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Operations Support

**INTERNATIONAL AFFAIRS
SPECIALIST (IAS) PROGRAM**

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This instruction implements Air Force Policy Directive (AFPD) 16-1, *Security Cooperation*, by providing specific guidance for establishing and sustaining the Air Force International Affairs Specialist (IAS) Program. It applies to uniformed members of the Regular Air Force (RegAF), Air Force Reserve (AFR) and Air National Guard (ANG). Ensure all records created as a result of processes prescribed in this publication are maintained in accordance with Air Force Instruction (AFI) 33-322, Records Management and Information Governance, and disposed of in accordance with the Air Force Records Disposition Schedule located in the Air Force Records Information Management System. Refer recommended changes and questions about this publication to the Office of Primary Responsibility using AF Form 847, *Recommendation for Change of Publication*; route AF 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 AFI 33-360, *Publications and Forms Management*, 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 completely reviewed. Major changes include more clarity on updates from the most recent Air Force Officer Classification Directory (AFOCD). A Career Field Education and Training Plan (CFETP) was published to refine

education, training, and certification requirements, and is used comprehensively in updating this instruction.

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Chapter 1

PROGRAM DESCRIPTION

1.1. Overview. Changes in the international security environment and the nature of threats to United States (U.S.) national security continue to increase the range of potential conflict zones and expand the number of potential coalition partners with whom U.S. forces must engage. In addition, the Air Force's "global footprint" and enduring commitment to its expeditionary air, space, and cyberspace force identity reinforces the reality that future missions will require personnel with an increasingly sophisticated understanding of the international security environment. The Air Force established the International Affairs Specialist Program to meet these unique challenges, by deliberately developing a cadre of commissioned officers with international insight, foreign language proficiency, cultural understanding, and political-military experience. Air Force IAS combine professional military skills with an intimate, nuanced understanding of the history, language, culture, geopolitical, geostrategic, and political-military issues of the countries and regions in which the Air Force operates. They employ this unique combination of knowledge, language skills, and regionally-concentrated/contextual understanding in which air, space, and cyberspace power is applied to integrate this into plans and operations, and build increasingly effective relationships and regional partnerships that are critical enablers to the expeditionary air, space and cyberspace mission.

1.2. International Affairs Specialist (IAS) Program. The IAS Program is the Air Force program that deliberately develops RegAF officers with unique international skills to fill a variety of critical roles worldwide. The program is composed of two fundamental elements; Foreign Area Officer (FAO) and Political-Military Affairs Strategist (PAS). Fully consistent with standing force development concepts, officers are typically identified at the mid-career point for development in the IAS program. These programs are only open to line of the Air Force officers. Chaplains, judge advocates and medical officers are not eligible to participate. Medical officers may participate in the International Health Specialist program. AFR officers are accessed into the program via FAO direct crossflow.

1.2.1. Foreign Area Officer (FAO). The FAO program is a Department of Defense (DoD) mandated requirement. FAO development typically begins at the seven to ten year point of commissioned service. Officers designated for FAO development complete foreign language training, in-region training (IRT), and earn a regionally-focused graduate-level degree. FAOs will then embark upon a dual-track career path, alternating between FAO and core career field assignments. **(T-1)**. Assignments in the officer's core career field, when possible, will be complementary to the officer's regional specialization. **(T-1)**. Typically, FAOs serve overseas in language-coded billets, bringing international affairs skills to bear in high-visibility, high-impact occupations for the U.S. Air Force, joint, interagency, and intergovernmental staffs.

1.2.2. Political-Military Affairs Strategist (PAS). PAS is a one-time, career-broadening assignment that exposes officers to the political-military affairs world. This service-specific program most often begins in conjunction with intermediate developmental education. Selected officers acquire a broad knowledge of politico-military affairs through developmental education and subsequently serve in a single PAS “pay back” assignment. PAS officers develop a unique skill set that translates across Air Force specialty codes (AFSCs), garnering a strong understanding of interagency partnerships key to operations and planning across the political-military spectrum. These officers typically serve on U.S. headquarters staffs where their broad knowledge of political-military affairs allows them to be highly effective action officers.

