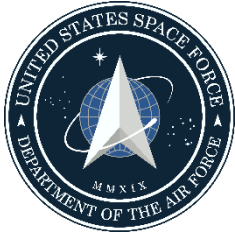


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**Operations Support**

**REGIONAL SPACE  
ADVISOR PROGRAM**

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This Space Force Instruction (SPFI) implements Department of the Air Force Policy Directive (DAFPD) 16-1, *Security Cooperation*, by establishing the Regional Space Advisor Program and the Special Experience Identifier (SEI) to identify Regional Space Advisors (RSAs). This guidance applies to all uniformed members of the United States Space Force (USSF) and Department of the Air Force (DAF) civilian employees assigned to USSF organizations. Uniformed members of the United States Air Force are excluded, except for those members assigned or attached to USSF organizations.

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<b>Chapter 1—PROGRAM DESCRIPTION</b>	<b>4</b>
1.1. Overview.....	4
1.2. Regional Space Advisor (RSA) Program. ....	4
<b>Chapter 2—ROLES AND RESPONSIBILITIES</b>	<b>5</b>
2.1. Deputy Undersecretary of the Air Force, International Affairs (SAF/IA).....	5
2.2. Deputy Chief of Space Operations for Strategy and Resources (SF/S5/8).....	5
2.3. Deputy Chief of Space Operations for Operations (SF/COO), Field Commands, and Component Field Commands.....	5
2.4. Deputy Chief of Space Operations for Human Capital (SF/S1). ....	5
2.5. Director, Global Partnerships Directorate (SF/S5SP).....	6
2.6. Director, Regional Space Advisor Program (SF/S5SPA). ....	6
2.7. HQ Space Training and Readiness Command (STARCOM).....	7
2.8. USSF Enterprise Talent Management Office (ETMO). ....	8
<b>Chapter 3—PROGRAM MANAGEMENT</b>	<b>9</b>
3.1. Program.....	9
3.2. Application.....	9
3.3. Selection Board.....	9
3.4. Qualifications.....	11
3.5. RSA Application Waivers and Constructive Credit. ....	12
3.6. RSA Award Levels. ....	13
Figure 3.1. RSA Levels. ....	14
3.7. Skills Sustainment.....	17

<b>Chapter 4—SPECIAL EXPERIENCE IDENTIFIER (SEI) CLASSIFICATION</b>	<b>19</b>
4.1.    RSA SEI Regional and Language Designations. ....	19
<b>Attachment 1—GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION</b>	<b>21</b>

## Chapter 1

### PROGRAM DESCRIPTION

**1.1. Overview.** The global nature of the space domain requires the Space Force to routinely engage with allies and partners to achieve national security objectives. Guardians with an enhanced understanding of the international security environment, as well as the programs and mechanisms available to strengthen partnerships in the space domain, are vital to the success of the Space Force. The Space Force has established the Special Experience Identifier (SEI) of the Regional Space Advisor to identify Guardians suited to this important task. These Guardians will be trained and assigned to specific positions working with or within the international security environment as key implementors of national security objectives on behalf of the Chief of Space Operations (CSO).

**1.2. Regional Space Advisor (RSA) Program.** The RSA program creates a cadre of Guardian leaders deliberately developed to enhance USSF capabilities and evolve and expand partnerships to strengthen relationships, secure common interests, and promote shared values in space. These partnerships will include the military, civil, and commercial organizations in partner nations operating in, or in support of, the Space Domain. The RSAs are charged with actualizing the CSO Planning Guidance to “Expand Cooperation to Enhance Prosperity and Security” in the Space Domain. Utilization tours will normally be limited to 24 months to allow access across the Service to this opportunity. The program aspires to include all Guardians (Enlisted, Officers, and Civilians) but is currently exclusive to Officers.

1.2.1. Guardians can apply to obtain the RSA SEI designator at the 7-to 14-year point of service. Guardians designated for RSA development may complete foreign language training, combatant command internships, and in-region training (IRT).

1.2.2. RSAs will serve in specific RSA assignments based on the needs of the USSF. Typically, RSAs serve in language-coded billets, bringing international affairs skills to bear in high-visibility, high-impact positions on the USSF, joint, interagency, and intergovernmental staff.

1.2.3. RSAs will be designated as Level 1, Level 2, or Level 3 RSAs according to the corresponding evaluation of their training, skill sets, and experience, and wear the appropriate identification tab on their uniform according to their designation.

## Chapter 2

### ROLES AND RESPONSIBILITIES

**2.1. Deputy Undersecretary of the Air Force, International Affairs (SAF/IA).** The SAF/IA is responsible for:

2.1.1. Leading the development of strategy for Security Cooperation that guides USSF RSA force application.

2.1.2. In coordination with the Deputy Chief of Space Operations for Strategy and Resources, supporting DoD efforts to build the capacity and capability of ministries of defense related to space capabilities.

**2.2. Deputy Chief of Space Operations for Strategy and Resources (SF/S5/8).** The SF/S5/8 is the Executive Manager of the RSA program and the RSA population. The SF/S5/8 maintains final responsibility for the policies regarding development and advancement of Guardians selected for the RSA SEI designator. SF/S5/8 is responsible for:

2.2.1. Fiscal and budgetary maintenance and oversight for all RSA program related items.

2.2.2. Conducting an annual review with the Deputy Chief of Space Operations for Operations (SF/COO), Field Commands, and Component Field Commands to assess USSF capability to effectively engage foreign partners and modify policy and strategy for implementation of the RSA program as necessary to meet Service goals.

