

Simulation Operations Functional Area

1. Introduction

a. Purpose. Simulation Operations Functional Area (FA) 57 Officers specialize in creating realistic simulation environments where leaders plan, train, test, and experiment in support of readiness, modernization, and enhanced decision support. FA57s are the Army's experts at translating complex concepts into viable readiness and modernization solutions by leveraging new and emerging technologies. Simulation Operations Officers are highly effective at planning, preparing, communicating, and executing simulation support at the tactical, operational, and strategic level. FA57s execute their roles in the Operating, Institutional, and Joint Force across three core competencies:

(1) Readiness: As expert exercise planners and technical integrators, FA57s design diverse, challenging, and realistic simulation events that enhance readiness and lethality through the use of the live, virtual, and constructive simulations.

(2) Modernization: FA57s create simulation environments that allow for the rapid prototyping and experimentation of existing and future capabilities and concepts throughout the various phases of research, development, testing, experimentation, analysis, and capability development. As part of the Army Modernization Enterprise (AME), FA57s translate operational needs into technical requirements to support the full range of Multi Domain Operations (MDO) for concept, capability, and force development.

(3) Enhanced Decision Support: FA57s assist commanders in generating real time situational awareness, creating faster decision making cycles, and increasing the level of confidence in knowledge sharing at home station, in training, and while deployed. FA57s integrate Knowledge Management principles with Command and Control (C2) / Mission Command Information Systems (MCIS) and staff processes to provide leaders with the right information, in the right format, at the right time to drive enhanced decision-making.

b. Proponent Information. FA57 is in the Operations Support Functional Category within OPMS. The Headquarters Department of the Army, Deputy Chief of Staff, G-8 is the Proponent for FA57. For more information contact the US Army Simulation Proponent and School at DSN 312.655.0366 or commercial at 703.805.0366.

c. Functions. FA57 officers serve as advisors to senior leaders on the use of simulations in support of readiness, modernization, and enhanced decision support to accomplish Army missions and functions. Models and simulations (M&S) operations encompass a diverse set of disciplines founded in doctrine and emerging best practices. FA57 officers serve at all levels of command and organizations (functional brigades, divisions, corps, Army Service Component Commands, Expeditionary Sustainment Commands, Theater Sustainment Commands, Army Air and Missile Defense Commands, Combatant Commands, Army Staff, Army Futures Command, Centers of Excellence, Major Commands, and the Joint Staff), and perform the following functions and tasks:

(1) Provide commanders with simulation subject matter expertise in support of readiness by focusing on individual and collective training and operations from the brigade level through ASCC, Combatant Commands, Joint, and Coalition units.

(2) Develop and execute simulations in support of force projection and mobilization that includes training, Mission Rehearsal Exercises (MRX), warfighters, wargames, and other training events.

(3) Serve as subject matter experts and lead planners for the development, planning, and execution of exercises, wargames, experiments, tests, training, and acquisition across the operating and institutional forces by leveraging models and simulations.

(4) Manage and support simulation training enablers and Training Aids, Devices, Simulators, and Simulations (TADSS) at the Mission Training Centers, Centers of Excellence, and Combat Training Centers.

(5) Assist in the development of concepts, doctrine, organizations, and equipment to support modernization requirements.

(6) Develop and execute strategies and plans in support of research, development, testing, experimentation, and capability development events for TRADOC, Army Futures Command, Department of the Army, Joint Staff, and Coalition organizations using the Joint Capabilities Integration and Development System (JCIDS), Program Objective Memorandum (POM), and the Strategic Portfolio Analysis Review (SPAR).

(7) Provide simulation subject matter expertise in the acquisition and development of new models and simulations.

(8) Lead an organization's Knowledge Management Section in developing and executing a Knowledge Management Plan to create shared understanding and increased decision making confidence.

(9) Provide subject matter expertise for C2 Application / MCIS Integration, Change Management, and Knowledge Management in support of military operations from the tactical to strategic level.

(10) Lead, plan, and execute analog and digital wargames for decision support analysis to assist leaders with a more comprehensive understanding of MDO.