Chapter 2

ROLES AND RESPONSIBILITIES

2.1. Deputy Under Secretary of the Air Force, International Affairs (SAF/IA). SAF/IA develops the IAS program to meet the needs of the Air Force and other DoD components consistent with Department of Defense Instruction (DODI) 1315.20, *Management of Department of Defense (DoD) Foreign Area Officer (FAO) Programs*, executes the IAS programs (16F FAO and 16P PAS) and serves as the functional authority for the FAO career field. The Director of Policy (SAF/IAP) manages development of policy, plans, and guidelines for U.S. Air Force international program and serves as the functional manager for the FAO career field. The SAF/IA Chief of the International Airmen Division (SAF/IAPA) performs day-to-day management and administration of the IAS programs on behalf of SAF/IA. SAF/IAPA serves as the career field manager (CFM). To assist in FAO program management functions and responsibilities, the CFM will appoint a functional area manager (FAM) at each of the Air Force regional major commands (components) and the global combatant commands. The AFR and ANG CFMs perform these functions in parallel with the RegAF CFM. Specifically, SAF/IA will:

- 2.1.1. Validate RegAF IAS billet requirements with geographic combatant commands (GCCs) and major commands (MAJCOMs) in accordance with AFI 38-101, *Manpower and Organization*. **(T-1)**.
- 2.1.2. In coordination with AF/A1, establish the annual quotas for FAO and PAS crossflow and program fiscal year education and training requirements. **(T-1)**.
- 2.1.3. Assign FAO designees to regions and determine training plans in conjunction with Air Education and Training Command (AETC), as appropriate. **(T-1)**.
- 2.1.4. Determine IAS career field certification standards for the AFOCD. **(T-1)**.
- 2.1.5. Award IAS certifications and special experience identifiers (SEIs). **(T-1)**.
- 2.1.6. Conduct annual or semi-annual IAS development team meetings for career management of IAS officers. **(T-1)**.
- 2.1.7. Track officers with IAS certifications and SEIs for IAS development and utilization. **(T-1)**.
- 2.1.8. Manage IAS-related skills proficiency and enhancement programs. **(T-1)**.
- 2.1.9. Monitor IAS crossflow, retention, and promotion rates in accordance with DoDI 1315.20. **(T-0)**.
- 2.1.10. Maintain fiscal and budgetary oversight for all IAS program-related items. **(T-1)**.
- 2.1.11. On a quarterly basis, provide A1 a list of officers who have completed FAO Fellowship requirements for Intermediate Developmental Education (IDE) Deliberate Development credit. **(T-1)**.
- 2.1.12. Conduct and report on fiscal year-end review of FAO news, current staffing, and significant issues involving FAO training, manning and utilization, as required by DoD. **(T-0)**.

2.1.13. Report results annually to Under Secretary of Defense (Personnel and Readiness), when requested, providing information required in DoDI 1315.20 and utilize Department of Defense Form (DD Form) 2926, *Annual Foreign Area Officer (FAO) Metrics Report Data Input*. (T-0).

2.1.14. Provide policy and strategy assessment and capability-based review to the Under Secretary of Defense (P) in accordance with DoDI 1315.20. (T-0).

2.1.15. Identify existing and new General Officer positions requiring FAO-related skills and include the results in the annual FAO report when required by DoD. (T-0).

2.2. Deputy Chief of Staff, Manpower, Personnel & Services (AF/A1). AF/A1 will:

2.2.1. In coordination with SAF/IA, establish annual IAS selection quotas for the next fiscal year and provide to Air Force Personnel Center and Development Teams (DTs) by 1 March. (T-1).

2.2.2. In coordination with SAF/IA, program for fiscal year IAS education and training requirements. (T-1).

2.2.3. Assist SAF/IA in compiling metrics to monitor IAS crossflow, retention, and promotion rates. (T-1).

2.2.4. Approve qualified officers for FAO Fellowship credit and update Military Personnel Data System to reflect IDE Deliberate Development. (T-1).

2.3. Air Force Personnel Center (AFPC). AFPC will:

2.3.1. Manage the RegAF IAS officer selection and assignment processes. (T-1).

2.3.2. Ensure DTs vector officers for IAS development in accordance with AF/A1 and SAF/IA guidance. (T-1).

2.3.3. Balance career development requirements carefully to ensure IAS officers remain viable and competitive for promotion as IAS officers and in their primary AFSC. (T-1).