2.2.3. Serving as the focal point for biennial RSA program billet reviews to assist in the administration of billet reviews and shepherding the billet change process with SF/S1 and USSF Enterprise Talent Management Office (ETMO).

2.2.4. Coordinating with STARCOM to identify and attain adequate language training seats at DoD language schools.

2.2.5. Developing and approving all RSA SEI standards and policies. Oversees a biennial review of RSA SEI standards and policies to ensure the program meets mission requirements and embodies the Guardian Ideal.

2.2.6. Assisting SF/S1 in compiling metrics to monitor RSA crossflow, retention, and promotion rates.

**2.3. Deputy Chief of Space Operations for Operations (SF/COO), Field Commands, and Component Field Commands.** Provide input from the field on RSA placement, performance, and future requirements to the SF/S5/8 to guide program development and requirements.

**2.4. Deputy Chief of Space Operations for Human Capital (SF/S1).**

2.4.1. In coordination with SF/S5/8, engages with higher authorities to ensure all USSF promotion boards understand the unique skills derived from earning the RSA SEI, and the value of an RSA assignment, and, if necessary, encourages the implementation of promotion quotas for the RSA SEI to retain these skill sets for the future requirements of the Space Force.

2.4.2. In coordination with SF/S5SP and ETMO, establish the annual quotas for RSA selection.

2.4.3. In coordination with SF/S5SP, ensure there are enough student man-years to support training.

**2.5. Director, Global Partnerships Directorate (SF/S5SP).** Director, S5SP acts as the Program Manager of the RSA program. The Director will:

2.5.1. Provide feedback to SF/S5/8, SF/S1, and ETMO, where applicable, on RSAs serving in their assignments; make recommendations related to RSA assignments and career path development, as appropriate.

2.5.2. Provide guidance, mentorship, assistance, and oversight to RSAs serving in their assignments; provide input into Space Force evaluations and the raters of RSAs, especially for those RSAs in an assignment outside of the USSF.

2.5.3. On a semi-annual basis, provide STARCOM a list of Guardians who have completed RSA certification requirements for award of the SEI.

2.5.4. Maintain RSA career field certification standards for the SEI.

2.5.5. In coordination with SF/S1M, establish annual RSA selection quotas for the next fiscal year and provide to SF/S5/8.

2.5.6. In coordination with S1M, validate RSA billet requirements with combatant commands (CCMDs), Field Commands, Component Field Commands, and other DoD Agencies in accordance with DoD and DAF policies.

2.5.7. Provide guidance to STARCOM regarding RSA-related skills proficiency and enhancement programs.

2.5.8. In coordination with STARCOM and CFMs, balance career development requirements carefully to ensure RSAs remain viable and competitive for promotion in their core SFSC.

2.5.9. Work with STARCOM S2/3E to identify and attain adequate education seats for courses required to train and educate RSAs.

**2.6. Director, Regional Space Advisor Program (SF/S5SPA).** The RSA Director provides oversight and program management for the RSA program on behalf of the SF/S5/8 and the S5SP Director. The RSA Director will:

2.6.1. Perform day-to-day management and administration of the RSA program on behalf of the SF/S5/8 and S5SP Director.

2.6.2. Develop and review the RSA program budget and oversee its execution.

2.6.3. Advise Director, S5SP, on the range of issues related to RSA personnel issues, RSA training, development, and sustainment.

2.6.4. In coordination with SF/S1 and STARCOM, program and budget for fiscal year RSA education and training requirements and as available provide opportunities for RSA skill sustainment.

2.6.5. Manage the RSA selection and AOR Alignment processes. Convene RSA selection boards and record the results of applications, application waivers, and RSA Level waivers.

2.6.6. In coordination with ETMO, create nominative and selective process for the RSA program.

- 2.6.7. Serve as the Program Manager for the RSA population conducting Regional Internships and validate RSA level 2 training plans.
- 2.6.8. Serve as communication link between RSAs in training and their future RSA-associated assigned unit.
- 2.6.9. In coordination with AFPC, award RSA SEIs to Guardians nominated by the RSA Selection Board.
- 2.6.10. In coordination with STARCOM, execute fiscal year education and training requirements and develop training timelines for Guardians selected for RSA training.
- 2.6.11. Align RSA designees to Areas of Operations (AOR) and coordinate training events leading to RSA certification.
- 2.6.12. Determines RSA language training plans in conjunction with ETMO as appropriate.
- 2.6.13. In coordination with the Chief, Regional Affairs and Plans Division (S5SPR) and SF/S1, recommend annual RSA selection quotas for the next fiscal year and provide them to Director, S5SP.
- 2.6.14. In coordination with HQ STARCOM, conduct annual or semi-annual RSA advisory team meetings for career management of RSA officers.
- 2.6.15. Serve as the OPR for organizing the Global Leadership Skills Development Course.
- 2.6.16. Coordinate with STARCOM to evaluate and assess all RSA Academic training once per fiscal year to ensure content and throughput of the training meets the needs and requirements of the USSF.
- 2.6.17. Coordinate with DoD International Cooperative Administrative Support Services (ICASS) Program Management Office, and act as representative to the ICASS Working Group in order to budget for RSAs in National Security Decision Directive (NSDD) 38 positions at the Department of State.
- 2.6.18. Manage and review NSDD 38 position creation and RSA status for overseas full-time mission staffing under the purview of a Department of State Chief of Mission.

