Military Intelligence Branch   **5 January 2022**

1. Introduction

a. Purpose. Military intelligence exists to provide commanders and staffs with timely, accurate, relevant, predictive, and tailored intelligence about the enemy and other aspects of the operational environment.

b. Proponent information. The Commanding General, U.S. Army Intelligence Center of Excellence, the Chief of the Military Intelligence Corps, is the proponent for Branch 35 including all Intelligence Areas of Concentration (AOC). The Office of the Chief, Military Intelligence is the personnel proponent for Branch 35.

c. Functions. Military Intelligence officers ensure the Intelligence Warfighting Function operates effectively and efficiently. Intelligence officers integrate information and intelligence from relevant sources to analyze situations or conditions that impact operations. Intelligence analysis requires the ability to interpret patterns associated with complex situations. Analytical proficiency requires an understanding of the tactical concepts of both friendly and threat operations. Intelligence officers must clearly articulate findings in both written and oral form. Intelligence officers must understand how the operational variables of politics, military, economic, social, information, infrastructure, physical environment and time, impact the operational environment. Military Intelligence officers must know and understand intelligence capabilities.

  (1) Intelligence disciplines
     (a) Counterintelligence (CI)
     (b) Geospatial Intelligence (GEOINT)
     (c) Human Intelligence (HUMINT)
     (d) Measurement and Signature Intelligence (MASINT)
     (e) Open-source Intelligence (OSINT)
     (f) Signals Intelligence (SIGINT)
     (g) Technical Intelligence (TECHINT)

  (2) Complementary intelligence capabilities are specific to the unit and circumstances:
     (a) Biometrics-enabled intelligence
     (b) Cyber-enabled intelligence
     (c) Document and media exploitation
     (d) Forensic-enabled intelligence

2. Unique knowledge and skills of a Military Intelligence officer

a. The intelligence core competencies are the basic activities and tasks the Army uses to direct and manage the Intelligence Warfighting Function. The core competencies are intelligence synchronization, intelligence operations, and intelligence analysis. These competencies are taught at varying levels throughout the Professional Military Education system.

  (1) Intelligence synchronization integrates information collection and intelligence analysis with operations to effectively and efficiently support decision-making (ADP 2–0). This core competency ensures the Intelligence Warfighting Function supports mission command. Intelligence synchronization balances time with collection and production to meet the commanders and other requirements.

  (2) Intelligence operations are the tasks undertaken by units and Soldiers to obtain information to satisfy validated requirements (ADP 2–0). Intelligence operations are one of the four primary means for information collection. The other three are reconnaissance, surveillance, and security operations.

(3)   Intelligence analysis is the process by which collected information is evaluated and integrated with existing information to facilitate intelligence production (ADP 2–0). The purpose of intelligence analysis is to describe the operational environment and to assess threats, terrain, weather, and civil considerations. Intelligence analysis is continuous, complements intelligence synchronization, and enables operations. Military Intelligence officers use critical and creative thinking to conduct intelligence analysis and produce timely, predictive intelligence. Examples of Military Intelligence officer characteristics needed to conduct successful analysis include:

(a)   Critical thinking: Critical thinking is essential to the analysis. Critical thinking provides holistic, logical, and unbiased analysis and conclusions. Applying critical thinking ensures analysts fully account for the elements of thought, the standards of thought, and the traits of a critical thinker.

(b)   Embracing ambiguity: Well-trained analysts are critical due to the nature of changing threats and operational environments. They must embrace ambiguity, recognize, and mitigate their own or others' biases, challenge their assumptions, and continually learn during analysis.

(c)   Collaboration: Commanders, intelligence professionals, and other staff officers must collaborate. They actively share and question information, perceptions, and ideas to understand situations and produce intelligence. Collaboration is essential to analysis because it ensures analysts work together to achieve a common goal.

3.   Military Intelligence officer development

a.   Area of concentration. All Military Intelligence officers begin their career as 35A, Intelligence Officers, and may acquire skill identifier training. Military Intelligence officers that acquire skill identifier training may have the opportunity to leverage these skills in future assignments; however, Military Intelligence officers must continue to successfully serve in Key Developmental (KD) assignments for each grade.

(1)   Intelligence Officer (AOC 35A). All Military Intelligence officers receive initial and advanced training as 35A. Duties include directing, supervising, and coordinating the planning, collection, processing, production, and dissemination of all-source intelligence at all echelons. They are well versed in the Army intelligence process that consists of four steps (plan, direct, collect, produce and disseminate) and two continuing activities (analyze and assess). 35A officers provide intelligence support to mission command and enhance the commander's situational understanding.

(2)   Strategic Intelligence Officers (AOC 35B) serve at echelons above corps worldwide. They develop collection and production requirements, manage the acquisition of information and intelligence including synchronizing strategic and theater-level collection resources and represent Army intelligence equities on joint staffs. They evaluate, interpret, and analyze information and produce general intelligence products in support of DOD and interagency requirements.

(3)   All-Source Intelligence Aviator (15C). Officers selected for AOC 15C (All-Source Intelligence Officer) attend the Military Intelligence Officer Transition Course if they did not attend Military Intelligence BOLC. The AOC 15C officers attend the 20-week Military Intelligence CCC and receive training as a branch 35 (All-Source Intelligence Officer). They attend the Fixed Wing Multi-Engine Qualification Course before or after the Military Intelligence CCC with appropriate follow-on Aircraft specific training.   See the Aviation Chapter in this publication for more information.

b. Lieutenant development.

(1)   Education. Successful completion of the Military Intelligence Basic Officer Leader Course (BOLC) at the U.S. Army Intelligence Center of Excellence at Fort Huachuca, AZ.

(2)   Assignment. After completing Military Intelligence BOLC, the Human Resources Command and Senior Intelligence Officers will likely assign Military Intelligence lieutenants to serve with Soldiers in leadership developmental positions such as platoon leader, company executive officer (XO), assistant battalion S2, combat support battalion S2, assistant brigade S2, or a staff officer in a Military Intelligence battalion. Military Intelligence lieutenants most commonly serve as intelligence officers at echelons corps and below. Lieutenants should strive to acquire, reinforce, and hone troop-leading, tactical, technical, logistics, and administrative skills. Inculcation of the Army Values and the Warrior Ethos is essential in the development of Military Intelligence lieutenants. Prior to promotion to captain, the officer must possess an in-depth knowledge of combined arms and intelligence operations gained through operational experiences.

(3)   The Military Intelligence Branch Detail Program is an important part of the Military Intelligence officer accession process. This critical program assigns newly commissioned officers to branches with large lieutenant requirements. It exposes a large number of operations support officers to operations branches. Upon selection to promotion to captain, these officers become Military Intelligence officers and are scheduled for the Military Intelligence Officer Transition Course prior to attending the Military Intelligence Captains Career Course (CCC). After completing both courses, leaders develop detailed officers in the same manner as their non-detailed Military Intelligence counterparts.

(4)   Self-development. Lieutenants should take every opportunity to broaden their knowledge of all aspects of military intelligence through studying doctrine, professional readings, and personal research.

c. Captain development.

(1)   Education. Successful completion of the Military Intelligence CCC.

(2)   Key Developmental (KD) assignments. KD complete for Captains is service of at least 12 months in an intelligence KD assignment. The following are KD assignments for Military Intelligence captains:
        (a) Battalion S2

(b) Company/Security Forces Brigade (SFAB) Company/Detachment Commander

(c) Brigade/Brigade Combat Team/SFAB/Regiment/Special Forces Group Assistant S2

(3) Broadening assignments. The KD assignment for Military Intelligence captains is successful service as a Battalion S2, Company/Detachment Command, or Brigade/Brigade Combat Team/SFAB/Regiment/Special Forces Group Assistant S2. Captains may serve in additional or successive KD positions to strengthen their leadership, tactical, and technical skills for career development. Following successful KD assignments, Military Intelligence officers should attempt to gain maximum experience by serving in a variety of Military Intelligence duty positions. Branch-specific assignments will provide captains with exposure to the Army and in some cases, to JIIM organizations.

(4) Self-development. Military Intelligence captains should take every opportunity to broaden their knowledge of all aspects of the Army and military intelligence through studying doctrine, professional readings, and personal research into intelligence related topics.

d. Major development.

(1) Education. Successful completion of Intermediate Level Education (ILE)/Joint Professional Military Education (JPME) I level producing course. Refer to AR 611-21 for more information on required PME. After selection for 35B, officers have 24 months to complete required PME. Commanding General, U.S. Army Intelligence Center of Excellence is the sole waiver authority.