2.4. Air Education and Training Command Special Missions Division (AETC/A3Q). AETC/A3Q represents the lead MAJCOM for FAO Force Development and will analyze FAO development in order to align with the Force Development Commander's concept of operations. (T-1). AETC/A3Q will also develop FAO training plans, as well as coordinating education and training events leading to FAO certification. (T-1).

2.5. Development Teams. DTs will screen and vector well qualified officers for development and utilization as IAS officers, ensuring they remain viable and competitive in their primary Air Force specialty. (T-2).

2.6. Air Reserve Component (ARC). The ARC, composed of the AFR and ANG, will manage a program for IAS in accordance with DoDI 1315.20. (T-0).

2.6.1. Air Force Reserve Command and Air National Guard will manage selection, development, and sustainment of IAS officers in accordance with DoDI 1315.20. (T-0).

2.6.2. Air Reserve Personnel Center will convene a Special Duty/Non-Core DT annually in accordance with AFI 36-2640, *Executing Total Force Development*. **(T-1)**. The DT links the Airman's desires, potential for leadership, education, training, and experiences with the needs for the AFR, which are appropriate for FAO and PAS officers based on current and projected future requirements.

2.7. Functional Area Managers (FAM). FAMs support the RegAF CFM to enhance the development, sustainment and retention of FAOs. FAMs will be appointed annually by the CFM. **(T-2)**. The FAM is generally the senior certified FAO in the 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. The FAM team is chaired by the CFM. Additional nominees to the teams may be appointed at the Chair's discretion. FAMs will:

2.7.1. Serve as communication link between FAOs assigned to their FAO region and SAF/IA; represent air component and GCC interests to 16F career field leadership. **(T-2)**.

2.7.2. Provide guidance, mentorship, assistance and oversight to FAOs serving in the region; provide input into Air Force FAO evaluations and stratification; review all Air Force officer performance reports. **(T-2)**.

2.7.3. Serve as CFM focal point for biennial IAS billet reviews. Assist in the administration of billet reviews, and shepherd billet change process with A1. **(T-2)**.

2.7.4. Participate in annual or semi-annual IAS DT meetings; propose topics for discussion, actively participate in discussion forums, vectoring and command selection boards. **(T-2)**.

2.7.5. Advise CFM on the range of issues related to FAO personnel issues, FAO training, development and sustainment. **(T-2)**.

2.7.6. Provide feedback to IAS and core CFMs, where applicable, on FAOs serving in their region; make recommendations related to FAO assignments and career path development, as appropriate. **(T-2)**.

Chapter 3

PROGRAM MANAGEMENT

3.1. Program. The IAS program is composed of two fundamental elements, FAO and PAS. Certified FAOs embark on a dual-track career path with their core AFSC. PAS is a one-time career broadening assignment.

3.2. General Requirements. IAS officers must be qualified in a primary Air Force career specialty, be fully qualified for worldwide deployment or assignment, and be eligible for Top Secret/Special Compartmented Information clearance upgrades. **(T-1).**

3.3. Application and Selection. Under the IAS Program, DTs will vector RegAF officers for IAS development at the mid-career point **(T-1)**. Refer to IAS portal page (www.milsuite.mil/book/groups/air-force-ias) for additional information. FAO officers are typically selected for FAO development at seven to ten years of commissioned service. Certain developmental opportunities are available as part of overseas developmental education, both IDE and senior developmental education (SDE), as well as with the Mansfield Fellowship and Olmsted Scholar program for RegAF personnel. Interested line officers must indicate a desire for FAO development to their DTs. **(T-1)**. ARC officers will do the same on the Reserve Officer Development Plan (R-ODP) by contacting the respective Air Force Reserve Command or ANG IAS CFM directly. **(T-1)**. The officers must provide a Defense Language Aptitude Battery (DLAB) score and, if applicable, Defense Language Proficiency Test (DLPT) scores to their DT. **(T-1)**. The DLAB evaluates an individual's potential to complete levels of formal foreign language training. A score of 95 is the minimum for enrollment in Category I courses. **(T-1)**. Core AFSC functional managers will select the most qualified officers for FAO development. Once selected, officers may list regional and language preferences, but must include the statement "I agree to accept any FAO developmental opportunity offered, and I am a volunteer for worldwide deployment or assignment." The majority of FAO assignments are overseas. Officers with family assignment limitations must understand that they may be assigned to a location that may require them to be unaccompanied. Likewise, joint spouse assignments can be exceedingly difficult to support in the FAO program.