**2.7. HQ Space Training and Readiness Command (STARCOM).** Performs duties related to specialty management for the RSA program. STARCOM will:

- 2.7.1. In coordination with S5SP, track Guardians with RSA SEIs for RSA development and utilization.
- 2.7.2. In coordination with Career Field Managers (CFMs), work to ensure RSAs remain viable and competitive in their core SFSC.
- 2.7.3. In coordination with ETMO, inform the USSF Field Commands and Guardians of the career broadening opportunities offered by the RSA program.
- 2.7.4. Implement and manage RSA related skills proficiency, enhancement, and skills sustainment programs.

**2.8. USSF Enterprise Talent Management Office (ETMO).**

- 2.8.1. Executes assignment actions.
- 2.8.2. Assists the RSA program in mapping experiences and training opportunities against the existing competency framework and developing/validating new competencies, as needed.
- 2.8.3. Informs the USSF Field Commands and Guardians of the career broadening opportunities offered by the RSA program.
- 2.8.4. Maintains Guardian records after SEIs have been awarded.
- 2.8.5. Supports the RSA selection board process, including participation in the biannual board.



## Chapter 3

### PROGRAM MANAGEMENT

**3.1. Program.** The RSA program will select Guardians with demonstrated experience in Space Domain operations, intelligence, cyber, or acquisitions and a strong promotion potential. Selected Guardians will receive training on DoD policies and programs that guide and govern interaction with allies and partners, develop “soft skills” in regional and cultural expertise, and develop language proficiency (as needed) to enhance their skills in guiding international partnerships. Guardian RSAs will be grouped, managed, and assigned in communities corresponding to Areas of Responsibility (AOR) for the terrestrial Combatant Commands (CCMDs) as defined in the Unified Campaign Plan (UCP) to enhance the Space Force’s warfighting capability. RSAs will be designated as Level 1, Level 2, or Level 3 RSAs according to the corresponding evaluation of their training, skill sets, and experience, and wear the appropriate identification tab on their uniform according to their designation.

**3.2. Application.** Interested Guardians will apply to enter the RSA program and obtain the RSA SEI designator through an application form submitted to the RSA Program Director. Refer to the S5SP Portal Page (<https://www.milsuite.mil/book/groups/us-space-force-regional-space-advisor-rsa-program>) for the most current version of the application. Guardians must apply for initial entry to the RSA program and are welcome to reapply for a higher-level designation as their individual skill sets develop over their careers. Guardians who are Foreign Area Officer-qualified from any other Service in the grade of O-6 and below must also submit an application to be awarded the SEI. Applicants must prepare a statement of intent and include an official biography.

3.2.1. Statement of Intent. Applicants must prepare a statement of intent that highlights their individual skills and experiences to the selection board to explain their suitability for inclusion in the RSA program. The statement of intent should address the “whole person” concept and illustrate any personal or work experiences relevant to future Joint or international assignments and include the applicant’s future career objectives. Demonstrated leadership, advanced degrees (of any kind), experience living abroad, or native language fluency should be clearly highlighted. The statement of intent must be signed and indicate the applicant is a volunteer and agrees to any regional assignment or language designation. Limit the statement of intent to no more than two pages.

3.2.2. Biography. Applicants will prepare a biography in accordance with DAFH33-337, *The Tongue and Quill*, with the following caveats.

3.2.2.1. Do not include a photograph as part of the biography.

3.2.2.2. Limit the biography to one page.

3.2.3. RSA Application Announcement Message. An RSA Application Announcement Message will be released by S5SP to detail nomination criteria, nomination package due date, selection board convening dates, and selection message release date.

**3.3. Selection Board.** SF/S5/8 has overall responsibility for the conduct of the RSA selection program, including program waiver authority and constructive credit (See **Paragraph 3.6**), which may be delegated to S5SP. Authority to determine procedures for any situation not specifically covered in this section is delegated to S5SP.

3.3.1. Applications will be submitted to the RSA Program Director for review by a selection board. The board will convene twice annually, approximately 4-5 months prior to each Space Advisor Academic Course start date. The primary goal for the RSA selection board is to select the most qualified officers to represent the USSF in positions that will interface with our foreign partners. SF/S5/8 will provide guidance and instructions in a memorandum of instruction (MOI) to the board. The MOI will specify the following: Reports to be made, method of selection, factors to be considered, the maximum number to be selected, etc.

3.3.2. SF/S5SP will coordinate with ETMO to support the selection board, including preparation of selection folder, selection notification, and any additional support as required.

3.3.3. Board Membership. The selection board will be chaired by either the Director or the Associate Director of the Global Partnerships Directorate (SF/S5SP). Board membership will include the SF/S5SPR Branch Chief, one field-grade Guardian from each of the aligned CCMD or C-FLDCOM staffs, and a non-voting Personnel representative to provide information and ensure board impartiality.

3.3.4. The board chair will:

3.3.4.1. Instruct board members on their duties and ensure the board progresses efficiently.

3.3.4.2. Attempt to resolve selection disagreements. If the board chair is unable to resolve disagreements, the board chair may elevate an issue to the SF/S5/8, who is the final authority for all selection board issues. If necessary, SF/S5/8 can direct the board to reconvene in order to settle disagreements.

3.3.5. Withdrawals/Deferment.

3.3.5.1. Withdrawal before selection. Nominees withdrawing their nomination packages before the RSA selection board meets shall notify the Director, Global Partnerships with the details and reasoning for their withdrawal. The Director of the RSA Program will determine whether the application should be withdrawn with or without prejudice and notify the applicant.