(2) Key developmental assignments. All 35B assignments are KD for 35B majors. The following are KD assignments for Military Intelligence (35A) majors:

(a) Brigade/Brigade Combat Team/SFAB/Regiment/Special Forces Group S2

(b) Battalion/Brigade/Special Forces group S3 or XO

(c) Division/Multi-Domain Task Force (MDTF) Analysis and Control Element (ACE) chief

(d) Collection Manager

(e) Special Mission Unit (SMU) Troop Commander

(3) Broadening assignments. Military Intelligence majors should strive to have a broad base of intelligence experience at various echelons. Following their successful KD assignment, Majors should serve in a balance of division, echelon at or above corps, and joint assignments. Experience at multiple echelons will assist Military Intelligence majors at the next rank.

(4) Self-development. Majors should actively pursue self-development opportunities to fully master all aspects of operations including tactical and JIIM operations. Self-development includes studying doctrine, correspondence courses, civilian education, and institutional training. Military Intelligence majors should consider publication in academic and professional journals, as it will encourage Military Intelligence majors to critically develop their thoughts for a wide and discriminating audience.

e. Lieutenant Colonel development.

(1) Education. Military Intelligence lieutenant colonels are encouraged to complete JPMEII.

(2) Key developmental assignments. All 35B assignments are KD for 35B lieutenant colonels. The following are KD assignments for Military Intelligence lieutenant colonels, including any assignment identified on the Centralized Selection List – Key Billet (CSL-KB):

(a) Division G2

(b) Battalion Commander

(c) Corps or higher ACE Chief

(3) Broadening assignments. Officers selected for lieutenant colonel and CSL positions must seek assignments within the branch that directly contribute to and develop the Army intelligence profession. Lieutenant colonels serve at multiple echelons and types of positions throughout their tenure. Lieutenant colonels should seek the opportunity for joint qualification and intelligence broadening assignments.

(4) Self-development. Lieutenant colonels must actively pursue self-development opportunities to fully master aspects of operations including continued performance at multiple echelons.

f. Colonel development.

(1) Education. Successful completion of a JPME II certificate through the Senior Service College (SSC) or the successful completion of a JPME II level producing course.

(2) Key developmental assignments. All 35B assignments are KD for 35B colonels. Colonels contribute to the branch by serving in critical KD assignments, including any assignment identified on the Centralized Selection List – Key Billet (CSL-KB):

(a) Corps/Army Service Component Command /Army Command or higher G2/J2
(b) Brigade Commander
(c) Army Capabilities Manager (ACM)
(d) Chief of Staff

(3) Broadening assignments. Officers selected for colonel and CSL positions must seek assignments that directly contribute to and develop the Army intelligence profession.

4. Military Intelligence Programs

Military Intelligence officers may apply for skill producing programs. Military Intelligence officers who participate in one of these programs are not eligible for FA designation. As a rule, selected Military Intelligence officers may participate in only one of the following programs:

a. Army Intelligence Development Program (AIDP). Recognizing that the Army had a stake in producing qualified junior officers who understand how to employ national and theater intelligence capabilities and systems to support warfighters at Corps and below level resulted in the AIDP. AIDP includes a 1-year Intelligence, Surveillance, and Reconnaissance (ISR) program (SI 3F), or a 2 year Counterintelligence program (SI 3E). The intensive academic program comprises various courses offered throughout the intelligence community. AIDP-ISR trains graduates to lead the collection management process. At program conclusion, graduates master the tasking, collection, processing exploitation, and dissemination process in support of their assigned senior intelligence officer. Selectees' permanent change of station (PCS) to the National Capital Region (NCR) for the 1-year program. Once the officer completes the program's training and education requirements, the officer complete a 12-24 month utilization assignment. AIDP-CI develops officer counterintelligence and management skills in preparation of leadership in CI assignments. At program conclusion, graduates experience and learn real-world application of counterintelligence investigations, operations, and collection.

b. Junior Officer Cryptologic Career Program (JOCCP) (SI 3W). JOCCP is a 3-year program conducted at the National Security Agency (NSA) at Fort Meade, MD. Participants serve 6-month operational tours

in a variety of NSA work centers and receive over 1,300 hours of formal instruction at the National Cryptologic School. The 3-year program develops officer's cryptologic and management skills to prepare them for future leadership roles in essential SIGINT assignments. Selectees PCS to Fort Meade, Maryland, and follow-on assignments are to operational priority units.

c.   Master of Science of Strategic Intelligence (MSSI) and Master of Science and Technology Intelligence (MSTI). MSSI and MSTI are 12-month graduate degree producing programs designed to prepare students for a strategic level of responsibility in the intelligence community and to strengthen the Intelligence Corps. The MSSI curriculum prepares students for the complexity of intelligence work in the 21st century. The curriculum focuses on globalization and intelligence for National Security. The MSTI curriculum focuses on the strategic nature of intelligence analysis following one of five academic areas of concentration: weapons of mass destruction (WMD), information operations and cyber, emerging and disruptive technologies, geostrategic resources and the environment, and foreign denial and deception. Officers selected under this program PCS to the NCR and attend the National Intelligence University (NIU). Officers will have follow-on assignments to serve in a 35-series utilization tour, varying from tactical to strategic.