2. Officer Characteristics Required

a. Characteristics required of all officers. All officers are expected to possess the basic characteristics that will enable them to develop into agile and adaptive leaders for the 21st Century. Our leaders must be grounded in the Army Values and the Warrior Ethos, competent in their core proficiencies, and broadly experienced to operate across the spectrum of conflict. They must be able to operate in Army Headquarters and Joint environments and leverage capabilities beyond the Army to achieve their objectives. Further explanation of these characteristics can be referenced in ADP 6-22 and in Part One of Department of the Army Pamphlet (DA PAM) 600-3.

b. Unique knowledge, skills, and abilities to FA57 Officers. FA57s are operationally seasoned officers who possess technical proficiency with simulation tools, the doctrinal foundations of knowledge management, and the principles of wargaming. Simulation Operations Officers require the following knowledge and skills:

(1) Knowledge: As the Army's subject matter experts on the use and integration of simulations in support of readiness, modernization, and decision support, FA57 officers must possess a thorough understanding of the following:

(a) The management of Army simulations in support of the Acquisition, Analysis, Experimentation, Intelligence, Test and Evaluation, and Training Communities IAW AR 5-11.

(b) The concepts and theory of M&S, game theory, game design, and appropriate simulation selection in support of readiness, modernization, and enhanced decision-making.

(c) The interoperability of C2 Applications / MCIS and simulations in support of individual and collective training.

(d) The principles of exercise design, planning, and the Joint Event Life Cycle (JELC) process to create realistic exercises and training events at all levels of command.

(e) The doctrine and principles of the Army Training Strategy, Regionally Aligned Readiness and Modernization Model (ReARMM), and operations to build exercises and wargames to achieve higher levels of readiness in support of force projection, mobilization, and in setting the theater.

(f) The JCIDS and SPAR.

(g) The roles and responsibilities of the Army M&S Community and how its activities and programs enable the development of new training, analytical, and experimentation tools.

(h) The integration of C2 Applications / MCIS and common operating pictures to enhance shared understanding with Army, Joint, and Coalition Partners.

(i) The application of various project management techniques to improve human and organizational performance.

(j) The doctrine and application of Army and Joint Knowledge Management techniques to establish collaborative information and knowledge environments to enhance decision-making.

(k) Army and Joint Operations and information exchange requirements to establish and refine battle rhythms and organizational information flow.

(l) Familiarity with the organization, structure, and doctrine of the Army, Department of Defense and Joint Force simulation activities.

(2) Skills: The M&S Functional Area requires officers to be adaptive problem solvers who understand military operations. FA57s have the technical and leadership skills to grasp complex concepts. FA57s must be able to:

(a) Operate routinely in high-level staff assignments where guidance may be minimal and close interaction with senior leaders is frequent.

(b) Express ideas clearly, concisely, and accurately in both written and oral communication.

(c) Leverage learning, performance, knowledge management, project management, simulations, and information systems in support of organizational requirements and operational needs.

(d) Develop complex environments using live, virtual, and constructive simulations to support the training, testing, experimentation, analysis, acquisition, logistics, intelligence, operations, and medical communities.

(e) Assist in the refinement of current simulations, policy, and governance to support the development of the Army's future simulation needs in support of training and operational requirements.

(f) Understand mathematical and computational models and their appropriate usage in support of research, analysis, and training.

(g) Implement simulation architectures sufficiently to stimulate C2 applications and knowledge management tools in support of training events and exercises.

(h) Understand the complexities and doctrine of MDO to design wargames and training in support of readiness and experimentation.

(i) Provide simulation expertise on the use and development of TADSS.

(j) Facilitate cross staff coordination to enable knowledge transfer and situational awareness by integrating people, processes, technology, to enhance organizational performance.

(k) Translate complex technical material and ideas into operationally relevant and understandable language for commanders and staffs.

(l) Design and develop the simulation environments that support experiments to test C2 application configurations, C2 system design concepts, and doctrinal techniques.