3.3.1. FAO Direct Crossflow. FAO direct crossflow is a crossflow process whereby officers who meet foundational FAO requirements in accordance with DoDI 1315.20 may apply for the FAO program through SAF/IAPA. For the RegAF this supplements the FAO inventory development process, whereas for the ARC this serves as the primary crossflow source into their FAO program. Officers selected through this process are announced via a personnel services delivery memorandum (PSDM). Initially they are considered FAO direct crossflow designees and assigned the "JIW" SEI for tracking purposes. Upon selection for a FAO assignment FAO direct crossflow designees will receive additional training, as required, in accordance with the CFETP, and will then be certified as FAOs (16F1X). **(T-1)**.

3.3.2. PAS. Officers are selected for PAS development typically within the 10-12 year commissioned service window in conjunction with IDE. Certain developmental opportunities exist as part of English-speaking overseas developmental education (both the IDE and SDE) and the Air Force Foreign Policy Advisor (POLAD) Fellowship. DTs use the Developmental Education Designation Board (DEDB) process to designate RegAF officers for a PAS career broadening opportunity. ARC DTs use Reserve Developmental Education Designation Board (RDEDB), CFM and respective ARC A1 processes to designate officers for PAS career broadening opportunities. **(T-1)**.

3.3.3. PAS Direct Crossflow. Line of the Air Force DTs may fill a percentage of their annual PAS quota with officers in the grade of O-4 or O-5 who have expressed a strong desire for PAS duty and hold an international relations degree. SAF/IAPA will establish the portion of the overall annual quota to be filled by this method. The IAS CFM will verify the officer's certification requirements and select the most qualified officers. ANG officers who have successfully completed the Defense Institute of Security Cooperation Studies Security Cooperation Management – State Partnership Program (SCM-SP) course and minimum of 12 months experience in a PAS billet will also be eligible for PAS certification. **(T-1)**.

3.4. Education and Training. RegAF officers selected for traditional development in the IAS Program will receive appropriate formal education and training. SAF/IAPA will match FAO candidates to annual education and training allocations. The ARC will typically select officers with pre-existing FAO skills (i.e., a regionally focused master's degree, more than six months of significant professional regional experience, and proficiency in one of the languages in their regions of expertise), who are able to fill FAO billets without additional education and training. ARC DT Boards will provide appropriate vectors to members who express a desire in their R-ODP or equivalent to enter the IAS program. **(T-1)**.

3.4.1. FAO. See the 16FX CFETP for additional information on FAO education and training requirements, including the advanced academic degree. FAO selectees must sign an active duty service commitment prior to beginning training **(T-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.

3.4.1.1. Constructive Credit Waiver. When an officer has significant experience in international affairs/relations providing specific knowledge of a foreign country, region, or geographic area, SAF/IAPA may decide to submit a waiver in lieu of the graduate degree requirement. Experience should include at least weekly interaction with host nation military or civilian personnel in the target language and a minimum assignment of 24 months (non-austere) or 12 months in an austere environment (traditional drilling reserve periods do not meet this intent). Among the types of qualifying experiences that SAF/MR will consider for education waivers include building partner capacity, security cooperation, security force assistance, humanitarian assistance/disaster relief, liaison or advisor to host nation. Specific assignments that meet this intent include Defense Attaché, Air Attaché, Security Cooperation Officer (SCO), Afghanistan/Pakistan Hands, Ministry of Defense Advisor, FAO, Bilateral Affairs Officer, 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).

3.4.1.2. **FAO Fellowship:** FAO Fellowship is a RegAF IDE program that results in deliberate development credit for FAOs. To receive IDE credit, candidates must meet all of the following requirements:

3.4.1.2.1. Completion of a three-month in-residence regional certification program. This requirement cannot be waived or credited; however, a full advanced academic degree program during traditional development satisfies this requirement.