Figure 1. AC Military Intelligence officer development

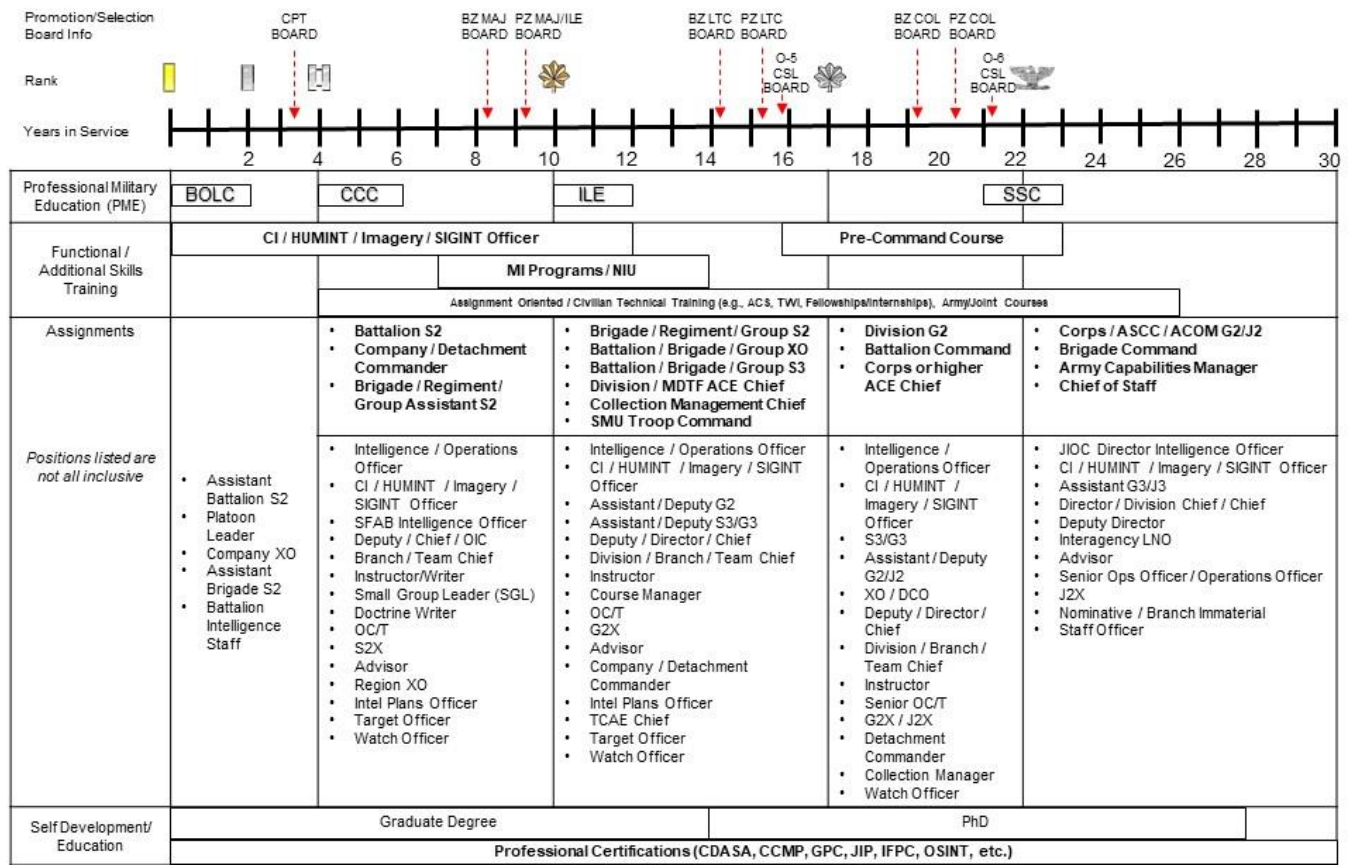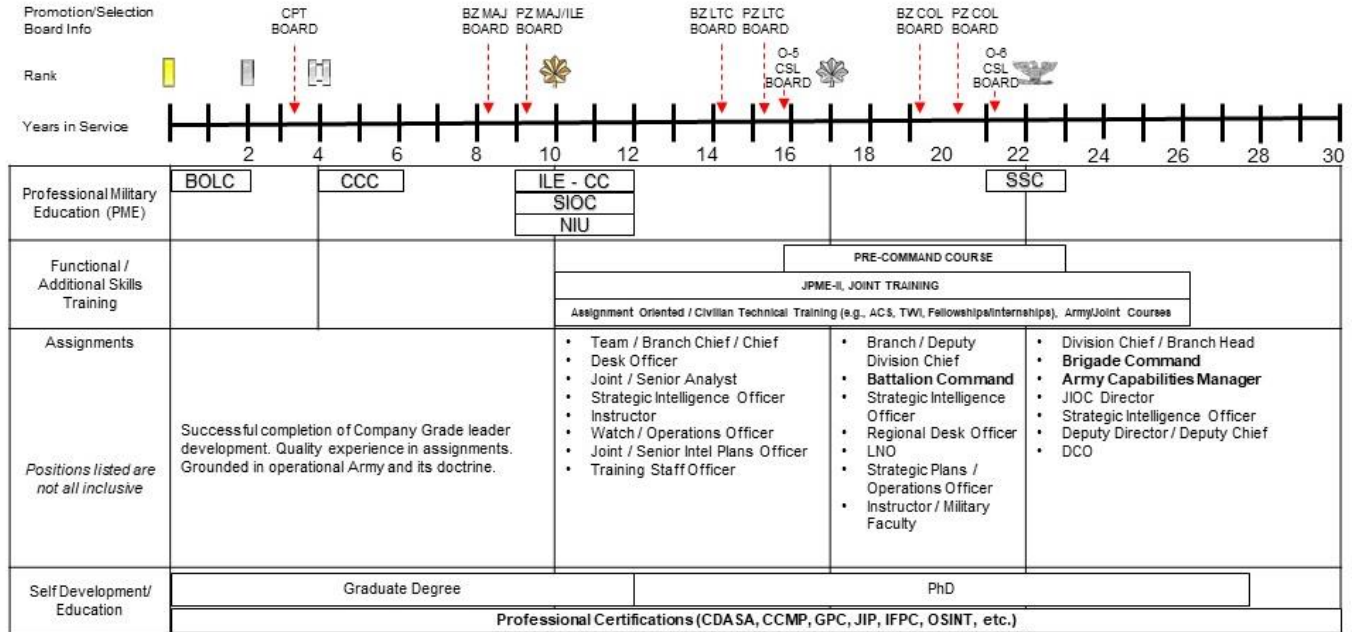*Military Intelligence AC Officer Career Timeline*

Figure 1a. Strategic Intelligence AC officer development

Strategic Intelligence AC Officer Career Timeline

Promotion/Selection Board Info		CPT BOARD	BZ MAJ PZ MAJ/ILE BOARD BOARD	BZ LTC PZ LTC BOARD BOARD O-5 CSL BOARD		BZ COL PZ COL BOARD BOARD O-6 CSL BOARD	

Professional Military Education (PME): BOLC; CCC; ILE - CC / SIOC / NIU; SSC

Functional / Additional Skills Training: PRE-COMMAND COURSE; JPME-II, JOINT TRAINING; Assignment Oriented / Civilian Technical Training (e.g., ACS, TWI, Fellowships/Internships), Army/Joint Courses

Assignments (Positions listed are not all inclusive):
- Successful completion of Company Grade leader development. Quality experience in assignments. Grounded in operational Army and its doctrine.
- Team / Branch Chief / Chief
- Desk Officer
- Joint / Senior Analyst
- Strategic Intelligence Officer
- Instructor
- Watch / Operations Officer
- Joint / Senior Intel Plans Officer
- Training Staff Officer
- Branch / Deputy Division Chief
- Battalion Command
- Strategic Intelligence Officer
- Regional Desk Officer
- LNO
- Strategic Plans / Operations Officer
- Instructor / Military Faculty
- Division Chief / Branch Head
- Brigade Command
- Army Capabilities Manager
- JIOC Director
- Strategic Intelligence Officer
- Deputy Director / Deputy Chief
- DCO

Self Development/ Education: Graduate Degree; PhD; Professional Certifications (CDASA, CCMP, GPC, JIP, IFPC, OSINT, etc.)

5. Warrant officer development

a.   Military Intelligence warrant officers must acquire, develop, and maintain the following knowledge and skills.

(1)   Military Intelligence warrant officers are leaders and skilled technicians, technical experts, and systems integrators. They are expected to provide expedient solutions to increasingly complex problems. In their unique roles, MI warrant officers must possess the deep knowledge and technical expertise to integrate systems throughout the force. These officers must be able to develop innovative methods to support future requirements. They have branch-unique skills, knowledge, and attributes that require professional development.

(2)   Military Intelligence warrant officers must possess expert knowledge and skill in the Intelligence Warfighting Function. This knowledge includes practical experience in tactics, combined arms operations, and the employment of intelligence systems and processes.

(3)   Military Intelligence warrant officers sustain knowledge through institutional training, education, duty in operational assignments, attending MI programs, and continuous self-development.

b.   Military Intelligence warrant officer military occupational specialties. Military Intelligence warrant officers are experts who provide technical and tactical expertise and experience as well as invaluable leadership at all levels of command. The following are Military Occupational Specialty (MOS) for Military Intelligence warrant officers.

(1)   All Source Intelligence Technicians (350F). All Source Intelligence technicians serve as the experts in charge of intelligence analysis and synchronization at multiple echelons. They are responsible for managing information analysis from all sources and intelligence disciplines into finished analytical products. They advise the commander and staff elements on intelligence planning considerations through analysis and tailored intelligence products while managing functions within the intelligence process, military decision making process (MDMP), and targeting cycle. They integrate use of automation in support of intelligence operations and maintain intelligence databases to support intelligence processes. Their key function is to provide commanders with predictive analysis regarding an enemy's most probable course of action or reaction.

Figure 2. AC Military Intelligence All Source Intelligence Technician career development

350F Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	WO1	CW2	CW3	CW4	CW5	
		Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer

Institutional Training	WOBC / WOAC / WOILE PH II & III / WOSSE PH II & III
Functional Training	Air Assault/Airborne/Ranger/Instructor TRAINING/CERTIFICATIONS: MI Training Strategy/ISR Synch Manager/ IO Planner/Army Cyberspace Operations Planer/Network Planner/MILDEC Planner/Requirements Manager Course/Intel Systems Digital Master Gunner/Basic Open Source Intel Course/Special Technical Operations Planer Systems Approach to Training/Army Force Management/Critical Thinking and Structured Analysis/Army Space Cadre Basic Course/How the Army Runs/Capabilities Development Course/Industry Based Broadening
Self-Development (SD)	MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program School of Advanced Military Studies

TECHNICAL ASSIGNMENTS

Assignments	DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
	• BCT Intel Support Element Chief • Targeting Cell Intelligence Tech • BCT ISR Sync & Collection • Combat Aviation BDE S2 Tech • MIB-T All Source Intel Tech	• DIV/Corps Current Ops/Targeting • MIB-T Fusion Chief • SF Group/Ranger Regt Fusion Chief • E-MIB Current Ops Chief • SFAB All Source Intel Tech • 160th SOAR All Source Intel Tech • OSINT Team Chief	• COCOM Branch Chief • ASCC G2 Plans/OPS Tech • Corps/DIV Senior Analyst • Corps/DIV Collection Manager • TSOC Senior Analyst • Cyber Force Intel Fusion Chief	• DAG2 Technical Advisor • ASCC/MACOM Senior Intel Advisor • National Agency Senior Advisor • COL/GO Sr Technical Advisor • FORSCOM G-2 Senior Advisor

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

	• Doctrine Writer • CTC/MCTP OC/T • WOCC TAC Officer • WOTB Instructor • CAC Intelligence Technical Advisor • NATO Intelligence Assessments Cell • Defense POW/MIA Accounting Agency • MI BOLIC/MICCC Instructor	• WOTB/35F Course manager • HRC MI Branch • Doctrine/Capabilities Developer • DoD Systems Acquisition • WOCC Instructor • Asymmetric Warfare Group • DIA Analyst • CAC Intel OPS Officer	• Chief WO of the MI Corps • INSCOM Command Chief WO • MI WO Proponent • WOTB Chief • Capabilities Branch Chief • 011A DA/MACOM/WOCC/CAC

Academics	ASSOCIATE DEGREE	BACCALAUREATE DEGREE	GRADUATE/ADVANCED DEGREE

Geospatial Intelligence Imagery Technicians (350G). Geospatial Intelligence (GEOINT) Imagery technicians direct GEOINT operations, project GEOINT requirements in support of unified land operations, direct GEOINT in support of Joint targeting, and coordinate GEOINT tasking, collection, processing, exploitation, and dissemination. They manage GEOINT architecture, serve as the principal advisor to the command and staff on GEOINT operations, training, policies, and procedures, and manage GEOINT support to the MDMP. Their key function is to provide imagery-related evidence in graphic or report format to support the intelligence process.