3.3.5.2. Withdrawal after selection. RSA applicants who withdraw after board selection will require a memorandum from the first O-6 in the applicant's chain of command which details the circumstances and reasoning for the applicant's withdrawal. The Director will determine whether an application who requests withdrawal will be eligible for deferment, reconsideration at a subsequent date, or permanent disqualification, and will notify the applicant.

3.3.5.2.1. If the withdrawal occurs prior to official announcement of RSA, then S5SP will coordinate to re-order the remaining RSA selects and alternates before releasing the message. Normally, the first alternate shall become a "primary select" and any remaining alternates will move up in the queue.

3.3.5.2.2. If the withdrawal occurs after the official announcement, S5SP shall coordinate the withdrawal from the course, any required alternate activation actions and follow up with any required deferment coordination. Deferments will be granted for selectees for humanitarian reasons or for reasons outside the applicant's control (e.g. short-notice deployment).

**3.4. Qualifications.** Applicants must meet the minimum qualifications before submitting their applications. Applicants may submit an application waiver for any non-tiered compliance items that they do not meet.

3.4.1. Space Force Career Specialty. Eligible Guardians must be qualified in a primary Space Force career specialty or competency. **(T-1)**

3.4.2. Service Experience. Applicants must have completed Primary Level Education (PLE) and attained initial Active Duty Service Obligation (ADSO) before applying. Desired experience:

3.4.2.1. 7-14 years of work experience in a core USSF discipline.

3.4.2.2. Completed at least two full assignments in USSF organizations or elements.

3.4.3. Personal Competencies. RSAs are expected to be agile and adaptive leaders, prepared to operate worldwide in complex environments and leverage capabilities beyond the Space Force in achieving their organizational objectives. Applicants must be grounded in the principles of the Service, competent in their Space core discipline, and prepared to operate across the spectrum of competition and conflict with the possibility of little to no supervision.

3.4.4. Security Clearance. Guardians must have Top Secret (TS) security clearance eligibility. Applicants selected by the Board who are without a valid TS/SCI, should initiate a background investigation to obtain such clearance before beginning any training or being slotted for an RSA billet.

3.4.5. Space Education. Must have completed Space 200 (SP200) or its equivalent to apply for the RSA program.

3.4.6. Language Aptitude or Ability. Applicants must either have a demonstrated language ability or show the aptitude to learn new languages. Results from one or more of the following tests must be submitted as part of an RSA application.

3.4.6.1. Defense Language Aptitude Battery (DLAB). The DLAB evaluates an individual's potential to complete levels of formal foreign language training. A DLAB score of 95 or above is required as it is the minimum for enrollment in Category I courses. There is no "out of date" restriction for a DLAB test score.

3.4.6.2. Defense Language Proficiency Test (DLPT) and the Oral Proficiency Interview (OPI). To demonstrate current language ability, applicants must submit either DLPT or OPI results. The DLPT is preferred and required if the subject language is available for testing. If the language is not available for DLPT testing, then the OPI may substitute for the DLPT. DLPT or OPI results may be provided for any language, but scores must be less than three years old at the time of application. Applicants with DLPT and/or OPI scores in more than one language must include all their most recent DLPT/OPI results for each language with their application. If DLPT/OPI results are submitted for a single language, and the candidate has a score of "0" in either the Listening or Reading modality for the DLPT or Novice for the OPI, the additional submission of a DLAB score is mandatory.

3.4.7. Deployability. Applicants must be fully qualified for worldwide deployment or assignment and will indicate regional and language preferences as part of their application. **(T-2)** Applicants must agree to the statement “I agree to accept any RSA developmental opportunity offered, and I am a volunteer for worldwide deployments or assignments.” **(T-1)** Many RSA assignments will be OCONUS or require significant OCONUS travel. Applicants must indicate if they have had their dependents previously screened through the Exceptional Family Member Program (EFMP) and accept that they will be required to do so before certain assignments in the RSA program. **(T-2)** Officers with family assignment limitations must understand that they may be assigned to a location that requires them to be unaccompanied. Due to the nature of these assignments, joint spouse assignments can be exceedingly difficult to support and is not guaranteed.

3.4.8. O-6, or equivalent Level Endorsement. RSAs will hold key joint, international, or interagency assignments in the Space Force and are expected to possess the knowledge and skills to succeed in advancing the Service’s goal to expand cooperation to enhance prosperity and security in the Space Domain. Guardians applying for the RSA program must obtain a letter of endorsement, signed by an O-6, GS-15, NH-04, or higher, to submit with their application. **(T-2)** Additional information regarding the endorsement letter will be included in the RSA Application Announcement Message.

**3.5. RSA Application Waivers and Constructive Credit.** All non-tiered RSA qualifications can be waived through the submission of an application waiver described below. In addition, applicants with previous international affairs experience may apply for constructive credit for RSA training requirement.