3.4.1.2.2. Completion of a three-month intensive in-region strategic engagement and/or language and culture training course, as other United States Government missions allow. This requirement cannot be waived or credited. The DoD in-region experience requirement (six months minimum) must still be met.

3.4.1.2.3. Completion of Air Command and Staff College through distance learning (ACSC-DL). FAOs must complete ACSC-DL during their IDE eligibility window.

3.4.1.2.4. Completion of language testing in all three modalities (listening/reading/speaking) and receive a minimum “2” in any two of the three.

3.4.1.2.5. Completion of the Joint FAO Course Phase I (JFAOC I).

3.4.1.3. Mansfield Fellows and Olmsted Scholars who do not receive IDE credit for their program may receive IDE credit via the FAO Fellowship if they meet IRT, language, and JFAOC I requirements. **(T-1).**

3.4.2. **PAS.** Officers selected for the PAS career broadening opportunity will complete a political-military oriented IDE program as designated by the DEDB or as applicable **(T-1)**. In addition, a number of officers may be selected for PAS duty annually via the PAS direct crossflow process approved by SAF/IA.

3.4.2.1. **ACSC-PAS.** Officers will participate in the standard ACSC curriculum, with additional PAS-approved electives and participation in SAF/IAPA-sponsored lectures. **(T-1).**

3.4.2.2. **Overseas Developmental Education (ODE).** IDE and SDE programs in foreign nations where the school is conducted in English and SDE-equivalent programs such as the Geneva Centre for Security Policy-International Training, the George C. Marshall European Center for Security Studies Course, the North Atlantic Treaty Organization Defense College-Senior Course.

3.4.2.3. **POLAD Fellowship.** The goal of the USAF POLAD Fellowship is to increase interagency capability within the Air Force by training mid-level officers and fielding qualified advisors for Senior Leaders. Under the sponsorship of the Office of the Foreign Policy Advisor, USAF POLAD Fellows develop regional expertise and interagency proficiency working at the State Department and through coursework at Georgetown University.

3.5. Utilization. Officers vectored for IAS development will be assigned as follows:

3.5.1. FAO. Officers selected for FAO development will enter a dual-track career path, serving in a FAO assignment immediately following training, and then alternating between core career field and FAO assignments for the remainder of their career. **(T-1)**. Many FAO assignments are overseas and several are unaccompanied. Assignments in the officer's core specialty, when possible, will complement the FAO officer's regional specialization. AFPC officer assignment teams and DTs will carefully manage this dual-track career path to ensure officers remain viable and competitive for promotion in their primary AFSC. **(T-1)**.

3.5.2. Overseas Developmental Programs. Olmsted Scholars, Mansfield Fellows and ODE graduates will be identified as FAO designees upon successful completion of their programs and achieving the requisite language score for FAO certification. **(T-1)**. These officers will receive additional training in accordance with the CFETP when selected for a FAO assignment. **(T-1)**. Upon completion of the CFETP requirements, officers will be certified as FAOs in accordance with this instruction. **(T-1)**. FAO training and assignments for Olmsted graduates will be worked on a case-by-case basis considering their career development needs. **(T-1)**.

3.5.3. PAS. PAS officers typically serve in staff Political-Military Affairs assignments on their first or second, post-IDE, assignment. Additional opportunities may be available as determined by the officer's core career field DT and the needs of the Air Force.

3.6. Skills Sustainment. These programs are designed to maintain and enhance the foreign language skills and cultural awareness of RegAF IAS officers. FAOs must maintain professional-level proficiency in their region and language while alternating between core career field and FAO assignments. **(T-1)**. SAF/IAPA will oversee tracking and managing FAOs' cultural, regional and language capabilities. **(T-1)**.

3.6.1. Defense Language Proficiency Test (DLPT). FAOs must maintain language proficiency at the Interagency Language Roundtable 2 level in two of the three modalities in a language of their region and are required to take a DLPT and Oral Proficiency Interview (OPI) annually or biennially **(T-1)**. For FAOs who are assigned to a duty location where language proficiency testing is unavailable, refer to AFI 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 AFI 36-4005, and may hinder future progression as a FAO. SAF/IA, with AETC and the Air Force Culture and Language Center, will develop and administer programs to help maintain and enhance FAOs' foreign language proficiency. **(T-0)**. Additional details may be found in the 16FX CFETP.