Figure 3. AC Military Intelligence Geospatial Intelligence Imagery Technician career development

350G Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	WO1	CW2	CW3	CW4	CW5	
		Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer

Institutional Training
WOBC · WOAC · WOILE PH II & III · WOSSE PH II & III

Functional Training
- Air Assault/Airborne/Ranger/Instructor
- TRAINING/CERTIFICATIONS: MI Training Strategy/ISR Synch Manager/MASINT/Army Cyberspace Operations/Joint Targeting Course/Ariel Intelligence Surveillance Reconnaissance/Requirements Manager Course/GEOINT Payload Operators Course
- Systems Approach to Training/Army Force Management/MILDEC Planner/Critical Thinking and Structured Analysis/Army Space Cadre Basic Course/Capabilities Development Course/Industry Based Broadening/Joint Target Staff Course

Self-Development (SD)
- MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program
- School of Advanced Military Studies

Assignments

TECHNICAL ASSIGNMENTS

DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
· MIB-T GEOINT Tech	· DIV GEOINT Tech	· COCOM GEOINT Tech	· DA G-2 GEOINT Technical Advisor
· AIB GEOINT Mission Manager	· MIB-T GEOINT Section Chief	· ASCC/Corps GEOINT Tech	· National Level Senior Advisor
· 20th CEM GEOINT Tech	· SF Group/Ranger Regt GEOINT Tech	· ASCC/Corps GEOINT Collection Manager	· COL/GO Sr Technical Advisor
· 10th AAMDC GEOINT Tech	· ARCYBER GEOINT Tech	· TSOC GEOINT Advisor	· AGB Senior Technical Advisor
	· 160th SOAR GEOINT Tech	· E-MIB GEOINT Tech	· 116th Senior GEOINT Advisor
		· MIB-T Senior GEOINT Advisor	

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

· NGA GEOINT Tech	· NGA Branch Chief	· Chief WO of the MI Corps
· MCTP GEOINT OC/T	· 35G Course Manager	· INSCOM Command Chief WO
· WOTB Instructor	· WOTB Course Manager	· MI Warrant Officer Proponent
· Defense POW/MIA Accounting Agency	· HRC MI Branch	· WOTB Chief
· WOCC TAC Officer	· WOCC Instructor	· Capabilities Branch Chief
· MI MICCC GEOINT Instructor	· GEOINT Doctrine Developer	· 011A DA/MACOM/WOCC/CAC

Academics

ASSOCIATE DEGREE	BACCALAUREATE DEGREE	GRADUATE/ADVANCED DEGREE

(2) Counterintelligence Technicians (351L). Counterintelligence (CI) technicians direct CI operations and investigations as the principal advisor to the command and staff on CI and other intelligence operations, training, policies, and procedures. Their key function is to provide intelligence to protect the force. They manage CI support to the MDMP, integrate analysis and automation in support of CI operations, and conduct all CI activities in accordance with applicable laws and policies. They perform duties in support of the Threat Awareness and Reporting Program and unit Covering Agent Program to provide CI assistance, knowledge, and reporting procedures. They perform evidence custodian duties, direct the CI application process, and conduct CI mission management.

Figure 4. AC Military Intelligence Counterintelligence Technician career development

351L Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	WO1	CW2	CW3	CW4	CW5	
		Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer

| Institutional Training | WOBC | | WOAC | | WOILE PH II & III | WOSSE PH II & III | |

Functional Training
- Air Assault/Airborne/Ranger/Instructor/Technical Surveillance Countermeasures/Digital Media Collector
- TRAINING/CERTIFICATIONS: MI Training Strategy/IO Planner/OPSEC Program Manager/Computer Network Planer/Net +/Sec +/CI Digital Threat Investigator/Intel Systems Digital Master Gunner
- Systems Approach to Training/Army Force Management/MILDEC Planner/Surveillance-Detect Course/Critical Thinking and Structured Analysis/Intro to Computer & Networks

Self-Development (SD)
- MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program
- School of Advanced Military Studies

TECHNICAL ASSIGNMENTS

DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
• CI OPS Management Team	• DIV G2X CI Tech	• COCOM J2X	• DA G2 CI Advisor
• CI Section Tech	• CI Field Office Tech	• ASCC/Corps G2X CICA	• COL/GO Sr Technical Advisor
• 1st IO CMD Field Support Team	• ARCENT FWD CI Tech	• INSCOM HQ G2X	• ASCC/MACOM Senior Intel Advisor
• TSCM Team	• SF Group/Ranger Regiment S2X	• ARCYBER G2X	• 650th Senior CI Advisor
• CI Investigation Team	• E-MIB Operations CI Tech	• TSOC J2X CI Tech	
	• SFAB CI Tech	• Field Office Special Agent in Charge	
	• 160th SOAR CI Tech		

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

• Doctrine Writer	• White House J2 Security	• Chief WO of the MI Corps	
• NTC OC/T	• WOTB Course Manager	• INSCOM Command Chief WO	
• WOTB Instructor	• HRC MI Branch	• White House Military Office	
• Shape Detachment CI Tech	• Capabilities Developer	• MI WO Proponent	
• WOCC TAC Officer	• WOCC Instructor	• WOTB Chief	
	• Doctrine Developer	• CISAC Course Manager	
	• CISAC Instructor	• 011A DA/MACOM/WOCC/CAC	
	• SOCOM Policy & Forces Branch		

Academics	ASSOCIATE DEGREE	BACCALAUREATE DEGREE	GRADUATE/ADVANCED DEGREE

(3) Human Intelligence Collection Technicians (351M). Human Intelligence (HUMINT) Collection technicians direct Military Source Operations, interrogations, screenings, and overt debriefings in English and foreign language. Their key function is to manage the collection of HUMINT information in support of the predictive intelligence process. They integrate cultural intelligence and analysis into HUMINT operations. They serve as the principal advisor to the command and staff on HUMINT operations, training, policies, and procedures. They manage HUMINT support to the MDMP and ensure all HUMINT operations are conducted in accordance with applicable laws, policies, and treaties.

Figure 5. AC Military Intelligence Human Intelligence Collection Technician career development

351M Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	**WO1**	**CW2**	**CW3**	**CW4**		**CW5**
		Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer

Institutional Training
WOBC · WOAC · WOILE PH II & III · WOSSE PH II & III

Functional Training
Air Assault/Airborne/Ranger/Instructor

TRAINING/CERTIFICATIONS: MI Training Strategy//Defense Advanced Tradecraft Course/Advanced Source Operations Course/Joint Senior Analysis Interrogation Course/ HUMINT Operations Management Course/Joint HUMINT Analysis & Targeting/DoD Strategic Debriefer/Joint Interrogation Management/J2X Operation Course

Systems Approach to Training/Army Force Management/MILDEC Planner/Command Language Program Manager/Critical Thinking and Structured Analysis/Capabilities Development Course

Self-Development (SD)
MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program

School of Advanced Military Studies

Assignments

TECHNICAL ASSIGNMENTS

DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
· HUMINT OMT Tech · BCT S2X Tech	· DIV G2X HUMINT Tech · 75th Ranger RGT HUMINT Tech · SFAB HUMINT Tech · Strategic Debriefer · MIB-T HUMINT Collection Tech · E-MIB HUMINT Operations	· ASCC G2X · Corps/G2X Collection Manager · TSOC J2X · SF Group HUMINT Tech	· DA G2 HUMINT Advisor · E-MIB Senior Technical Advisor · COL/GO Sr Technical Advisor

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

· CTC OPFOR CMD & Control · CTC Interrogation Team · Doctrine Writer · WOTB Instructor · Asymmetric Warfare Group · MI BOLIC/MICCC Instructor · Defense Attaché Service	· WOTB Course manager · 35M Course Manager · HRC MI Branch · Doctrine/Capabilities Developer · WOCC Instructor · JRTC Senior HCT OMT OC/T · SOCOM HUMINT Branch	· Chief WO of the MI Corps · INSCOM Command Chief WO · MI WO Proponent · WOTB Chief · Capabilities Branch Chief · 011A DA/MACOM/WOCC/CAC

Academics
ASSOCIATE DEGREE — BACCALAUREATE DEGREE — GRADUATE/ADVANCED DEGREE

(4) Attaché Intelligence Operations Technicians (351Z). Attaché technicians are responsible for coordinating operations and providing operational support in a Defense Attaché Office. Their key function is to ensure the effective management of Defense Attaché operations worldwide. They serve as principal advisor to the Senior Defense Official/Defense Attaché and ensure operations are conducted in accordance with requisite policies.

