO training and may not seek additional developmental or assignment opportunities while in FAO training **(T-1)**.

4.2.2. The 180 days of in-region training (IRT) is required for FAO Certification. The IRT consists of up to three months of Strategic Engagement and up to three months of Language and Culture training. The FAO CFM may authorize credit for these components based on qualified experiences as indicated in **paragraph 4.1.3**.

4.2.2.1. Air Reserve Components Only. ARC officers must complete at least six months of in-country language and cultural immersion of at least six months, as determined by AFR IAS and ANG IAS, prior to acceptance by the respective DC Board.

4.2.3. FAO Fellowship (RegAF Only). FAO Fellowship is an IDE program that results in deliberate development credit for FAOs. To receive in-resident IDE credit, candidates must meet the following minimum requirements:

4.2.4. Complete a regional certification program. This requirement cannot be waived or credited; however, a full AAD program during traditional development satisfies this requirement **(T-1)**.

4.2.5. Complete Air Command and Staff College through distance learning (ACSC-DL) or its equivalent (e.g., Naval Postgraduate School). FAOs must complete ACSC-DL (or its equivalent) during their IDE eligibility window **(T-1)**.

4.3. FAO Certification.

4.3.1. FAO General Requirements. Basic requirements for DoD FAOs are defined in DoDI 1315.20. Additional Air Force specific requirements must be completed as part of certification or immediately afterwards for full Air Force FAO qualification **(T-1)**. These Air Force specific requirements include:

4.3.1.1. Completion of Air Force FAO Orientation.

4.3.1.2. Completion of Joint FAO Course, Phase I (JFAOC-I).

Chapter 5

PROGRAM MANAGEMENT

5.1. FAO Program. Once certified and crossflowed into the FAO core career field, officers remain a FAO for the remainder of their careers.

5.1.1. Air Reserve Components Only. ARC FAOs may be moved out of 16F billets, reassigned as an Overage, and/or decertified as a FAO for failure to maintain FAO certification standards and are held accountable by the ARC CFMs, IAW DAFI 36-2110.

5.2. Sustainment. Sustainment language and regional specific programs are designed to maintain and advance FAOs' knowledge. Following initial readiness training, FAOs must maintain professional level proficiency in their language throughout their career **(T-1)**. FAOs are provided various opportunities for language and cultural sustainment through a multitude of programs. These opportunities include eMentor, online asynchronous language courses managed by AFCLC and offered to FAOs on a space-available basis, as well as Language Area Studies Immersion (LASI), which provides FAOs in-region language and culture sustainment experiences. RegAF FAOs interested in participating in a LASI should communicate their availability to AFCLC, while ARC FAOs must coordinate through their respective ARC CFMs. FAOs may also have access to self-study options. These resources can be found on the FAO Intelink website at **https://intelshare.intelink.gov/sites/safiapa/fao/**. SAF/IA and AFCLC will track and manage FAOs' cultural, regional, and language aptitudes. Individual FAOs are responsible for maintaining DoD language test currency.

5.2.1. Regional Studies Enhancement Programs. Due to the dynamic nature of the international security environment, FAOs must remain current on relevant political-military, economic, social, and cultural issues, as well as strategic U.S. policy objectives applicable to their regional specialization. SAF/IA will facilitate FAO applications to, and attendance in, programs designed to enhance their regional expertise **(T-1)**. SAF/IA will also advertise and facilitate additional programs when available. See the 16FX CFETP for additional details.

5.3. Defense Language Proficiency Test (DLPT). FAO selection requires language proficiency IAW current Defense Language Institute Foreign Language Center (DLIFLC) standards for graduation in a language of the FAO's region. Additionally, FAOs must certify in their assigned language annually in a minimum of two modalities. FAOs who certify through the authorized testing procedures at or above a proficiency level of 3/3 in a foreign language may recertify every 2 years. All FAOs will take the Oral Proficiency Interview (OPI) biennially **(T-1)**. For FAOs assigned to a duty location where language proficiency testing is unavailable, refer to DAFI 36-4005, *Total Force Language, Regional Expertise, and Culture Program* for the appropriate waiver process. Failure to meet this requirement will result in reduction, or loss, of Foreign Language Proficiency Bonus (FLPB), as described in DAFI 36-4005 and may hinder future progression as a FAO **(T-1)**. SAF/IA, in tandem with AETC and AFCLC, will develop and administer programs to help maintain and enhance a FAO's foreign language proficiency **(T-0)**. Additional details may be found in the 16FX CFETP. Refer to the IAS portal page **www.milsuite.mil/book/groups/air-force-ias** for additional information.