3.6.2. 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. **(T-1)**. SAF/IA will facilitate FAO application to and attendance at programs designed to enhance their regional expertise. See the 16FX CFETP for additional details. **(T-1)**.

Chapter 4

AIR FORCE SPECIALTY CODE (AFSC) CLASSIFICATION

4.1. Award of the FAO AFSC (16FXX). Officers will be awarded the 16F1X, Entry Level FAO AFSC upon completion of requirements as specified in the AFOCD. **(T-1).** Requirements for 16F3X, Qualified FAO are also specified in the AFOCD.

4.1.1. The 16F4X, Staff Level FAO. Officers who serve in an above wing-level 16F billet (Office of the Secretary of Defense, SAF, 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).**

4.1.2. 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. For FLPB purposes, regional languages in each region are listed. Any officer who speaks another language in his/her assigned region that is not listed may contact SAF/IAPA to process a waiver. **(T-1).**

4.1.2.1. 16FXA, Attaché. Denotes an officer serving in an Attaché billet regardless of geographic region.

4.1.2.2. The 16FXC, Southern Command (SOUTHCOM). Denotes expertise in the region encompassing Antigua and Barbuda, Argentina, Aruba, Bahamas, Barbados, Belize, Bolivia, Brazil, Canada, Cayman Islands, the Caribbean, Chile, Colombia, Costa Rica, Cuba, Curacao, Dominica, Dominican Republic, Ecuador, El Salvador, Grenada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay, and Venezuela. Requires proficiency in at least one of the following languages: Spanish, Portuguese, Dutch, French, Haitian Creole, or any associated dialects as specified by DLI. **Note:** Canada, Mexico and the Caribbean countries are included in the SOUTHCOM FAO region.

4.1.2.3. The 16FXD, Indo-Pacific Command (INDOPACOM). 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. Requires proficiency in at least one of the following languages: Bengali, Burmese, Cambodian/Khmer, Cebuano, Chavacano, Chinese (all dialects), Divehi, Gujarati, Hindi, Ilocano, Indonesian, Japanese, Javanese, Kashmiri, Korean, Lao/Laotian, Malay, Manguindanao, 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.

4.1.2.4. The 16FXF, Central Command (CENTCOM). Denotes expertise in the region encompassing Afghanistan, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Pakistan, Qatar, Saudi Arabia, Syria, United Arab Emirates and Yemen. Requires proficiency in at least one of the following languages: 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. **Note:** Although Israel is a component country of European Command (EUCOM), the country is included in the CENTCOM FAO region. The CENTCOM countries of Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan are included in the EUCOM FAO region, associated with Russian language skills.

4.1.2.5. The 16FXG, Africa Command (AFRICOM). 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. Requires proficiency in at least one of the following languages: Acholi, Afrikaans, Amharic, Arabic, French, Fulani, Hausa, Igbo, Krio, Lingala, Portuguese, Somali, Spanish, Swahili, Tamachek, Tigrinya, Wolof, Yoruba, Zulu, or any associated dialects as specified by DLI.

4.1.2.6. The 16FXH, EUCOM. 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. Requires proficiency in at least one of the following languages: 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. **Note:** Although Israel is a component country of EUCOM, the country is included in the CENTCOM FAO region. The CENTCOM countries of Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan are included in the EUCOM FAO region, associated with Russian language skills.

4.1.2.7. 16FXL, Generalist. Denotes positions 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 FAO-qualified officer.

4.1.3. SEIs. Graduated FAOs will be awarded one of the following three SEIs (for additional details see Section III of the AFOCD).

4.1.3.1. JIL, Certified FAO, Direct Crossflow. FAOs accessed via direct crossflow. **(T-1)**.

4.1.3.2. JIP, Certified FAO, Traditionally Developed. FAOs selected by core DTs for development as FAOs. **(T-1)**.

4.1.3.3. JIU, Certified FAO, Overseas Developmental Programs. FAOs accessed via foreign-language ODE at either the intermediate or senior developmental education venues, as well as Mansfield Fellows or Olmsted Scholars. **(T-1)**.