Figure 6. AC Military Intelligence Attaché Intelligence Operations Technician career development

351Z Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	WO1	CW2	CW3	CW4	CW5	
		Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer

| Institutional Training | WOBC | WOAC | WOILE PH II & III | WOSSE PH II & III | |

Functional Training
- Air Assault/Airborne/Instructor
- TRAINING/CERTIFICATIONS: Inspector Generals Course/SCI Security Officials Training/Attaché Staff Operations/Personnel Security Management/Security Assistant Management Course/CI-HUMINT Operations Course
- Systems Approach to Training/Army Force Management/MILDEC Planner/Command Language Program Manager/Critical Thinking and Structured Analysis/Capabilities Development Course

Self-Development (SD)
- MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program
- School of Advanced Military Studies

Assignments

TECHNICAL ASSIGNMENTS

DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
• DAO Algeria	• DAO Austria	• DAO Afghanistan	• DAO China
• DAO Belgium	• DAO Colombia	• DAO Brazil	• DAO Russia
• DAO Cambodia	• DAO Egypt	• DAO Chile	
• DAO Cameroon	• DAO Ghana	• DAO Cuba	
• DAO Chad/Uganda	• DAO Greece	• DAO France	
• DAO Croatia/Serbia	• DAO Hungary	• DAO Germany	
• DAO Ecuador	• DAO Kenya	• DAO India	
• DAO El Salvador/Nicaragua	• DAO Lebanon	• DAO Italy	
• DAO Ethiopia	• DAO Korea	• DAO Mexico	
• DAO Guatemala	• DAO Poland	• DAO Ukraine	
• DAO Indonesia	• DAO Saudi Arabia	• DAO United Kingdom	
• DAO Iraq			
• DAO Kazakhstan			

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

• DAO Libya	• JMAS Instructor	• WOTB Course manager	• Chief WO of the MI Corps
• DAO Mozambique/Zimbabwe	• WOTB Instructor	• Senior JMAS Instructor	• DAS Sr. Warrant Officer Advisor
• DAO Panama		• AFSC	• DIA Inspector General
• DAO Tunisia		• WOCC Instructor	• 011A DA/MACOM/WOCC/CAC
• DAO UAE		• DIA Inspector General	

| Academics | ASSOCIATE DEGREE | BACCALAUREATE DEGREE | GRADUATE/ADVANCED DEGREE |

(5) Area Intelligence Technicians (351Y). See AR 614–115 (S) for duty description.

(6) Signals Intelligence Analysis Technicians (352N). SIGINT Analysis technicians manage personnel and equipment to collect, process, exploit, locate, identify, analyze, and report on SIGINT information to support tactical, operational, and strategic requirements across all domains. They establish priorities and provide guidance and oversight for collection, exploitation, analysis, and reporting missions. They manage training for subordinates and peers on technical, operational, and tactical SIGINT skills required to perform the mission and coordinate staff actions to fulfill all requirements in support of SIGINT mission activities and the Commander's intent. Their key function is to provide SIGINT products, analysis, and expertise in support of the predictive intelligence process.

Figure 7. AC Military Intelligence Signals Intelligence Analysis Technician career development

352N Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	WO1	CW2	CW3	CW4	CW5	
		Company Grade Warrant Officer	Field Grade Warrant Officer		Senior Field Grade Warrant Officer	

Institutional Training	WOBC	WOAC	WOILE PH II & III	WOSSE PH II & III

Functional Training
- Air Assault/Airborne/Ranger/Instructor
- TRAINING/CERTIFICATIONS: MI Training Strategy/ISR Synch Manager/MASINT/IO Planner/Army Cyberspace Operations Planer/Aerial Precision Geolocation & Targeting/Intelligence Support to Cyber Operations/Computer Network Planner/Net +/Sec +/Special Technical Operations Planer
- Systems Approach to Training/Army Force Management/MILDEC Planner/Command Language Program Manager/Critical Thinking and Structured Analysis/Army Space Cadre Basic Course/Capabilities Development Course/Industry Based Broadening

Self-Development (SD)
- MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program
- School of Advanced Military Studies

TECHNICAL ASSIGNMENTS

DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
• BCT/CST SIGINT Tech • MIB-T SIGINT Tech • STDA Operations Tech • AIB SIGINT Ops Tech • Cyber Mission Support Team • 704th/706th SIGINT Tech	• ASCC/Corps/DIV SIGINT Tech • MIB-T SIGINT Section Chief • Cryptologic Support Group SIGINT Tech • 75th Ranger RGT SIGINT Tech • Army Cryptologic Office • CTC Foundry SIGINT Advisor • SIGINT ISR/Collection Tech	• COCOM Branch Chief • Corps/DIV G2 SIGINT Chief • ASCC/Corps/ SIGINT Collection Manager • TSOC SIGINT Advisor • Cyber MST Senior SIGINT Advisor • SF Group SIGINT Tech	• DA G-2 SIGINT Technical Advisor • COL/GO Sr Technical Advisor • 706th Senior Technical Advisor • 704th Senior Technical Advisor • 501st Senior Technical Advisor

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

	OPERATIONAL	STRATEGIC	EXECUTIVE
	• CTC OC/T SIGINT Tech • WOTB Instructor • IEW Test Division SIGINT Tech • Exploitation and Analysis Division Tech • 35G AOC Instructor/Writer • WOCC TAC Officer	• 35N Course Manager • WOTB Course Manager • HRC MI Branch • Capabilities Developer • DoD Systems Acquisition • WOCC Instructor • SIGINT Doctrine Developer	• Chief WO of the MI Corps • INSCOM Command Chief WO • MI Warrant Officer Proponent • WOTB Chief • Capabilities Branch Chief • 011A DA/MACOM/WOCC/CAC

Academics	ASSOCIATE DEGREE	BACCALAUREATE DEGREE	GRADUATE/ADVANCED DEGREE

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(7)   Signals Collector Technicians (352S). Signals Collector technicians manage personnel and equipment to collect, process, locate, identify, analyze, and report on SIGINT information to support tactical, operational, and strategic requirements across all domains. They manage training for subordinates and peers on technical, operational, and tactical SIGINT skills required to perform the mission. They coordinate staff actions to fulfill all requirements in support of SIGINT mission activities and the Commander's intent. Their key function is to provide identification and analysis of unknown signals in support of the SIGINT mission.