5.4. Foreign Language Proficiency Bonus (FLPB) Qualification. FAOs must maintain an Interagency Language Roundtable (ILR) proficiency level of 2 or higher in any combination of two or more DLPT modalities (listening, reading, speaking) in their assigned language for certification. After this requirement is met, FAOs are also authorized FLPB for all other approved language(s) in their assigned region, as defined in **Chapter 6**, after meeting ILR proficiency level requirements for those language(s) **(T-1)**. Any certified FAO who speaks a language that is not listed in their assigned region or billet must contact SAF/IA to seek a waiver to be authorized FLPB for that additional language **(T-1)**.

5.4.1. Certified FAOs who are assigned to a billet outside of their regional shred are authorized FLPB for all languages within that region only for the duration of that assignment. Once the member vacates that out of region billet, they must notify their Test Control Officer (TCO) to terminate payment of FLPB, by submitting a STOP FLPB DAF Form 2096, as any unauthorized payment of FLPB may result in recoupment actions.

5.5. Foreign Area Officer Clearance. FAOs must meet eligibility requirements for Top Secret/Sensitive Compartmented Information (TS/SCI) clearance by successfully completing a Single Scope Background Investigation (SSBI), thus enabling immediate issuance of TS/SCI **(T-1)**.

5.5.1. Air Reserve Components Only. Eligibility for an SSBI with the ability for immediate upgrade to TS/SCI, when required, meets this intent for the ARC (per DoDI 1315.20).

5.5.2. Attaché Designates Only.   FAOs selected for attaché positions must pass a Counterintelligence (CI) polygraph examination prior to being nominated to the Defense Attaché Service for Joint Military Attaché School (JMAS) training.

5.6. FAO Utilization. Officers selected for FAO development will be assigned as follows:

5.6.1. Officers selected for FAO will serve primarily in FAO assignments for the balance of their careers. Many FAO assignments are overseas, and some may also be unaccompanied assignments.

5.6.1.1. **FETs** (RegAF Only). FETs are assignments outside the FAO career field and will be assigned when deemed beneficial to the FAO community and the officer's development. In rare instances, a FAO may be assigned to a FET that is intended to complement FAO development through opportunities for international engagement. FETs are coordinated through the CFM on a case-by-case basis when appropriate for a FAO's development and for the career field.

5.6.2. Reserve Only. Those who choose to recore will receive priority placement in a FAO assignment, pending billet vacancies **(T-1)**. AFR officers who choose to hold 16F as a secondary/tertiary AFSC will remain in their original AFSC but with the opportunity to compete for periodic FAO assignments **(T-1)**.

5.6.3. National Guard Only. ANG officers selected for FAO crossflow will retain 16F as a secondary/tertiary AFSC with the ability to compete for available 16F billets **(T-1)**.

5.7. Award of the FAO AFSC (16FXX).

5.7.1. 16F1X/16F3X. Officers will be awarded the 16F1X, Entry Level FAO AFSC upon certification, as specified in the AFOCD **(T-1)**. Requirements for 16F3X, Qualified FAO, are also specified in the AFOCD and 16F/Z CFETP.

5.7.1.1. **FAO Badge Levels** (RegAF Only). Officers will earn the basic badge upon completion of all Air Force FAO certification requirements and receive their FAO Certification Memorandum from SAF/IAPA. Officers in the training & education pipeline who have not fulfilled all requirements are not eligible to wear the badge. Senior level badge is earned by officers after three years of FAO experience in a FAO-coded billet. Master level badge is earned by officers who have completed five additional years of FAO experience after Senior level, for a total of eight years of service in FAO-coded billets.

5.7.2. 16F4X. Staff Level FAO. Officers who serve in an above wing-level 16F billet (Office of the Secretary of Defense, Office of the Secretary of the Air Force, Headquarters Air Force, Joint Staff, Unified Commands, Combatant Commands, Defense Agencies, MAJCOMs, and Warfighting Headquarters) will be awarded the staff-level FAO AFSC (16F4) **(T-1)**. Reference the AFOCD and 16F/Z CFETP for more details.