4.1.4. Officers must be proficient in a regional language to be certified as FAOs. **(T-1)**.

4.1.5. Officers Awarded the 16FXX AFSC under the previous FAO Program. Officers in the grade of O-5 and below that were awarded the 16FXX AFSC prior to 2007 under the previous FAO program must re-apply under the FAO direct crossflow process to be considered for FAO certification and utilization. **(T-1)**.

4.1.6. Decertification. In instances of gross misconduct, repeated failure to maintain certification standards, returned from assignment for cause and/or infractions to include violation of Partner Nation/U.S. laws, the CFM (with input from the ARC CFM as it pertains to ARC members) retains sole decertification authority.

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

4.2.1. The 16P1. Entry Level PAS. Officers who complete an applicable political-military oriented IDE program, or are selected for PAS direct crossflow, will be awarded the entry level PAS AFSC (16P1). **(T-1)**. Additionally, the 16F/P CFM as delegated to the 16F/P ARC CFM maintains authority to authorize gain of well-qualified, non-deliberately developed officers to fill AFR vacancies as necessary to meet program intent and mission requirements.

4.2.2. The 16P3/16P4. See AFOCD for requirements for award of 16P3, Qualified. Officers who serve in billets above wing level will be awarded the staff-level PAS AFSC (16P4) as their duty AFSC for the time they occupy the billet. **(T-1)**.

4.2.3. SEI. Certified PAS. See Section III, AFOCD for additional details.

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Deputy Under Secretary of the Air Force
International Affairs

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

DoDI 1315.20, *Management of Department of Defense (DoD) Foreign Area Officer (FAO) Programs*, 28 September 2007

AFPD 16-1, *Security Cooperation*, 12 November 2015

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

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

AFI 36-2640, *Executing Total Force Development*, 30 August 2018

AFI 36-4005, *Total Force Language, Regional Expertise, and Culture Program*, 10 May 2019

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

Prescribed Forms

None

Adopted Forms

AF Form 847, *Recommendation for Change of Publication*

DD Form 2926, *Annual Foreign Area Officer (FAO) Metrics Report Data Input*

Abbreviations and Acronyms

ACSC—Air Command and Staff College

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

AETC—Air Education and Training Command

AF—Air Force

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFOCD—Air Force Officer Classification Directory

AFPC—Air Force Personnel Center

AFPD—Air Force Policy Directive

AFR—Air Force Reserve

AFRICOM—Africa Command

AFSC—Air Force Specialty Code

ANG—Air National Guard

ARC—Air Reserve Component (includes both Reserve and Air National Guard)

CENTCOM—Central Command
CFETP—Career Field Education and Training Plan
CFM—Career Field Manager
DEDB—Developmental Education Designation Board
DLAB—Defense Language Aptitude Battery
DLPT—Defense Language Proficiency Test
DoD—Department of Defense
DoDI—Department of Defense Instruction
DT—Development Team
EUCOM—European Command
FAM—Functional Area Manager
FAO—Foreign Area Officer
FLPB—Foreign Language Proficiency Bonus
GCC—Geographic Combatant Command
JFAOC—Joint FAO Course
IAPA—International Affairs Policy, International Airmen Division
IAS—International Affairs Specialist
IDE—Intermediate Developmental Education
INDOPACOM—Indo-Pacific Command
IRT—In-region Training
MAJCOM—Major Command
ODE—Overseas Developmental Education
OPI—Oral Proficiency Interview
PAS—Political-Military Affairs Strategist
POLAD—Foreign Policy Advisor
PSDM—Personnel Services Delivery Memorandum
RDEDB—Reserve Developmental Education Designation Board
RegAF—Regular Air Force
R-ODP—Reserve Officer Development Plan
SAF—Office of the Secretary of the Air Force
SCO—Security Cooperation Office or Security Cooperation Officer
SEI—Special Experience Identifier

SDE—Senior Developmental Education

SOUTHCOM—Southern Command

U.S.—United States

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.

JIL—Special Experience Identifier for Certified FAO, Direct Crossflow.

JIP—Special Experience Identifier for Certified FAO, Traditionally Developed.

JIU—Special Experience Identifier for Certified FAO, Overseas Developmental Education.

JIW—Special Experience Identifier for FAO Direct Crossflow Designee.