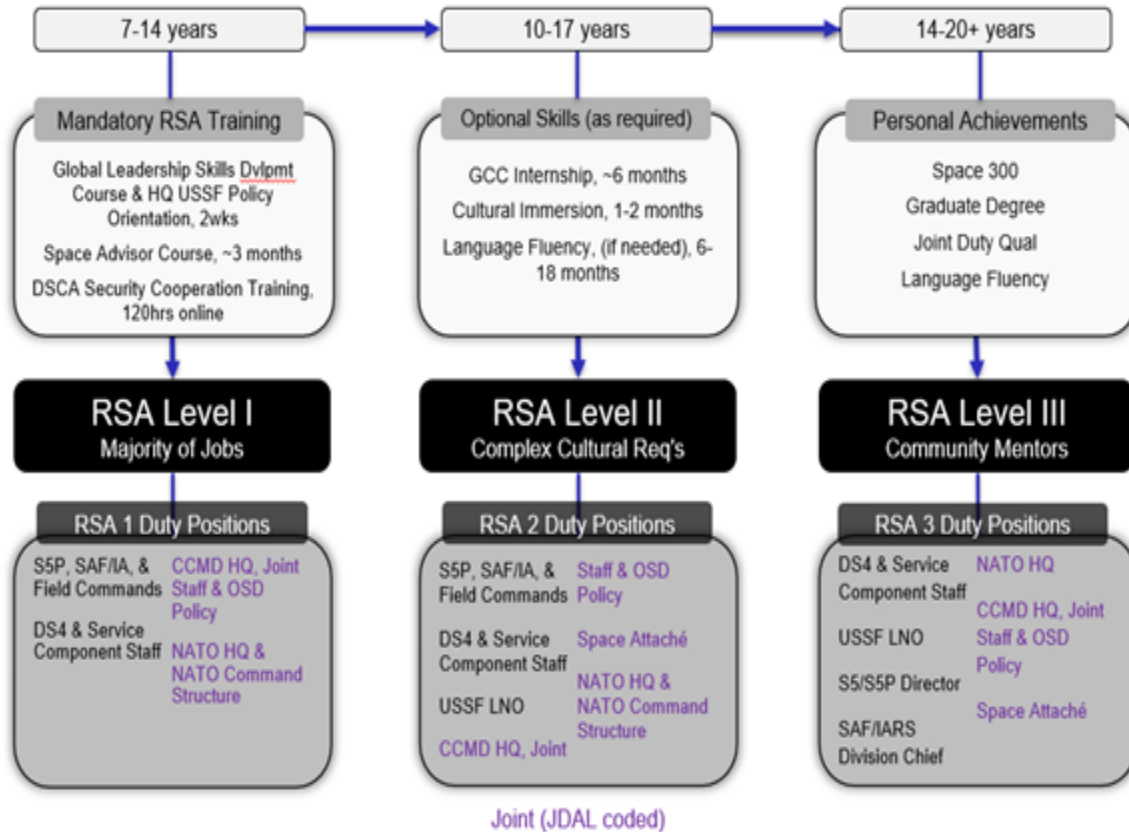
3.5.1. Waiver Authority. Qualification waivers for all non-tiered compliance should be submitted to the Director, Global Partnerships (SF/S5SP), in accordance with instructions provided in the RSA Application Announcement Message. A separate waiver should be written for each qualification the applicant is requesting to be waived. Application waiver requests must state the specific reason for the waiver request and clearly demonstrate the personal competencies that compensate for the criteria asked to be waived. Administrative hardships in obtaining individual qualifications will be considered only if they might negatively impact the career development or timely future assignment of an RSA. Waiver requests should be signed by the first O-6/GS-15/NH-04 in the applicant’s chain of command. Waiver requests will be reviewed by Director and Associate Director of the Global Partnerships Directorate (SF/S5SP), along with the Chief of the Regional Affairs and Plans Division (SF/S5SPR). If one of these individuals is unavailable, the Director or Associate Director may designate an alternate board member, as required. Waiver requests must be approved by unanimous consent (3 of 3 members) to grant a waiver. Waiver requests will be adjudicated prior to the convening of the selection board and included in the selection board application as a separate memorandum. Waiver approval does not guarantee selection during the board. A new waiver request must be made for subsequent applications.

3.5.2. Constructive Credit. RSA Applicants with previous international affairs experience and/or training may receive constructive credit for this experience, enabling Guardians to be coded as RSAs without having to repeat redundant training and enabling the Space Force to fill critical positions more quickly. Applicants seeking constructive credit should include a letter with their application detailing their previous experience and attaching referenced transcripts for formal training and records documenting international affairs experience. An example letter template will be included in the RSA Application Announcement Message. The RSA selection board will determine the training requirements that may be waived by the applicant's previous experience, and applicants will be notified by the Director of the Regional Space Advisor Program (SF/S5SPA) of any constructive credit granted following the formal RSA selection announcement.

**3.6. RSA Award Levels.** Guardians selected for the RSA Program will receive appropriate formal training prior to their utilization tour. S5SP will match RSA candidates to annual Space Force training allocations. Guardians with pre-existing skills (i.e., a regionally or public policy focused University degree, more than six months of significant personal or professional regional experience, or proficiency in one of the languages in their regions of expertise), who can fill RSA billets without additional education and training, will be given favorable consideration for both program entry and regional alignment. All RSAs are required to be level 1 qualified. A small subset of Level 1 RSAs will progress to become Level 2 RSAs and fewer still to become Level 3 RSAs. Advancement to these advanced RSA levels is designed to support the applicant's key career milestones and progression in rank; training may therefore be completed over several years to fit the RSA's career timeline in a path of continual professional development.

Figure 3.1. RSA Levels.

## RSA Levels: Example Timeline and Utilization



3.6.1. RSA Level 1. RSAs at this skill level will complete the Space Advisor Academics Course, DSCU Security Cooperation Training (SC-101) certification, the Global Leadership Skills Development Course, and an Office of the Chief of Space Operations (OCSO) Policy Orientation visit prior to award of the RSA Level 1 Tab and their utilization tour. The majority of RSAs will be designated to Level 1 positions, which will include: Staff positions at S5SP, SAF/IA, and Field Commands; Staff positions at Component Field Command Staffs; NATO HQ and NATO Command Structure, Joint Integrated Space Team (JIST) and CCMD HQ Staff; and Staff positions at OSD (Policy) and the Joint Staff. RSA Level 1 requirements:

3.6.1.1. Space Advisor Academics Course. This is a 3-month course that covers a wide range of topics to ensure RSAs have the necessary knowledge and understanding to be prepared to perform well in both their RSA assignments and their broader non-RSA designated assignments throughout their careers. Course material and topics are reviewed annually.