5.7.3. 16Z Rated FAO. 16Z is used for core designation to maintain the rated status of rated FAOs. 16FXX identifiers will still be used as a primary AFSC for rated FAOs, while previous rated AFSC designations will become secondary or tertiary identifiers **(T-1)**. Secondary/tertiary AFSCs will assist in FET placement, while Aircrew Resource Management (ARM) personnel continue to track flight records and qualifications **(T-1)**.

5.8. Student Status. 92F0. Denotes a FAO training billet or officer in pipeline FAO development. Until fully certified, FAOs-in-training will carry the AFSC 92F0. Once certified, all core FAOs (rated and non-rated) will maintain 16FXX as a core AFSC.

5.9. Special Experience Identifier (SEI). Certified FAOs will be awarded one of the following three SEIs (for additional details see Section III of the AFOCD) **(T-1)**.

5.9.1. JIL, Certified FAO, DC. FAOs accessed via DC **(T-1)**.

5.9.2. JIP, Certified FAO, Traditionally Developed **(T-1)**.

5.9.3. JIU, Certified FAO, Overseas Developmental Programs. FAOs accessed via foreign-language ODE at either the intermediate or senior developmental education venues. It may include FAOs directly crossflowed after participation in the Mansfield Fellowship or Olmsted Scholar Program **(T-1)**.

Chapter 6

AIR FORCE SPECIALTY CODE (AFSC) CLASSIFICATION FOR AUTHORIZED LANGUAGES

6.1. FAO Regional Shreds. The FAO AFSC includes a single-letter suffix to denote expertise in a specific geographic region and at least one of the regional languages. FAOs are entitled to the utilization rate for any language within their designated region OR for any language within the region coded for their assigned billet, for the duration of the assignment (if assigned outside of their designated region).

6.1.1. 16FXC, Southern Command (SOUTHCOM). Denotes expertise in the region encompassing Anguilla, Antigua and Barbuda, Argentina, Aruba, BES Islands, Barbados, Belize, Bolivia, Brazil, Canada, Cayman Islands, Chile, Colombia, Costa Rica, Cuba, Curacao, Dominica, Dominican Republic, Ecuador, El Salvador, French Guiana, French West Indies, Grenada, Guadeloupe, Guatemala, Guyana, Haiti, Honduras, Jamaica, Martinique, Mexico, Montserrat, Nicaragua, Panama, Paraguay, Peru, Sint Maarten, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay, and Venezuela.

6.1.1.1. Languages in this region include Spanish, Portuguese, Dutch, French, Haitian Creole, and any associated dialects specified by DLI. **Note:** Canada, Mexico and unlisted NORTHCOM Caribbean countries are included in the SOUTHCOM FAO region.

6.1.2. 16FXD, Indo-Pacific Command (INDOPACOM). Denotes expertise in the region encompassing American Samoa, Antarctica, Australia, Bangladesh, Bhutan, Brunei, Cambodia, China, Cook Islands, Fiji, French Polynesia, Guam, India, Indonesia, Japan, Kiribati, Laos, Malaysia, Maldives, Marshall Islands, Micronesia, Mongolia, Myanmar (Burma), Nauru, Nepal, New Zealand, North Korea, Northern Marianas, Palau, Papua New Guinea, Philippines, Samoa, Singapore, Solomon Islands, South Korea, Sri Lanka, Taiwan, Thailand, Timor-Leste, Tonga, Tuvalu, Vanuatu and Vietnam.

6.1.2.1. Languages in this region include Bengali, Burmese, Cambodian/Khmer, Cebuano, Chavacano, Chinese (all dialects), Divehi, Gujarati, Hindi, Ilocano, Indonesian, Japanese, Javanese, Kashmiri, Korean, Lao/Laotian, Malay, Maguindanao, Maranao, Mongolian, Nepalese, Portuguese, Punjabi, Sindhi, Sinhalese, Tagalog, Tamil, Tausug, Telegu, Thai, Tibetan, Uighur, Urdu, Vietnamese, Yakan, and any associated dialects specified by DLI.