3. Accessions

a. *Voluntary Transfer Incentive Program (VTIP)*. Functional designation is currently accomplished via VTIP. Details of the VTIP are explained in Chapter 3 of DA PAM 600-3. Officers should refer to the most recent military personnel message on the topic for specifics and functional area requirements.

(1) Basic Accession. FA57 officer selection is based on demonstrated operational proficiency in company grade leadership key developmental (KD) positions to include company commander or other basic-branch qualifying staff officer billet during the VTIP board process. Normally, officers will have achieved the grade of Captain (CPT) and complete a CPT-level KD job before serving in an FA57 billet.

(2) Early Accession. Select officers who have not completed company grade basic-branch KD positions may be considered for accession into FA57 and provided an opportunity to complete company KD time as an FA57. Non-KD CPTs who access into FA57, upon completion of the Simulation Operations Course (SOC), will be assigned to either MTC-Joint Base Lewis McChord, National Simulation Center, or the Joint Multinational Simulation Center. These assignments provide junior officers with mentorship from experienced FA57s and the skills required for follow on Operating or Institutional Force assignments.

(3) Other Accession Considerations. Professional history with computer science, modeling or simulation technical experience is highly regarded, but not essential to the selection process for FA57 officers.

b. *Direct Commission*. Direct Commission candidates must have the technical aptitude to solve complex technical problems and be able to adapt to an ever-evolving Army. Candidates should possess the KSBs described in paragraph 2 of this document.

(1) Experience. Credible experience in a comparable field of work or educational background related to the FA57 core competencies is expected. Preferred fields of work include program managers, computer engineering, M&S engineering, game engineering, project management, software engineering, systems engineering, and knowledge management.

(2) Education. A master's degree in a relevant field is required to apply for FA57. Preferred academic disciplines include artificial intelligence, knowledge management, computer science, computer engineering, and other engineering disciplines.

(3) Training. FA57 recognizes a multitude of certifications from the Project Management Institute (PMI), Certified M&S Professional Program (CMSP), and the Knowledge Management Institute.

4. Officer Development and Assignments

a. *Officer Development Model*. The officer development model focuses on building a range of experiences in the core competencies of M&S. All FA57 officers are encouraged to seek a broad array of assignments in the operating and institutional forces. Although specific duty titles and descriptions vary by assignment, FA57 positions align against the core competencies:

(1) Readiness: Exercise Planner, Joint Simulation Officer, JMASC Operations Officer, Functional Brigade Simulation Officer, Division Simulation Officer, ASCC Exercise Planner, Joint Strategic Planner, MTC Chief of Simulations, ASCC Simulation Branch Chief, Deputy Brigade Commander, JMASC Director, ASCC Chief of Training and Exercises, NATO Chief of Modeling and Simulations, and AVCoE Director of Simulations.

(2) Modernization: NSC Simulation Officer, CoE Simulation Officer, Joint Simulation Officer, USMA Simulations Officer, FA57 Career Manager, ACM Virtual, ACM Constructive, Joint Strategic Planner, NATO Experimentation Simulation Officer, Proponent Officer, HQDA Training Program Officer, NSC Branch Chief, PEO-STRI Project Manager, Director of the NSC, Joint Staff Chief of Environment Operations, NATO Chief of Modeling and Simulations, and HQDA Technical Advisor.

(3) Enhanced Decision Support: C2 Application/Information Systems Integration Officer (BDEs through ASCCs), Division Knowledge Management Officer, Corps Knowledge Management Officer, and ASCC Knowledge Management Officer.

b. Joint Experience. FA57 will have numerous opportunities for Joint experience throughout their careers and can expect consideration for nominative assignments worldwide. Even though this experience is important to the Army and individual officers for advancement into senior leadership positions, not all FA57 officers will have the opportunity to serve in these assignments. This will not preclude their selection to the rank of Colonel (COL). Joint assignments may include; Joint Staff, Combatant Commands, multinational organizations (NATO), and Allied Service Schools. In addition, officers may be assigned to specific Interagency/Intergovernmental fellowships with other U.S. government agencies, to include Department of State, Department of Homeland Security, and National Security Council.