3.6.1.2. DSCU SC-101 Certification. Completion of the Basic Level Security Cooperation (SC) Planning, Oversight, and Execution Management (POE) certification through online training from the Defense Security Cooperation University is mandatory prior to attending the Space Advisor Academics Course. DSCU Certification for RSAs is considered a baseline knowledge requirement for Guardians to succeed in the Joint community working international assistance programs. Title 10 United States Code Section 384(h)(5) *Department of Defense security cooperation workforce development* requires the Secretary of Defense to develop security cooperation policy. This policy requires “personnel of the Department of Defense who perform assessments, monitoring, or evaluations of security cooperation programs and activities of the Department of Defense” to “obtain an appropriate SC certification,” in the DoD Security Cooperation Workforce, “and maintain certification as long as they remain in an SC position.”

3.6.1.3. Global Leadership Skills Development Course. A two-week program, taught in the National Capital Region, designed to increase the interpersonal skills and awareness of cultural differences for Guardians aligned to a specific geographical region. The course will involve practical exercises requiring contact with relevant international personnel and organizations from nations within the Guardians’ aligned region.

3.6.1.4. OSCO Policy Orientation. The orientation will occur over 1-2 weeks to ensure RSAs in training are introduced to a wide range of US Government agencies and organizations that have roles in international space policy, intelligence, operations, acquisitions, or some combination thereof to understand and receive up-to-date direction, positions, and objectives to ensure the RSA is aligned with USG objectives and policies while performing RSA duties.

3.6.2. RSA Level 2. RSAs at this skill level will complete a Geographic Component Command Regional Internship, an in-region training (IRT) experience of at least one month in length and attend foreign language training (as deemed necessary). RSA level 2 training may occur at any point in the RSA’s career and RSAs who were not initially selected for level 2 training may submit a request to the RSA selection board for any of the level 2 training at any point in their careers. RSAs at Level 2 will assume duties that include: Staff positions at S5SP, SAF/IA, and Field Commands; Staff positions at Component Field Command Staffs; NATO HQ and NATO Command Structure, Joint Integrated Space Team (JIST), CCMD HQ Staff; Staff positions at OSD (Policy) and the Joint Staff, Liaison Officers positions at an Ally or Partner space organization, and positions at U.S. Embassies. RSA Level 2 requirements:

3.6.2.1. CCMD Regional Internship. Guardians assigned to a Regional Internship will conduct a 170-day TDY assigned to CCMD J5 Security Cooperation Division or a Component Field Command of their SEI regional alignment. Interns will develop their understanding of the strategic planning process by taking part in the development and execution of the CCMD’s Theater Security Cooperation Plan, focusing on the integration of the space domain in bilateral activities with allies and partners.

3.6.2.1.1. Notification and Preparation. RSAs selected for a Regional Internship will be notified by the RSA Program Director. Internships will usually begin at the start of the second and fourth Quarters of each Fiscal Year (January and July). Each RSA Intern will be assigned to a local program coordinator within the CCMD J5 Security Cooperation Division or Space Service Component Security Cooperation Division, who will act as the Intern's day-to-day mentor during the internship. Working with the local program director, RSA Program Director, and the incumbent RSA Intern (if available), the future RSA Intern will have 30 days to submit an activity calendar, key J5 event list, and individual travel plan to the RSA Program Director for approval and allocation of funds. TDY orders will not be issued for the Intern before an approved training plan and cost estimate is approved by the RSA Program Director.

3.6.2.1.2. Execution. RSA Interns are expected to prioritize their activity to include (in priority order): J5 security cooperation regional desk officer support, J5 key event attendance, Component Field Command event attendance, office calls and site visits recommended by the RSA Program Director, and individual travel that expands the RSA's professional network and understanding of space faring nations in their aligned region. RSA Interns should seek to attend CCMD planning conferences, exercises, and training events that will augment their understanding of security cooperation processes from initial planning through program execution. RSA Interns will submit a prioritized event list, with expected TDY costs, for all expected travel away from their assigned CCMD J5 headquarters as part of their training plan submission, with a short justification statement for each event. RSA Interns will not attend host nation schools or courses during their internships.

3.6.2.2. In-region Training (IRT). This program is a 4-week TDY immersion in a partner nation in the RSA's aligned AOR. RSAs conducting IRT are expected to live on the local economy, likely with a host family, and may bring accompanying family members at their own personal expense. Language training, sustainment, or improvement are the focus activity during this period, and RSAs are expected to maximize their opportunities to interact with the population of the partner nation. Spouses may attend language instruction alongside their sponsors at no additional expense to the government. Guardians conducting IRT will establish contact with the Senior Defense Official and Defense Attaché (SDO/DATT) in their resident nation and enroll in the local U.S. Embassy Warden System emergency notification network upon arrival in the partner nation.

3.6.2.3. Language Development. Those RSA selected for language training will receive a target language designation for training and must maintain their language proficiency level. Language training will be provided to the RSA in a target language associated with their regional alignment. Upon completion of training, an RSA is required to take either the DLPT or the OPI, if the target language is unavailable for DLPT testing. The RSA must score a level 2 or above in 2 modalities on the DLPT or achieve an Advanced rating on the OPI.