Figure 8. AC Military Intelligence Signals Collector Technician career development

352S Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	WO1	CW2	CW3	CW4	CW5	
		Company Grade Warrant Officer	Field Grade Warrant Officer		Senior Field Grade Warrant Officer	

Institutional Training: WOBC · WOAC · WOILE PH II & III · WOSSE PH II & III

Functional Training:
- Air Assault/Airborne/Instructor
- TRAINING/CERTIFICATIONS: MI Training Strategy/MASINT Collection Course/Army Cyberspace Operations Planer/Computer Network Planner/Net +/Sec +/JNAC/JCAC
- Systems Approach to Training/Army Force Management/Critical Thinking and Structured Analysis/Army Space Cadre Basic Course/Space 200 Course/Capabilities Development Course/Industry Based Broadening

Self-Development (SD):
- MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program
- School of Advanced Military Studies

Assignments:

TECHNICAL ASSIGNMENTS

DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
· NSA Mission Support Tech	· MIB-T SIGINT Collection Chief	· MIB Senior SIGINT Collections Advisor	· 743rd Senior Technical Advisor
· MIB-T SIGINT Collection Tech	· Cryptologic Support Group SIGINT Tech		
· 704th/706th SIGINT Collection Tech	· Army Cryptologic Office		

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

· WOTB Instructor	· 35S Course Manager	· Chief WO of the MI Corps
· IEW Test Division SIGINT Tech	· WOTB Course Manager	· INSCOM Command Chief WO
· WOCC TAC Officer	· HRC MI Branch	· MI Warrant Officer Proponent
	· WOCC Instructor	· WOTB Chief
		· 011A DA/MACOM/WOCC/CAC

Academics: ASSOCIATE DEGREE · BACCALAUREATE DEGREE · GRADUATE/ADVANCED DEGREE

(8) Intelligence Systems Integration and Maintenance Technicians (353T). Intelligence Systems Integration and Maintenance Technicians provide technical guidance and advice to commanders and staff on the management and utilization of the Army and Joint Forces Military Intelligence/Intelligence, Surveillance, and Reconnaissance (MI/ISR) systems and networks. They oversee shop operations, facilitate workflow for both ground and airborne ISR systems, and serve as the principal advisor to the commander and staff on intelligence maintenance operations, training, policies, and procedures. Their key function is to ensure intelligence architecture, systems, and equipment are operational and responsive to the Commander's requirements.

Figure 9. AC Military Intelligence Systems Integration and Maintenance Technician career development

353T Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	**WO1**	**CW2**	**CW3**	**CW4**	**CW5**	
		Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer
Institutional Training	WOBC	WOAC	WOILE PH II & III	WOSSE PH II & III		
Functional Training		Air Assault/Airborne/Instructor				
		TRAINING/CERTIFICATIONS: MI Training Strategy/Computer Network Planner/Advanced Net +/Advanced Sec +/Digital Intelligence System Master Gunner/Certified Information System Security				
		Systems Approach to Training/Army Force Management/Critical Thinking and Structured Analysis/Capabilities Development Course				
Self-Development (SD)		MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program				
			School of Advanced Military Studies			

TECHNICAL ASSIGNMENTS

	DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
Assignments	• BCT MI Systems Integration Tech • 501st MI Systems Integration Tech • TF Odin MI Systems Integration Tech	• DIV HQ MI Systems Integration Tech • E-MIB MI Systems Integration Tech • SFAB MI Systems Integration Tech • AIB MI Systems Integration Tech	• Corps MI Systems Integration Tech • AIB BN Senior MI Integration Tech • Army Cyber Center IEW Integrator • MIB-T MI Systems Integration Tech	• INSCOM HQ G4 Sr. Technical Advisor • 116th Senior MI Sys Integration Advisor

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

• Doctrine Writer • WOTB Instructor • EPG IEW Test Division Tech • WOCC TAC Officer	• 35T Course Manager • WOTB Course manager • HRC MI Branch • Capabilities Developer • DoD Systems Acquisition • WOCC Instructor • Training Development		• Chief WO of the MI Corps • INSCOM Command Chief WO • MI WO Proponent • WOTB Chief • Capabilities Branch Chief • 011A DA/MACOM/WOCC/CAC

Academics	ASSOCIATE DEGREE	BACCALAUREATE DEGREE	GRADUATE/ADVANCED DEGREE

c. Military Intelligence warrant officer development.

(1) Warrant Officer One (WO1) development.

(a) Education. Upon graduation from Warrant Officer Candidate School (WOCS) and appointment to grade WO1, each officer will attend the Warrant Officer Basic Course (WOBC). The Military Intelligence WOBC is a 13-week resident MOS certification course that provides Military Intelligence warrant officers with the technical training of specialized skills, doctrine, tactics, and techniques associated with their specific MOS. Throughout the course, Military Intelligence WOBC seeks to instill the core competencies that every Military Intelligence warrant officer requires for success regardless of the operating environment.

(b) Developmental assignments. Developmental assignments are designed to enhance some aspect of warfighting skills, increase a level of responsibility, develop a greater understanding of interoperability among Army branches, and/or expose officers to branch-related generating force/JIIM opportunities that directly contribute to success as an innovative and adaptive leader. Military Intelligence warrant officers at WO1 can serve in a number of assignments such as intelligence production section chiefs, intelligence synchronization managers, platoon leaders, or team leaders at the Brigade Combat Team (BCT) or division level or within a theater intelligence brigade in Continental United States (CONUS) or Outside Continental United States (OCONUS). There are occasional opportunities for assignment at the national and joint levels in the Department of Defense (DOD). These are nominative assignments and are for the demonstrated exceptional performer in specialties required.

(c) Self-development. The WO1 should actively pursue self-development opportunities to fully master all aspects of operations. Self-development includes studying doctrine, distributive learning courses, civilian education, and institutional training.

(d) Desired experience. The WO1 should continue to reinforce and hone technical, tactical, and officer skills. Inculcation of the Warrior Ethos and Army core values is essential in the development of newly appointed Military Intelligence warrant officers. Prior to promotion to Chief Warrant Officer Two (CW2), warrant officers must possess an in-depth knowledge of combined arms and intelligence operations gained through on-the-job-training.

(2) Chief Warrant Officer Two development.

(a) Education. Officers with at least 1-year time in grade as a CW2 are eligible to attend the Military Intelligence Warrant Officer Advanced Course (WOAC) at Fort Huachuca, AZ. Officers should complete WOAC prior to consideration for promotion to Chief Warrant Officer Three (CW3).

(b) Developmental assignments. CW2 Military Intelligence warrant officers can serve in a number of assignments such as intelligence production section chiefs, intelligence synchronization managers, G2X technician, Operational Management Team chiefs, and platoon leaders at the regimental, BCT, or division level or within a theater intelligence brigade in CONUS or OCONUS. Some warrant officers will receive opportunities to serve in multinational force assignments. There are occasional opportunities for assignment at the national and joint levels in the DOD. These are nominative assignments and are for the demonstrated exceptional performer in the specialties required.

(c) Broadening opportunities. Select CW2s may serve in the following broadening assignments consistent with the needs of the Army:
1. Combat trainer center observer controller/trainer.
2. Instructors or Training Advising and Counseling (TAC) officers at U.S. Army training centers.
3. Doctrine writers.
4. Warrant Officer Training Branch instructors.

(d) Self-development. Completion of an associate's degree is a recommended goal prior to becoming eligible for promotion to CW3.

(e) Desired experience. Warrant officers should seek maximum exposure by serving in multiple Military Intelligence assignments and deployments.

(3) Chief Warrant Officer three development.

(a) Education. Officers are recommended to attend WOILE after 1-year at CW3 grade, and should complete that course prior to consideration for promotion to CW4. WOILE consists of 3 phases: phase 1 distance learning (**DL)**, phase 2, common core in residence at Ft Rucker, and phase 3 MI follow on track course in residence at Ft Huachuca. Officers must complete all 3 phases to be considered Military Education Level (MEL) complete.

(b) Developmental assignments. CW3s serve at all levels from tactical to strategic. There are occasional opportunities for assignment at the national and joint levels in DOD. These are nominative assignments and are for the demonstrated exceptional performer in the specialties required.

(c) Broadening opportunities. Select CW3s may serve in the following broadening assignments consistent with the needs of the Army:

      1. Combat Training Center observer controller/trainer.
      2. Warrant Officer Basic and Advanced Course-instructors and course managers.
      3. Proponent combat developers.
      4. Doctrine writers.
      5. Training developers.
      6. Instructors or TAC officers at U.S. Army training centers.

(d) Self-development. Completion of a baccalaureate degree is a recommended goal prior to becoming eligible for promotion to Chief Warrant Officer Four (CW4). Warrant officers that have already obtained a baccalaureate degree should strongly consider pursuing a graduate degree either at a civilian educational institution or through enrolling in the Masters of Science Strategic Studies Program at the NIU.

(e) Desired experience. Warrant officers should seek maximum experience by serving in multiple Military Intelligence assignments and in Branch or warrant officer MOS-immaterial assignments, such as instructor, writer, or TAC officer.

(4)   Chief Warrant Officer Four development.