6.1.3. 16FXF, Central Command (CENTCOM). Denotes expertise in the region encompassing Afghanistan, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Kazakhstan, Kyrgyzstan, Lebanon, Oman, Pakistan, Qatar, Saudi Arabia, Syria, Tajikistan, Turkmenistan, United Arab Emirates, Uzbekistan, and Yemen.

6.1.3.1. Languages in this region include Arabic (all dialects), Baluchi, French, Hebrew, Kashmiri, Kazakh, Kurdish, Kyrgyz, Pashto, Persian Dari, Persian Farsi, Russian, Tajik, Turkmen, Urdu, Uzbek, and any associated dialects specified by DLI. The CENTCOM countries of Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan can be included in either the CENTCOM or European Command (EUCOM) regions for FAO expertise with the determinate factor being the language that is learned (i.e., Russian would belong to the EUCOM region).

6.1.4. 16FXG, Africa Command (AFRICOM). Denotes expertise in the region encompassing Algeria, Angola, Ascension Island, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Comoros, Congo (Democratic Republic of), Congo (Republic of), Cote d'Ivoire, Djibouti, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, Gambia (The), Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Reunion, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Western Sahara, Zambia, and Zimbabwe.

6.1.4.1. Languages in this region include Acholi, Afrikaans, Amharic, Arabic, French, Fulani, Hausa, Igbo, Krio, Lingala, Portuguese, Somali, Spanish, Swahili, Tamashek, Tigrinya, Wolof, Yoruba, Zulu, and any associated dialects specified by DLI.

6.1.5. 16FXH, European Command (EUCOM). Denotes expertise in the region encompassing Albania, Andorra, Armenia, Austria, Azerbaijan, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Gibraltar, Greece, Greenland, Holy See (Vatican City), Hungary, Iceland, Ireland, Italy, Kosovo, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Moldova, Monaco, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Russia, San Marino, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, Ukraine, and the United Kingdom.

6.1.5.1. Languages in this region include Albanian, Armenian, Azeri, Basque, Bulgarian, Chechen, Czech, Danish, Dutch/Flemish, Estonian, Finnish, French, Georgian, German, Greek, Hungarian, Icelandic, Italian, Kurdish, Latvian, Lithuanian, Macedonian, Norwegian, Polish, Portuguese, Romanian, Romany, Russian, Serbo-Croatian, Slovak, Slovenian, Spanish, Swedish, Turkish, Ukrainian, and any associated dialects specified by DLI. The CENTCOM countries of Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan can be included in either the CENTCOM or EUCOM regions for FAO expertise with the determinate factor being the language that is learned (i.e., Russian would belong to the EUCOM region).

6.1.6. 16FXL, Generalist. Denotes positions (billets only) that require the knowledge and experience of a FAO yet remain multi-regional or non-geographic in nature. Examples include, but are not limited to, positions of multi-regional responsibility on the Joint Staff, Air Staff, or SAF/IA. L-coded billets may be filled by any certified FAO.

Chapter 7

POLITICAL-MILITARY AFFAIRS STRATEGIST

7.1. Overview. Political-Military Affairs Strategist (PAS) is a one-assignment program that exposes officers to the political-military affairs community. This AF-specific program most often begins in conjunction with Intermediate Developmental Education (IDE). Selected officers are taught broad knowledge of political-military interactions, interagency operations, and international partnerships and then serve a "return on investment" staff assignment.

7.2. Program Management. PAS is a one-assignment career broadening program. It is a special duty opportunity that is open to both line and non-line officers.

7.2.1. While RegAF currently only accepts line of the AF officers into the program, ARC officers from both line and non-line AFSCs may apply to hold 16P as a secondary or tertiary AFSC. 16P is not a career field or Core AFSC and as such is not aligned with any line or non-line of the AF developmental or competitive category.

7.2.2. RegAF Only. PAS officers are designated through the IDE Developmental Education Designation Board (DEDB) process. Officers can rank ACSC-PAS as a preference during the DEDB process.

7.2.3. Air Reserve Components Only. Officers selected for ACSC in-residence may apply for the PAS program during their component's student orientation process. Applications are submitted to AFR IAS and ANG IAS for approval.

7.2.3.1. ANG officers (O-4 and above) who have a minimum of twelve months of international relations/affairs education and/or experience and are IDE-complete, may be considered for PAS direct crossflow by their component CFMs **(T-1)**. Lastly, ANG officers who complete the XSPT-211 SC National Guard Program Management-State Partnership Program (SCM-SP) course and have a minimum of 12 months experience in a PAS billet, will be eligible for PAS certification, in addition to those that have completed the in-residence ACSC PAS program.