3.6.3. RSA Level 3. RSAs at this skill level are considered the Service's greatest experts in multinational partnership activities. They serve as strategic counselors, senior program leaders, and representatives of the Space Force to foreign institutions. Designation to Level 3 recognizes individual career achievement in space security cooperation. RSAs at Level 3 will assume duties that include: OCSO Foreign Policy Advisor (POLAD); Director, NATO Military Delegation; Commander, Component Field Command; Director, Global Partnerships Directorate (S5SP); Embassy positions; SAF/IARS Division Chief; Senior Service Advisor to the Defense Attaché Service, and senior staff positions at OSD (Policy) and the Joint Staff. RSA Level 3 requirements:

3.6.3.1. Completion of Space 300 course (or equivalent).

3.6.3.2. Language Ability. RSA Level 3 officer must be proficient with a foreign language, having a DLPT score of 2 in two of three modalities or an OPI rating of Advanced. DLPT or OPI results must be less than three years old at the time of the RSA Level 3 designation.

3.6.3.3. Obtain a graduate degree in any discipline.

3.6.3.4. Completion of JPME II OR completion of a full joint tour. The joint tour can be satisfied either through completion of a Standard Joint Duty Assignment (S-JDA) tour or through 24 Joint Qualification points with a maximum of 6 points derived from Discretionary points, the other 18 points must come from experience (E-JDA) credit.

**3.7. Skills Sustainment.** These programs are designed to maintain and enhance the foreign language skills and cultural awareness of Guardian RSAs and will be offered based upon availability of funding. RSAs are encouraged to maintain professional level proficiency in a regional language while in their core career field assignments to meet the future needs of the Space Force. S5SP will oversee tracking and managing RSAs' maintenance of language, regional expertise, and cultural (LREC) capabilities.

3.7.1. Language Proficiency. RSAs will maintain language proficiency in their target language. Language testing shall be performed at least once every three years. RSAs will take a DLPT for their target regional language; alternatively, if a DLPT is not available for their target language, then the RSA will take an OPI. RSAs 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 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 utilization as an RSA.

3.7.1.1. Defense Language Proficiency Test (DLPT). RSAs with a target language should maintain proficiency at Interagency Language Roundtable (ILR) 2 level in two of the three modalities in their target language.

3.7.1.2. Oral Proficiency Interview (OPI). RSAs with a target language that is not available for DLPT testing should maintain proficiency at the Advanced rating on the OPI for their target language.

3.7.2. Regional Studies Enhancement Programs. Due to the dynamic nature of the international security environment, RSAs 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. STARCOM and/or S5SPA will facilitate RSA application to and attendance at programs designed to enhance their regional expertise.

## Chapter 4

### SPECIAL EXPERIENCE IDENTIFIER (SEI) CLASSIFICATION

#### 4.1. RSA SEI Regional and Language Designations.

4.1.1. Guardians will be awarded the RSA SEI upon selection by the RSA Selection Board, and advanced in Level upon completion of requirements as specified in this instruction.

4.1.2. RSA Regional Alignment / Skill Level / Language Designator. The RSA SEI first designator includes a single-letter suffix to denote expertise in a specific AOR. The second designator corresponds to the Guardian's appropriate RSA Skill Level. The third designator identifies skill in at least one of the regional languages in their aligned AOR. Associated regional languages in each region are listed for each alignment. Any Guardian who speaks another language in their assigned region that is not listed may contact the RSA Program Director to process a waiver.

4.1.2.1. The "A", Africa Command (AFRICOM) alignment. Denotes expertise in the region encompassing Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Comoros, Cote D'Ivoire, Democratic Republic of the Congo, Djibouti, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, The Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Nigeria, Republic of the Congo, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Tanzania, Togo, Tunisia, Uganda, Zambia, and Zimbabwe. Target languages for this AOR: Acholi, Afrikaans, Amharic, Arabic, French, Fulani, Hausa, Igbo, Krio, Lingala, Portuguese, Somali, Spanish, Swahili, Tamashek, Tigrinya, Wolof, Yoruba, Zulu, or any associated dialects as specified by the Defense Language Institute (DLI).

4.1.2.2. The "C", Central Command (CENTCOM) alignment. Denotes expertise in the region encompassing Afghanistan, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kazakhstan, Kuwait, Kyrgyzstan, Lebanon, Oman, Pakistan, Qatar, Saudi Arabia, Syria, Tajikistan, Turkmenistan, United Arab Emirates, Uzbekistan, and Yemen. Target languages for this AOR: Arabic (all dialects), Baluchi, Hebrew, Kashmiri, Kazakh, Kurdish, Kyrgyz, Pashto, Persian Dari, Persian Farsi, Russian, Tajik, Turkmen, Urdu, Uzbek, or any associated dialects as specified by DLI.

4.1.2.3. The "E", European Command (EUCOM) alignment. Denotes expertise in the region encompassing Albania, Andorra, Armenia, Austria, Azerbaijan, Belarus, Belgium, Bosnia-Herzegovina, Bulgaria, Chechen, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Italy, Kazakhstan, Kosovo, Kyrgyzstan, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Moldova, Monaco, Montenegro, Netherlands, Norway, Poland, Portugal, Republic of Macedonia, Romania, Russia, San Marino, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Tajikistan, Turkey, Turkmenistan, Ukraine, the United Kingdom, and Uzbekistan. Target languages for this AOR: Albanian, Armenian, Azerbaijan / 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, or any associated dialects as specified by DLI.