(a) Education. Officers are recommended to attend Warrant Officer Senior Service Education (WOSSE) after 1-year at CW4 grade, and should attend prior to consideration for promotion to CW5. WOSSE consists of 3 phases: phase 1 DL, phase 2, common core in residence at Ft Rucker, and phase 3 MI follow on track course in residence at Ft Huachuca. Officers must complete all 3 phases to be considered MEL complete. Completion of a baccalaureate degree and working on a graduate degree is a recommended goal prior to becoming eligible for promotion to Chief Warrant Officer Five (CW5). Officers who have already obtained a baccalaureate degree should strongly consider pursuing a graduate degree at either a civilian educational institution or through in the Master of Science Strategic Intelligence Program at the NIU. Warrant officers selected to attend National Intelligence University courses will receive a master's degree and incur a 3-year .active duty service obligation.

(b) Developmental assignments. CW4 Military Intelligence warrant officers can serve as: joint or national-level senior desk or regional analyst, corps intelligence production section chief, G2X, senior advisor to brigade commander, collection managers at joint or multinational force levels, regional cryptologic centers, and national-level agencies.

(c) Broadening opportunities. Select CW4s may serve in the following broadening assignments consistent with the level of requisite PME and the needs of the Army:
      1. Military Intelligence warrant officer career manager.

2. Senior instructor/faculty at MI branch schools or Warrant Officer Career College (WOCC).
3. Initial Military Training Committee Chief
4. Intelligence Assignment to national-level agencies or National Command Authority.

(d) Self-development. Military Intelligence CW4s must continue to actively pursue self-development opportunities to fully master all aspects of operations including continued performance at multiple echelons and in joint operations.

(e) Desired experience. Military Intelligence CW4s will serve at multiple echelons and positions throughout their tenure as a CW4. They should seek to serve in joint assignments, as well as intelligence broadening assignments. Military Intelligence CW4s should seek intelligence focused civilian and institutional training, as well as professional development through progressive assignments.

(5) Chief Warrant Officer Five (CW5) development.

(a) Education. Completion of a graduate degree is a recommended goal. The WOSSE should be completed no later than 1-year time in grade as a CW5.

(b) Utilization assignments. Military Intelligence CW5s will serve the remainder of their career in key staff, national or joint positions designated for the grade of CW5.

(c) Nominative, branch immaterial broadening assignments. MI CW5s are proficient in the duties described for Field Grade Warrant Officers in the duties paragraphs of one or more MI WO MOSs. They are branch technical experts and master-level technical and tactical experts who perform the primary duties of technical leader, manager, multidiscipline intelligence integrator, and advisor. They provide direction, guidance, resources, assistance, and supervision necessary for subordinates to perform their duties. MI Senior Field Grade Warrant Officers provide leader development, talent and lifecycle management, mentorship, advice, and counsel to enlisted Soldiers, warrant officers, and branch officers, and have special warrant officer leadership and representation responsibilities within their respective commands. They advise commanders and branch assignment managers on the assignments and placement of Military Intelligence warrant officers worldwide. They provide essential advice to commanders on warrant officer issues and perform other officer level duties as required consistent with senior staff officer responsibilities. Selected CW5s with appropriate skills, operational experience and requisite PME will serve the needs of the Army in nominative positions to include the following:
1. Chief Warrant Officer of the Military Intelligence Corps.
2. INSCOM Command Chief Warrant Officer.
3. Warrant Officer Training Branch Chief.
4. Military Intelligence Warrant Officer Proponent.
5. Discipline Committee Chief.
6. Branch immaterial leadership positions (011A) such as the Deputy Commandant at the WOCC, other senior-level TRADOC positions, and HQDA-level positions up to the Army staff senior warrant officer.

6. Military Intelligence Reserve Component officers

a. The Army National Guard (ARNG) and the United States Army Reserve (USAR) military intelligence officers serve in the same roles and missions as their Active Component (AC) counterparts. The unique nature of the Reserve Component (RC) Soldier's roles as a "citizen Soldier" poses a significant challenge for professional development. Geographic dispersion of units may constrain RC career progression within

the Military Intelligence Corps. In order to meet professional development objectives, RC military intelligence officers must possess a willingness to rotate between assignments with Troop Program Units, ARNG organizations, the Individual Ready Reserve, and Individual Mobilization Augmentee positions.

b. Reserve Component military intelligence officer career development. Required training and recommended branch developmental assignments by grade are as follows:

    (1) Lieutenant.

        (a) Education. Successful completion of the Military Intelligence BOLC (proponent institutional training conducted at the U.S. Army Intelligence Center of Excellence at Fort Huachuca, AZ).

        (b) Assignment. After completing the Military Intelligence BOLC, Military Intelligence lieutenants will most likely be assigned to serve with troops in leadership development positions such as platoon leader, (XO), or in other assignments such as assistant S2, combat support battalion S2, assistant brigade S2 or staff officer in a Military Intelligence battalion. The platoon leader time is critical. RC Military Intelligence lieutenants should strive to complete a leadership position prior to becoming a captain.

        (c) Self-development. Lieutenants should take every opportunity to broaden their knowledge through studying doctrine, professional readings, and personal research into intelligence related topics.

        (d) Desired experience. Lieutenants should strive to acquire, reinforce, and hone troop-leading, technical, tactical, logistical, and administrative skills. Inculcation of the Warrior Ethos and Army core values is essential in the development of Military Intelligence lieutenants. Prior to promotion for captain, the officer must possess an in-depth knowledge of combined arms and intelligence.

    (2) Captain.

        (a) Education. Successful completion of the RC Military Intelligence Captain Career Course. Some Military Intelligence officers will have the opportunity to acquire an additional Military Intelligence AOC.

        (b) KD assignments. The following are KD assignments for Military Intelligence captains:
           1. Battalion S2.
           2. Company or detachment commander.
           3. BCT A/S2 S2X (ARNG only).
           4. Collection manager/targeting officer/watch officer (ARNG only).
           5. Detachment OIC, Army Reserve Intelligence Support Center (ARISC) (USAR only).
           6. Collection manager, regional operations company (USAR only).
           7. Operations officer, Joint Reserve Intelligence Center (JRIC) (USAR only).
           8. CMD chief, interrogation battalion (USAR only).
           9. Assistant Military Intelligence battalion operations officer (USAR only).

        (c) Developmental assignments.
           1. Any Military Intelligence coded position at any echelon.
           2. Military Intelligence battalion primary staff officer.
           3. JFHQ staff officer.

        (d) Self-development. Captains should broaden their knowledge of all aspects of intelligence through studying doctrine, professional reading and personal research into intelligence related topics.

(e) Desired experience. Branch-specific assignments will provide captains with exposure to the Army and JIIM organizations. Captains should attempt to maximize tactical experience by serving in multiple Military Intelligence assignments.

   (3) Major.

   (a) Education. Successful completion of ILE/JPME 1 level producing course.

   (b) Key development assignments. The following are KD assignments for majors:
1. Brigade/BCT/regiment/SF group S2.
2. Battalion/brigade/group XO or S3.
3. Division ACE chief (ARNG only).
4. Collection manager (ARNG only).
5. Deputy DCS/JFHQ, G2/G2 planner (ARNG only).
6. G2X division/SBCT S2X (ARNG only).
7. Operations officer (ARISC) (USAR only).
8. Deputy ACE chief, theater support battalion (USAR only).
9. Engagement cell (AREC) intelligence planner (USAR only).

   (c) Developmental assignments. Military Intelligence majors should strive to have a broad base of intelligence experience at various echelons.

   (d) Self-development. Majors should actively pursue self-development opportunities to include studying doctrine, correspondence courses, civilian education, and institutional training.

   (e) Desired experience. Majors should strive to gain JIIM or multi-echelon experience. Military Intelligence majors should gain experience within Modified Table of Organization and equipment (MTOE) and Table of Distribution and Allowances (TDA) force structure. Additionally, successful Military Intelligence majors will develop in-depth knowledge of the capabilities and warfighting applicability of ARISC, the Joint Reserve Intelligence Program (JRIP), and other intelligence enterprise activities.

   (4) Lieutenant colonel.

   (a) Education. Successful completion of ILE Advanced Operations Course (ARNG) and Military Intelligence lieutenant colonels are encouraged to complete JPME II.

   (b) Key developmental assignments. The following are KD assignments for lieutenant colonels:
1. Division G2.
2. Battalion-level commander.
3. JFHQ G/J2 (ARNG only).
4. ACE chief.
5. ARNG senior intelligence officer/branch chief (ARNG only).
6. Deputy brigade commander (ARNG only).
7. CSL ARISC commander (USAR only).
8. CSL detachment commander, Strategic Intelligence Group/Military Intelligence Group (USAR only).
9. Operations officer, USARE JIOC (USAR only).
10. Engagement team (ARET) intelligence planner (USAR only).