7.2.3.2. AFR officers (O-4 and above) who have a minimum of twelve months of international relations/affairs education and/or experience and are IDE-complete, may be considered for PAS direct crossflow. Additionally, AFR officers who successfully complete the in-residence PAS program at ACSC will be awarded PAS certification. Additional certification methods may be available as determined by the AFR CFM. **(T-1)**.

7.3. Education and Training. Officers selected for ACSC-PAS will complete the ACSC in-residence curriculum, supplemented by PAS-focused lectures, training, and electives **(T-1)**. ARC officers not attending ACSC-PAS will be trained in accordance with component CFM guidance **(T-1)**.

7.4. Utilization. Officers serve in PAS billets during their first or second post-IDE assignment. Subsequent PAS assignments will only be authorized by the officer's core career field in accordance with the needs of the Air Force. **(T-1)**. ARC officers accepted to crossflow as a PAS are utilized when hired into a PAS assignment.

7.5. Award of the PAS AFSC (16PX). Officers will be awarded the PAS AFSC upon completion of an applicable IDE program, upon completion of CFM-directed training, or through PAS direct crossflow (see AFOCD for additional details) **(T-1).**

7.5.1. 16P1. Entry Level. Awarded upon meeting one of the requirements listed in 7.5. (ARC direct crossflow officers are awarded 16P1 when hired into a PAS billet) **(T-1)**.

7.5.2. 16P3. Qualified. Awarded after 12 months experience as a 16P1 in a PAS billet **(T-1)**.

7.5.3. 16P4. Staff. Awarded after 12 months experience as a 16P1 in an above wing-level PAS billet **(T-1).**

7.5.4. SEIs for Certified PAS officers will be added in accordance with Section III of the AFOCD **(T-1)**.

Chapter 8

OTHER IAS PROGRAMS

8.1. National Guard Bureau (NGB) Bilateral Affairs Officer (BAO). The BAO plays a pivotal role in supporting the State Partnership Program (SPP). Selected by state Adjutant Generals, BAOs are designated liaisons to partner countries, operating from U.S. embassies in diplomatic-level assignments. Governed by DoDI 5111.20, *State Partnership Program*, authorized under 10 United States Code (USC) § 341, *Acquisition of Services Generally*, relies on BAOs to serve as security cooperation action officers and forward National Guard Liaison Officers. Proficiency in languages further enhances partnership effectiveness, as BAOs represent the interests of the National Guard within the SPP framework.

8.2. United States Liaison Officer (USLO). A U.S. Liaison Officer is a Guard or Reserve member assigned to perform duties aligned with ally or partner priorities consistent with U.S. National Security objectives. USLOs are internationally focused Airmen, primarily members of the IAS community. USLOs serve for variable amounts of time according to mission and funding. USLO orders are Foreign Military Sales (FMS)-funded, although all pay and benefits are provided through traditional military channels. Though FMS-funded, USLOs remain under the authority of their assigned billet owner and orders are provided via normal channels.

8.2.1. The USLO program is facilitated by AFR IAS, through announcement of USLO opportunities and any necessary correspondence with billet owners to provide clarity on program boundaries and constraints. USLOs receive Title 10 orders using Title 22 funds and fall under Title 10 and Title 22 USC authorities and constraints. This places them in a unique position to support Title 10-organizations such as Combatant Commands, and Defense organizations while participating in Security Cooperation with Military Department Implementing Agencies and U.S. embassies around the world.

8.2.2. The USLO program was established using existing authorities to provide clarity to members executing these orders and to enable Implementing Agencies, allies, and partners to more easily request necessary support to meet shared national security objectives.

8.2.3. Mechanism: To provide a USLO with orders, FMS case funds are converted to Active-Duty Operational Support (ADOS) through the Personnel Force Innovation (PFI) program under the Defense Finance Accounting Service (DFAS). Once a member is identified as a USLO, the PFI office will provide a tour quote to the Financial Manager of the case manager. The owning program office will then transfer the required funds to DFAS, who will create an M4S task to enable the member to request orders from their organization. From this point, the orders-writing process follows organizational processes as with any other Military Personnel Appropriation (MPA)/ADOS tour (MPA is a form of ADOS).