4.1.2.4. The “P”, Indo-Pacific Command (INDOPACOM) alignment. Denotes expertise in the region encompassing Australia, Bangladesh, Bhutan, Brunei, Cambodia, China, Fiji, India, Indonesia, Japan, Kiribati, Laos, Malaysia, Maldives, Marshall Islands, Micronesia, Mongolia, Myanmar (Burma), Nauru, Nepal, New Zealand, North Korea, Palau, Papua New Guinea, Philippines, Samoa, Singapore, Solomon Islands, South Korea, Sri Lanka, Thailand, Timor-Leste, Tonga, Tuvalu, Vanuatu, and Vietnam. Target languages for this AOR: 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, or any associated dialects as specified by DLI.

4.1.2.5. The “S”, Southern Command (SOUTHCOM) alignment. Denotes expertise in the region encompassing Antigua and Barbuda, Argentina, Aruba, Bahamas, Barbados, Belize, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Curacao, Dominica, Dominican Republic, Ecuador, El Salvador, Grenada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Nicaragua, Panama, Paraguay, Peru, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay, and Venezuela. Target languages for this AOR: Spanish, Portuguese, Dutch, French, or any associated dialects as specified by DLI.

4.1.2.6. Canada, Mexico, and the Caribbean countries bilateral space activities will be handled through Northern Command (NORTHCOM) and directly by S5SP.

4.1.3. Decertification. The Director, S5SP (with input from the RSA Program Director), retains sole decertification authority for the RSA SEI. Decertification can arise due to instances of gross misconduct, repeated failure to maintain certification standards, returned from assignment for cause, and/or infractions to include violation of Partner Nation or U.S. laws.

SHAWN N. BRATTON, Lt Gen, USSF  
Deputy Chief of Space Operations,  
Strategy, Plans, Programs, and Requirements

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

10 USC § 384(h)(5) *Department of Defense security cooperation workforce development*  
DoDI 7060.06, *International Cooperative Administrative Support Services (ICASS)*, 15 May 2012  
NSDD -38, *Staffing at Diplomatic Missions and Their Overseas Constituent Posts*, 2 June 1982  
DAFPD 16-1, *Security Cooperation*, 5 February 2021  
DAFI 36-2670, *Total Force Development*, 25 June 2020  
DAFI 90-160, *Publications and Forms Management*, 14 April 2022  
AFI 33-322, *Records Management and Information Governance Program*, 23 March 2020  
DAFI 36-4005, *Total Force Language, Regional Expertise, and Culture Program*, 22 November 2023  
AFI 38-101, *Manpower and Organization*, 29 August 2019

***Adopted Forms***

Department of the Air Force Form 847, *Recommendation for Change of Publication*  
Air Force Form 938, *Request and Authorization for Active Duty Training/Active Tour*

***Abbreviations and Acronyms***

**ADSO**—Active Duty Service Obligation  
**AF**—Air Force  
**AFI**—Air Force Instruction  
**AFPC**—Air Force Personnel Center  
**AFRICOM**—Africa Command  
**ARC**—Air Reserve Component (includes both Reserve and Air National Guard)  
**CCMD**—Combatant Command  
**CENTCOM**—Central Command  
**CFM**—Career Field Manager  
**COO**—Deputy Chief of Space Operations for Operations  
**DAF**—Department of the Air Force  
**DAFPD**—Department of the Air Force Policy Directive  
**DLI**—Defense Language Institute  
**DLAB**—Defense Language Aptitude Battery

**DLPT**—Defense Language Proficiency Test  
**DoD**—Department of Defense  
**DSCU**—Defense Security Cooperation University  
**EFMP**—Exceptional Family Member Program  
**E-JDA**—Experience Joint Duty Assignment  
**EO**—Endorsing Officer  
**ETMO**—Enterprise Talent Management Office  
**EUCOM**—European Command  
**FLPB**—Foreign Language Proficiency Bonus  
**ICASS**—International Cooperative Administrative Support Services  
**INDOPACOM**—Indo-Pacific Command  
**IRT**—In-region Training  
**JIST**—Joint Integrated Space Team  
**LREC**—Language, Regional Expertise, and Culture  
**MAJCOM**—Major Command  
**NSDD**—National Security Decision Directive  
**OPI**—Oral Proficiency Interview  
**OPR**—Office of Primary Responsibility  
**POE**—Planning, Oversight, and Execution Management  
**POLAD**—Foreign Policy Advisor  
**RSA**—Regional Space Advisor  
**SAF**—Office of the Secretary of the Air Force  
**SC**—Security Cooperation  
**SDO/DATT**—Senior Defense Official and Defense Attaché  
**SEI**—Special Experience Identifier  
**S-JDA**—Standard Joint Duty Assignment  
**SOUTHCOM**—Southern Command  
**STARCOM**—Space Training and Readiness Command  
**UCP**—Unified Campaign Plan  
**U.S.**—United States  
**USSF**—United States Space Force

*Office Symbols*

**OCSO**—Office of the Chief of Space Operations

**OSD**—Office of the Secretary of Defense

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

**SF/COO**—Deputy Chief of Space Operations for Operations or Chief Operations Officer

**SF/S1**—Deputy Chief of Space Operations for Human Capital

**SF/S5/8 (CSRO)**—Deputy Chief of Space Operations for Strategy and Resources

**S5SP**—Director, Global Partnerships Directorate

**S5SPA**—Director, Regional Space Advisor Program

*Terms*

**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 Area Manager**—The principal advisor to a commander, functional director, or Deputy Chief of Staff on the management and oversight of all personnel and equipment within a specific functional area that supports operational planning and execution.