c. Lifelong learning, civilian, and military education. FA57s have numerous opportunities for both military and civilian education. The eight week Simulation Operations Course is the FA57's entry-level military education and its focus is on the fundamentals of models, simulations, information system integration, and knowledge management. The focus of Intermediate Simulation Operations Course (ISOC) is to build upon the officer's knowledge already gained from entry-level education as well as from the officer's previous FA57 assignments to provide them with the critical knowledge required to succeed in LTC FA57 billets. The Advance Simulation Course (ASC) is the FA57's senior-level education course, its focus is on the management of programs, and organizations for M&S enabled Army communities of interest.

d. Advanced Civilian Schooling (ACS). Additional education opportunities include fully funded Masters and PhD degree ACS programs and online certification courses. Officers must have a demonstrated potential for promotion and meet the requirements outlined in AR 621-1 for acceptance into the ACS program. The FA57 Proponent Officer and the HRC Career Manager conduct an ACS School Selection Board to align qualified applicants to approved institutions prior to assessing students into the ACS program. The ACS School Selection Board review criteria include officer preference, balance of candidates across the approved universities, previous academic profile, and potential. Officers must plan to apply to all accepted universities as directed by the HRC Career Manager. The ACS School Selection Board serves as an essential tool to ensure the functional area maintains a balance of graduates from all the unique programs. Other universities and programs (e.g. artificial intelligence) not listed here may be considered and approved by exception by the FA57 Proponent Office. The ACS program is available for Regular Army Officers only.

e. Captain Development. Officers selected for FA57 as captains should meet the specifications in paragraph 3 of this document.

(1) Education. FA57 officers will attend the 8-week Simulation Operations Course (SOC) prior to their first assignment. Captains are encouraged to apply to the fully funded ACS program to earn an M&S Master's Degree.

(2) Assignments. Positions are normally located at the Combat Training Centers, Centers of Excellence, National Simulation Center, Global Simulation Center, Joint Multinational Simulation Center, and brigade or division headquarters.

(3) Key Development Assignments. All FA57 assignments are considered KD.

(4) Self-development. Officers are encouraged to pursue professional and personal development opportunities in both general military and FA57 related fields. This may include attendance at FA57 courses, general military schools/courses, continuing civilian education, distant learning programs, professional forums, and professional research. Additionally, officers should actively participate on SimOps Net at: <https://www.milsuite.mil/book/community/spaces/apf/simopsnet> to develop awareness of changes in the Army and contribute to forums.

(5) Desired Experience. The professional development objective for this phase of a FA57's career is to develop a BDE-level proficiency in the three core competencies of M&S and military operations. This is the essential foundation of knowledge required for subsequent assignments.

(6) Additional factors. FA57 experience as a captain is not required for promotion to Major.

f. *Major Development.* Majors (MAJ) serving as FA57s should seek assignments that provide additional breadth to their experiences and should strive to serve in positions at several levels of command across the operating and institutional force.

(1) Education. HQDA G3/5/7 has approved FA57 officers to compete in the CGSC selection board. FA57s will complete MEL-4 training (including Intermediate Level Education Common Core (ILE-CC) and Advanced Operations Course (AOC)). FA57s selected for resident CGSC will attend the 10-month course at Fort Leavenworth. Officers attending resident CGSC are required to take the Military Modeling and Simulation Advanced Application Program electives offered by the Digital Leadership Development Center. FA57s selected to attend the 14-week ILE-CC satellite course will attend this course and are required to take the AOC portion via Army Distance Learning. Officers non-selected for either resident CGSC or the ILE satellite course are required to complete ILE and AOC via Army Distance Learning. FA57s who have not completed the 8-week Simulation Operations Course will do so prior to their first FA57 assignment. FA57 MAJs are eligible to compete for and attend Sister Service and Foreign CGSCs. FA57s are eligible to attend or compete for the School for Advanced Military Studies (SAMS). MAJs are encouraged to apply to the fully funded ACS program to earn an M&S Masters degree. MAJs who are competitive for selection to LTC will attend the Intermediate Simulation Operations Course (ISOC) prior to or immediately following promotion to LTC.