   (c) Developmental assignments. Officers selected for lieutenant colonel must seek assignments within the branch, if available, and with JIIM positions that directly contribute to, and develop, the RC intelligence profession.

(d) Self-development. Military Intelligence lieutenant colonels must continue to actively pursue self- development opportunities to fully master all aspects of operations including continued performance at multiple echelons and JIIM operations.

(e) Desired experience. Lieutenant colonels will serve at multiple echelons and types of positions throughout their tenure. Lieutenant colonels should seek the opportunity for joint qualification, as well as intelligence broadening assignments and intelligence focused civilian and institutional training.

(5) Colonel.

(a) Education. Selection and successful completion of SSC is highly desirable.

(b) Key developmental assignments. Colonels contribute to the branch by serving in critical assignments to include the following:
1. JFHQ, Joint Task Force or Theater J2.
2. Brigade-level commander.
3. ARNG/NGB division chief (ARNG only).
4. MIRC deputy commander (USAR only).
5. Nominative assignment with Combat Support Agency (USAR only).
6. Chief, Reserve Management Office, combatant command J2 (USAR only).
7. MIRC DCS, G3/5/7 (USAR only).
8. Director, Army Reserve Element of JIOC (USAR only).

(c) Branch transfers. RC officers (major and below) who are not Military Intelligence but are selected to hold Military Intelligence positions, must commit to branch transfer and must attend the Military Intelligence CCC. RC officers who branch transfer to Military Intelligence must pass a special background investigation (SBI) with eligibility for access to sensitive compartmented information. Officers must possess the ability to maintain the top secret/sensitive compartmented information access throughout their careers as Military Intelligence officers.

Figure 10. RC Military Intelligence officer development

Military Intelligence Reserve Officer Professional Development Model

YRS SVC	0	4	8	10	13	17	21	22	25	30
RANK	LT		CPT		MAJ		LTC		COL	
	Company Grade Officer				Field Grade Officer					
TRAINING	BOLC		CCC		ILE			Senior Service College		
			Additional MI AOC Training				Pre-Command Course			

	KEY DEVELOPMENTAL ASSIGNMENTS				
A S S I G N M E N T S	• Platoon Leader • CO XO • Assistant S2 • Combat Support BN S2 • Asst Bde S2 • MI BN Staff	• BN S2 • Company/Det Cdr • BCT A/S2 S2X (ARNG) • Collection Mgr/Targeting Off/Watch (ARNG) • DET OIC, ARISC (USAR) • Collection Mgr, Regional Ops CO (USAR) • Ops Off, JRIC (USAR) • CMD Chief, Interrogation BN (USAR) • Asset MI BN Ops Off (USAR)	• S2 BDE/BCT/Rgt/SF Grp • Bn/Bde/Grp XO/S3 • Division ACE Chief (ARNG) • Collection Mgr (ARNG) • Deputy DCS/JFHQ, G2/G2 Planner (ARNG) • G2X Div/SBCT S2X (ARNG) • Operations Officer, ARISC (USAR) • Dep ACE Chief, Theater Support Bn (USAR) • AREC Intel Planner (USAR)	• Division G2 • Battalion Level Cmd • JFHQ G/J2 (ARNG) • ACE Chief (ARNG) • ARNG SIO/Branch Chief (ARNG) • Dep Bde Cdr (ARNG) • CSL ARISC Cdr (USAR) • CSL Det Cdr SIG/MIG (USAR) • Ops Off, USARE JIOC (USAR only) • ARET Intel Plnr (USAR)	• Brigade level Command • JFHQ, JTF or Theater J2 • Army Component G2 • ARNG/NGB Division Chief (ARNG) • Deputy Cdr (USAR) • Nominative Assignment with Combat Support Agency (USAR) • Chief, Reserve Management Office, Combatant Command J2 (USAR) • MIRC G-3/5/7 (USAR only) • Dir, Army Reserve Element, JIOC (USAR)
CIVILIAN EDUCATION	BACCALAUREATE DEGREE		GRADUATE EDUCATION		POST-GRADUATE DEGREE					

7. Reserve Component warrant officers

a. RC warrant officer (USAR and ARNG) development objectives and qualifications parallel those of their AC counterparts.

b. Branch development opportunities. Even though geographical considerations limit some RC warrant officers, all should strive for Military Intelligence assignments that yield the same developmental opportunities as their AC counterparts.

c. Training and development. Required training and recommended branch developmental assignments by grade are as follows:

(6) Warrant Officer One.

(a) Education. Must complete WOCS and WOBC before promotions to CW2.

(b) Developmental and broadening assignments. Assignments vary by intelligence discipline but include team leader, section chief, and senior analyst. WO1 positions are concentrated in corps and below MTOE organizations.

(7) Chief Warrant Officer Two.

(a) Education. Officer with at least 1-year time in grade as a CW2 can attend but must complete WOAC before promotion to CW3.

(b) Developmental and broadening assignments. Assignments vary by intelligence discipline

but, include team leader, section chief, senior analyst and platoon leader.

    (8)   Chief Warrant Officer Three.

        (a) Education. Officer with at least 1-year time in grade as a CW3 can attend but must complete WOILE before promotion to CW4.

        (b) Developmental and broadening assignments. Assignments vary by intelligence discipline. CW3 positions are concentrated in corps and above TDA organizations within the USAR and division and below for ARNG.

    (9)   Chief Warrant Officer Four.

        (a) Education. Officer with at least 1-year time in grade as a CW4 can attend but must complete WOSSE before promotion to CW5.

        (b) Developmental and broadening assignments. Assignments vary by intelligence discipline. CW4 positions are concentrated in corps and above TDA organizations within the USAR and division and below for ARNG.

    (10) Chief Warrant Officer Five.

        (a) Must be assigned to authorized Military Intelligence CW5 position.

        (b) CW5 positions are key staff officer positions at major commands. CW5s advise commanders at all levels on doctrine, structure, assignments and training.

Figure 11. Military Intelligence Warrant Officer Reserve Component development

Military Intelligence Warrant Officer Reserve Component Career Development Map

WO YRS SVC	0	2	8	14	20	30
Rank	WO1	CW2	CW3	CW4	CW5	
	Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer	

Institutional Training — WOBC | Action Officer Development Course | WOAC | WOILE | WOSSE

Functional Training
- Air Assault/Airborne/Ranger/Instructor/Technical Surveillance Countermeasures — JPME II
- TRAIINING/CERTIFICATIONS: Digital Master Analyst/ISR Synch Manager/MASINT IO Planner/Intelligence Support to Cyber/Aerial Precision Geolocation & Targeting/Cyber Mission Force/Computer Network Planner/Net +/Sec +/Certified Ethical Hacker/JHATC/Defense Advanced Tradecraft Course
- Systems Approach to Training/Army Force Management/MILDEC Planner/Language Proficiency/Critical Thinking and Structured Analysis/Jumpmaster/Army Space Cadre Basic Course

Self-Development (SD) *
- WOCCP/Advanced Civil Schooling/NIU/CGSOC
- School of Advanced Military Studies

Assignments

*** Better suited for AGR , ADOS, or MOB orders**

TECHNICAL ASSIGNMENTS

DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE
• Team Chief • Section OIC • Platoon Leader • OMT Chief • HCT Team Leader • BDE S2X Tech Discipline Analyst • GEOINT Production Manager • Language Team Chief/CLPM • CI Field Officer/Investigations Team Ldr * • Functional Manager * • BISE Chief * • SF Group/Ranger Regt MI Section Chief *	• BDE/DIV/Corps Fusion Chief • Discipline Collection Manager • MIB-T Discipline Section Chief • TSOC Discipline Analyst • DIV G2X HUMINT Tech * • DIV G2X CI Tech *	• MIB-T/TSOC Discipline Senior Advisor • Collection Manager • COCOM Branch Chief * • Joint/Combined Staff * • Corps/ASCC G2 Section Chief *	• OCAR/MIRC G-2 Discipline Technical Advisor • ARNG/NGB Discipline Technical Advisor • MACOM Staff Officer • COL/GO Sr Technical Advisor

BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS

• Doctrine Writer • CTC/MCTP OC/T • Detachment Commander • Foundry Instructor • State WOSM • WOTB Instructor * • Executive Fellowship/Internship *	• Foundry Director • Company Commander • WOTB Course manager * • HRC MI Branch * • WOCC Instructor *	• IMT/AIT Course Committee Chief • MSE CCWO • State CCWO • State J2/G2 • 011A WOCC/CAC *	

Academics	ASSOCIATE DEGREE	BACCALAUREATE DEGREE	GRADUATE/ADVANCED DEGREE