KELLI L. SEYBOLT, SES, DAF
Deputy Under Secretary of the Air Force
International Affairs

Attachment 1

GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION

References

Title 10 United States Code Section 10174, *Air Force Reserve Command*

DoDI 1315.20, *Management of Department of Defense (DOD) Foreign Area Officer (FAO) Program*, 25 March 2022

DAFPD 16-1, *Security Cooperation*, 9 May 2023

DAFI 36-2110, *Total Force Assignments,* 9 August 2024

DAFI 36-2670, *Total Force Development*, 25 June 2020

DAFI 36-4005, *Total Force Language, Regional Expertise, and Culture Program*, 27 July 2023

AFI 33-322, *Records Management and Information Governance Program,* 23 March 2020

AFI 38-101, *Manpower and Organization*, 29 August 2019

DAFMAN 90-161, *Publishing Processes and Procedures*, 18 October 2023

DAFMAN 36-2100, *Military Utilization and Classification*, 7 April 2021

Prescribed Forms

None

Adopted Forms

DAF Form 847, *Recommendation for Change of Publication,* 15 April 2022

Office Symbols

AETC/A3X—*Air Education and Training Command Future Operations Division*

AF/A1—*Deputy Chief of Staff for Manpower, Personnel and Services*

AF/RE—*Chief, Air Force Reserve*

AFPC/ DP2OSS—*International Affairs Assignments*

SAF/AIA—*Assistant Deputy Undersecretary of the Air Force, International Affairs*

SAF/IA—*Deputy Undersecretary of the Air Force, International Affairs*

SAF/IAP—*Policy, Programs and Strategy Directorate, International Affairs*

SAF/IAPA—*International Airmen and Guardians Division, International Affairs*

Abbreviations and Acronyms

AAD—Advanced Academic Degree

ACSC—Air Command and Staff College

ACSC-DL—Air Command and Staff College – Distance Learning

ADOS—Active-Duty Operational Support

AETC—Air Education and Training Command

AFCLC—Air Force Culture and Language Center

AF—Air Force

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFOCD—Air Force Officer Classification Directory

AFPC—Air Force Personnel Center

AFR—Air Force Reserve

AFRC—Air Force Reserve Command

AFRICOM—Africa Command

AFSC—Air Force Specialty Code

ANG—Air National Guard

ARC—Air Reserve Components (includes AF Reserve and Air National Guard)

ARPC—Air Reserve Personnel Center

BAO—Bilateral Affairs Officer

CENTCOM—Central Command

CFETP—Career Field Education and Training Plan

CFM—Career Field Manager

DAFELP—Department of the Air Force Exchange Liaison Program

DAFPD—Department of the Air Force Policy Directive

DC—Direct Crossflow

DEDB—Developmental Education Designation Board

DFAS—Defense Finance Accounting Service

DLAB—Defense Language Aptitude Battery

DLIFLC—Defense Language Institute Foreign Language Center

DLPT—Defense Language Proficiency Test

DoD—Department of Defense

DoDI—Department of Defense Instruction

DT—Development Team

EUCOM—European Command

FAO—Foreign Area Officer

FET – FAO—Enabled Tour

FLPB—Foreign Language Proficiency Bonus

FMS—Foreign Military Sales

GCC—Geographic Combatant Command

IAS—International Affairs Specialist

IAW—In Accordance With

IDE—Intermediate Developmental Education

ILR—Interagency Language Roundtable

INDOPACOM—Indo-Pacific Command

IRT—In-region Training

JFAOC—Joint FAO Course

LASI—Language Area Studies Immersion

LEAP—Language Enabled Airman Program

LREC—Language, Regional Expertise and Culture

MAJCOM—Major Command

MPA—Manpower Appropriations

MPEP—Military Personnel Exchange Program

MREP—Military Reserve Exchange Program

ODE—Overseas Developmental Education

OPI—Oral Proficiency Interview

OPR—Office of Primary Responsibility

PAS—Political-Military Affairs Strategist

PFI—Personnel Force Innovation

PMR—Partial Mission Readiness

RegAF—Regular Air Force

S2—Steady-State

SAF—Office of the Secretary of the Air Force

SCM-SP—Security Cooperation National Guard Program Management-State Partnership Program