(2) Assignments. In their initial assignment, officers should seek assignments in the operating force at the brigade, division, corps, and ASCC level. In their second FA57 assignment, more experienced officers should seek institutional force, MTC, or CTC assignments. Senior FA57 MAJs should seek joint and nominative assignments as they prepare for additional responsibility as LTCs.

(3) Key Development Assignments. All FA57 coded assignments are considered KD.

(4) Broadening Assignments. FA57 positions exist on the Joint Duty Assignment List for majors and above. Officers seeking assignments on the Joint Staff or Combatant Commands must successfully complete at least one FA57 assignment.

(5) Self Development. In addition to the areas identified in CPT Self-Development, officers can expand their knowledge and skills through professional reading and research to broaden their technical and warfighting skills and knowledge. MAJs should continue their professional

development to become an expert in all aspects of simulation operations, C2 Application / MCIS integration and knowledge management. Additionally, officers can pursue applicable industry certifications.

(6) *Desired Experience.* Officers should have served in at least one operational tour as a major. In addition to basic simulation, C2 Application / MCIS integration, and knowledge management expertise, officers shall begin to gain an understanding of force management, acquisition, combat development, and contracting.

(7) *Additional factors.* Functional area key developmental qualification for FA57 MAJs requires the following: completion of the Simulation Operations Course, MEL-4, and two years in a FA57 billet.

g. Lieutenant Colonel Development. Lieutenant Colonels (LTC) serve as supervisors and senior action officers at major headquarters and HQDA and are expected to have a broad understanding of the FA57 core competencies. LTCs serve as senior level leaders and managers in Army and Joint organizations where they can fully use their knowledge and skills in support of operational and strategic requirements.

(1) *Education.* FA57s who have not completed the SOC will be immediately scheduled to attend. LTCs will also attend the ISOC at the earliest opportunity upon promotion. Attendance to the Advanced Simulation Course (ASC) is strongly encouraged. FA57 LTCs are encouraged to compete for SSC. LTCs that completed a master's degree are encouraged to pursue an advanced degree in a doctorate program.

(2) *Assignments.* LTCs should seek their initial assignment in the operational force at the Division or ASCC level. In their second assignment, more experienced officers should seek Institutional Force or 84th Training Command assignments. Senior FA57 LTCs should seek joint and nominative assignments as they prepare for additional responsibility as COLs.

(3) *Key Development Assignments.* All FA57 coded assignments are considered KD.

(4) *Key Nominative Billets (KNB).* Officers will have the opportunity to compete for KNBs through a proponent panel and board process. Selection to these challenging positions indicates an officer is best qualified for key and strategic positions. KNB assignments for LTCs include Army Capability Manager (ACM)-Constructive, ACM-Virtual, Corps KMO, JMSC Operations Officer, JRTC Chief of TASCC, and NTC Director of Instrumentation.

(5) *Broadening Assignments.* Joint experience is highly encouraged, though not required for promoting to Colonel (COL). Officers seeking assignment opportunities within the Joint Commands, Joint Chiefs of Staff, or the North Atlantic Treaty Organization must successfully complete at least one FA57 assignment, preferably at the ASCC staff level.

(6) *Self-development.* Officers are encouraged to pursue professional and personal development opportunities in both general military and FA57 related fields. Additionally, as senior leaders, officers should attend professional forums and conferences to represent the functional area. LTCs are expected to provide guidance, leadership, and mentoring to the greater FA57 community. FA57 LTCs should maximize the use of online education resources such as the Army Learning Network, the Army Training Network, and Defense Acquisition University to gain understanding of the Army acquisition, M&S requirements development, Army

budgeting/funding cycles and the JCIDS process. More information can be found on the Defense Acquisition University website (<http://www.dau.mil/default.aspx>).

(7) Desired Experience. FA57 LTCs should be knowledgeable on the basic tenets of the functional area to include readiness, modernization, and decision support. Most assignments provide officers with the responsibility to direct and operate major simulation facilities and programs across Army, Joint, and Coalition Partners. Many of these assignments require that FA57 LTCs have an understanding of force management, acquisition and contracting

(8) Additional factors. The objective of LTC professional development is greater contribution to the functional area and the Army.

h. *Colonel Development*. COLs are considered Army Strategic Leaders. Experience in multiple geographic venues and across the core competencies is encouraged.

(1) Education. FA57s who have not completed the SOC, ISOC, or ASC will attend the course at the earliest opportunity. Officers selected to attend SSC must complete the SOC prior to SSC attendance.

(2) Assignments. Typical COL assignments include operational assignments at the ASCC level and director positions within the institutional force.

(3) Key Development Assignments. All FA57 coded assignments are considered KD.

(4) Key Nominative Billets (KNB). Officers will have the opportunity to compete for KNBs through a proponent panel and board process. Selection to these challenging positions indicates an officer is best qualified for key and strategic positions. The two KNB assignments for COLs are the Director of the NSC and the Director of JMISC.

(5) Broadening Assignments. FA57 COLs serve in a variety of enterprise positions across the Army and DoD to include positions not specifically coded for FA57, but for which an officer is well suited.

(6) Self-development. FA57 officers should focus on institutional training, civilian education, and distance learning programs relevant to senior FA57 jobs. Related topics may include: acquisition, force management, contracting, and combat developments. In addition, as Army senior leaders, officers should attend professional forums and conferences in order to develop and mentor junior leaders in the functional area.

(7) Desired Experience. FA57 COLs should have broad Army and FA57 expertise. Officers should be knowledgeable on a variety of topics to include M&S, technology integration, knowledge management, acquisition, force management, and contracting. Officers will represent the FA57 community at the most senior levels of the Army and the Department of Defense.

(8) Additional factors. The professional development objective for COLs is greater contribution to the functional area and the Army.

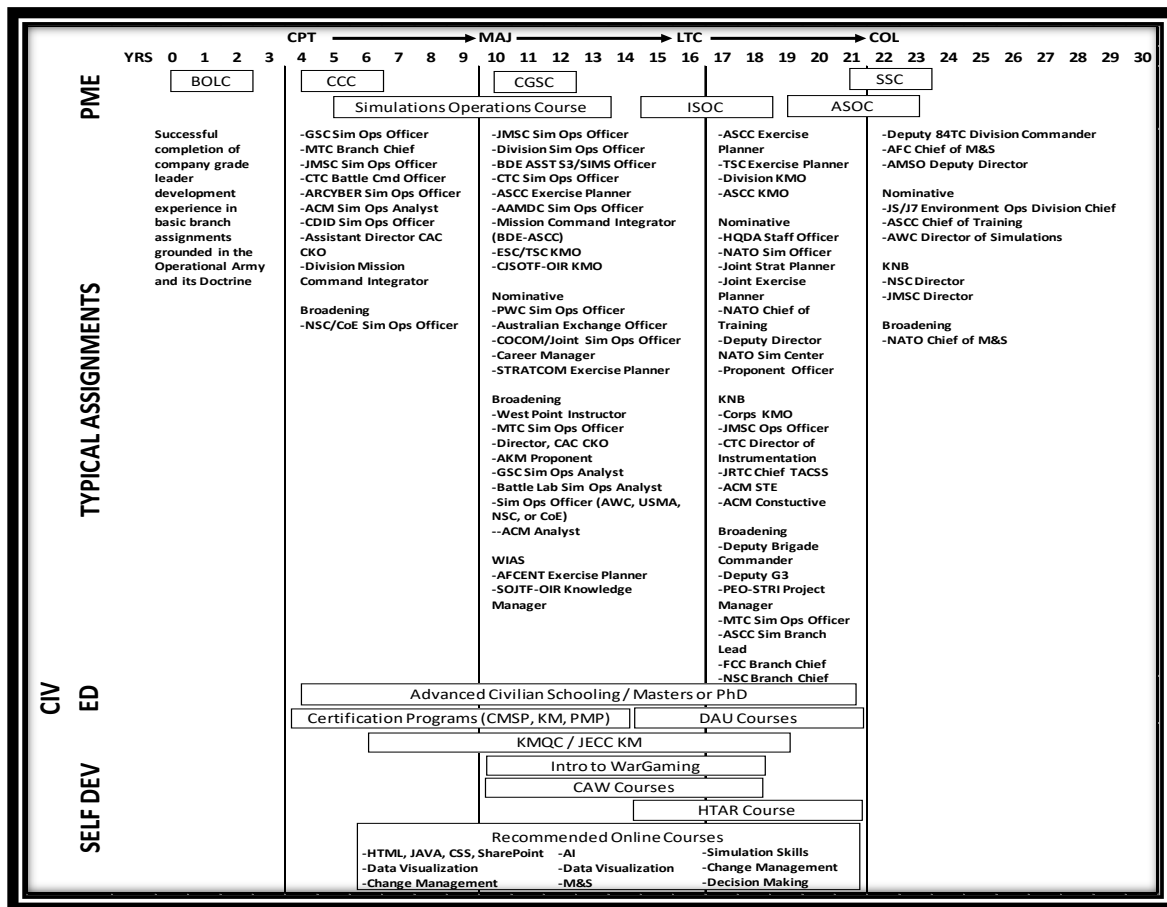
5. Assignment Preferences and Precedence.