SCO—Security Cooperation Office or Security Cooperation Officer

SCOLA—Satellite Communications for Learning

SDE—Senior Developmental Education

SEI—Special Experience Identifier

SPP—State Partnership Program

SRF—Senior Regional FAO

SSBI—Single Scope Background Investigation

SOUTHCOM—Southern Command

TCO—Test Control Officer

TDY—Temporary Duty

TS/SCI—Top Secret/Sensitive Compartmented Information

U.S.—United States

USC—United States Code

USLO—United States Liaison Officer

Terms

Career Field Manager—OPR appointed to ensure assigned Air Force Specialty/Space Force Specialty are trained and utilized to support Air Force or Space Force mission requirements. CFM works in concert with MAJCOM/FLDCOM, forward operating agency, direct reporting unit, ANG, and AFR functional managers as required per DAFI 36-2110, *Total Force Assignments.*

Defense Language Aptitude Battery—A test that evaluates an individual's ability to complete formal courses in foreign language training

Defense Language Proficiency Test—A battery of foreign language tests produced by the Defense Language Institute and used by the United States Department of Defense. The tests evaluate general language proficiency in a foreign language in the skills of reading and listening

Functional Authority—Senior leadership, to include Assistant Secretaries, Deputy Chiefs of Staff (three-star), and other selected Headquarters Air Force two-letter General Officer or senior leadership-level leaders who provide corporate perspective of institutional requirements and force management and development, per DAFI 36-2110, *Total Force Assignments.*

Functional Manager—Senior leader designated by the appropriate functional authority, who provides day-to-day management responsibility over specific functional communities at the MAJCOM/FLDCOM, forward operating agency, direct reporting unit, or Air Reserve Components level, per DAFI 36-2110, *Total Force Assignments.*

JIL—Special Experience Identifier for Certified FAO, DC

JIP—Special Experience Identifier for Certified FAO, Traditionally Developed

JIU—Special Experience Identifier for Certified FAO, ODE

Attachment 2

SENIOR REGIONAL FAO APPOINTMENT MEMORANDUM

Figure A2.1. Senior Regional FAO Appointment Memorandum.

DEPARTMENT OF THE AIR FORCE
WASHINGTON DC

OFFICE OF THE UNDER SECRETARY

9 August 2024

MEMORANDUM FOR USAF SENIOR REGIONAL FOREIGN AREA OFFICERS

FROM: SAF/IA
1080 Air Force Pentagon
Washington, DC 20330-1080

SUBJECT: Senior Regional Foreign Area Officer (FAO) Appointments

The following officers have been appointed as Senior Regional FAOs (SRFs) for their respective regions by the FAO Functional Manager:

AFRICOM: Col Charles J. Barton
CENTCOM: Col Cole Bray
EUCOM: Col Marco Cardenas
INDOPACOM: Col Aaron Brooks
SOUTHCOM: Mr. David Delmonaco, GS-15

As Senior FAOs, you provide our FAO cadre with uniquely qualified insights based on your experience and knowledge. Per AFI 16-109 International Affairs Specialist Program, your role is to provide guidance, mentorship, assistance, and oversight to FAOs serving in your respective regions, and to provide a communication link between FAOs assigned to your region and SAF/IA, while representing Air Component and Combatant Command interests to 16F/Z career field leadership.

You will also serve as the Career Field Manager's (CFM) focal point for biennial International Affairs Specialist (IAS) billet reviews and to assist in the billet conversion process with AF/A1. You will have the opportunity to participate in semi-annual IAS Development Team (DT) meetings where you can propose topics for discussion, contribute inputs for vectoring, participate in FAO screening and selection, serve on the command candidate selection board, and other duties as a voting member of the DT.

Your experience, expertise, and insights are critical for advising the CFM on a range of topics related to FAO personnel issues, training, development and sustainment, while also being in a unique position to provide feedback to SAF/IAPA on FAOs and PAS officers serving in your region. Your recommendations related to FAO assignments and career path development will ensure that our Air Force not only sustains, but enhances our capability to fulfill national security objectives in cooperation with our allies and partners.

Thank you for your dedication and continued service to our Air Force and our FAO career field!

RICKY L. MILLS, Brig Gen, USAF
Assistant Deputy Under Secretary of the Air Force
International Affairs