a. *Preferences.* The Simulation Operations functional area provides opportunities for a diverse career development path. The goal of the professional development of FA57 is to produce a talented group of officers who have developed operationally as Simulation Operations Officers. Additionally, functional area assignments will provide continual development of an FA57 officer's skills and abilities in order to prepare them for positions of greater leadership and responsibility within the functional area and the Army. Requests from FA57 officers for assignments that do not contribute directly to this goal must be fully justified and approved by the proponent and HRC.

b. *Precedence.* All positions will be filled in accordance with Department of the Army manning guidance and operational priorities. Priority fill for assignments will go to 57A coded billets before any non-FA57 assignments will be considered. All officers will attend the Simulation Operations Course prior to their initial FA57 assignments. Several FA57 assignments required an advanced civilian schooling (ACS) in M&S. Because of this, the proponent encourages FA57 officers to apply for the fully funded master's degree program in order to establish an available pool of officers to fill ACS coded positions.

6. Regular Army (RA) FA57 Development Model

Figure 1: RA FA57 Development Model



7. Simulation Operations National Guard (ARNG) and Reserve Component (RC) Officers

a. *General career development.* The ARNG and USAR FA57 Officer development objectives follow the RA officer development pattern as closely as possible. RC FA57 Officers will be afforded military education and assignment opportunities commensurate to the RA. The goal is to build a talented and fully integrated FA57 community within the Total Army (see DA PAM 600-3 for more guidance on ARNG and USAR officer development).

b. *Assignment opportunities.* The ARNG and USAR FA57 can expect assignment opportunities that mirror those of RA officers as well as those positions applicable exclusively to the Reserve Component. The success of an ARNG and USAR FA57 is not measured by length of service in any one component or control group, but by the officer's breadth of experience, duty performance, and adherence to functional area requirements. FA57 assignments for the ARNG are normally in the operating force at the brigade or division. While FA57 USAR billets are primarily TDA or Troop Program Units (TPUs) within Training Commands/Divisions, and in the Operational Force. There are positions for Active Guard Reserve (AGR) in both the ARNG and USAR. AGR career development and assignment opportunities reflect the structure of the AGR program as in AR 135-18. FA57 USAR billets are primarily TDA or troop program units (TPUs) within Mission Command Training Divisions. Civilian acquired skills, advanced military and civilian education, and demonstrated abilities to function in a simulation environment are highly desirable for assignment to any ARNG or USAR FA57 position.

c. *Functional Area qualification and development opportunities.*

(1) FA57 offers unique and rewarding assignment opportunities for the ARNG and USAR. ARNG and USAR FA57 officers assigned to these positions must continually develop their knowledge and analytical skills. ARNG and USAR officers awarded FA57 will be offered the opportunity to pursue continuing education opportunities (civilian and military), and government internship programs.

(2) Captain.

(a) Education. FA57 officers will attend the SOC prior to their first FA57 assignment.

(b) Assignments may vary between the ARNG or USAR. Upon completion of initial education, ARNG FA57 captains will serve primarily as C2 Application / MCIS Integration Officers in Brigade Combat Teams or as Simulation Officers in select state level Mission Training Complexes (MTC). USAR FA57 Captains will serve within a Mission Command Training Brigade or a Functional/Multifunctional Brigade.

(c) Self-development. Officers selected for FA57 should pursue professional and personal development opportunities in both general military and FA57 related fields. This may include attendance at FA57 courses, general military schools/courses, continuing civilian education, distant learning programs, professional forums/conferences, and professional reading/research. There are numerous M&S certificate programs available through the e-Learning section of the Army Learning Management System (ALMS) on AKO that offer free or reduced cost programs for military personnel.

(d) Desired experience. The professional development objective for this phase of an officer's career is to develop proficiency as a company/battery/troop commander and staff officer

prior to selection as a FA57. Upon selection to FA57, officers should develop a basic knowledge of simulations, technology integration, and knowledge management.

(e) Additional factors. FA57 experience as a captain is not required for promotion to Major.

(3) Major.

(a) Education. All Reserve Component (RC) Captains (Promotable) and Majors (AGR and Non-AGR) are eligible to attend ILE upon completion of their branch or functional area prerequisite level education. ILE consists of two separate components: ILE-Common Core (ILE-CC) and an Advanced Operations Course (AOC) credentialing course. The credentialing course for FA57s is the ILE-AOC. The SOC is not an AOC credentialing Course. Officers completing ILE via Distance Learning should enroll into ILE-CC as soon as they promote to Major and enroll into the ILE-AOC as soon as they complete ILE-CC. ILE-AOC is a 52-week long distance learning course that is required for promotional consideration to O-6. MAJs should attend the Intermediate Simulation Operations Course (ISOC) after completing their first FA57 assignment.

(b) Assignments. ARNG FA57 assignments include Mission Command Integration Officers at AVN and FA BDEs, Division M&S Officer (Plans & Exercises), Simulation Training and Operations Officer positions within Battle Projection Groups. USAR FA57 assignments include Simulations Operations Officer at Mission Command Brigades and Divisions, functional/multifunctional brigades, and Knowledge Management Officer at various commands.

(c) Self-development. In addition, officers should strive to obtain advanced civilian schooling compatible with FA57 position requirements.

(d) Desired experience. Successful completion of branch, functional area or broadening assignments prior to consideration for promotion to LTC.

(e) Additional factors. The objective of major professional development is through key ARNG and USAR developmental assignments, continuous professional study and self-development, distance learning, and attendance at professional forums/conferences. There are numerous M&S certificate programs available through the e-Learning section of the Army Learning Management System (ALMS) on AKO that offer free or reduced cost programs for military personnel.

(4) Lieutenant Colonel:

(a) FA57s who have not completed the SOC will be immediately scheduled to attend. LTCs will attend the ISOC and the ASC at the earliest opportunity upon promotion, if they have not attended the course.

(b) Assignments. ARNG typical assignments include Simulation Operations Officer, Assistant for DCS, G-3/5/7, Deputy Director - Battle Projection Group Chief, Scenario Chief, Division Knowledge Management Chief. USAR typical assignment include MTC Deputy Director, Training Division Deputy G-3, Training Command KMO, and Exercise Planning Officer.

(c) Self-development. If not already, officers should strive to complete CGSC-OC, compete for Senior Staff College, and obtain Advanced Civilian Schooling compatible with FA57 position requirements.

(d) Desired experience. Broad branch, functional area and skill proficiency at the senior levels through assignments and schooling.

(e) Additional factors. The objective of LTC professional development is greater contribution to the functional area and the ARNG or USAR.

(5) Colonel:

(a) Education. FA57s will attend the ASC at the earliest opportunity.

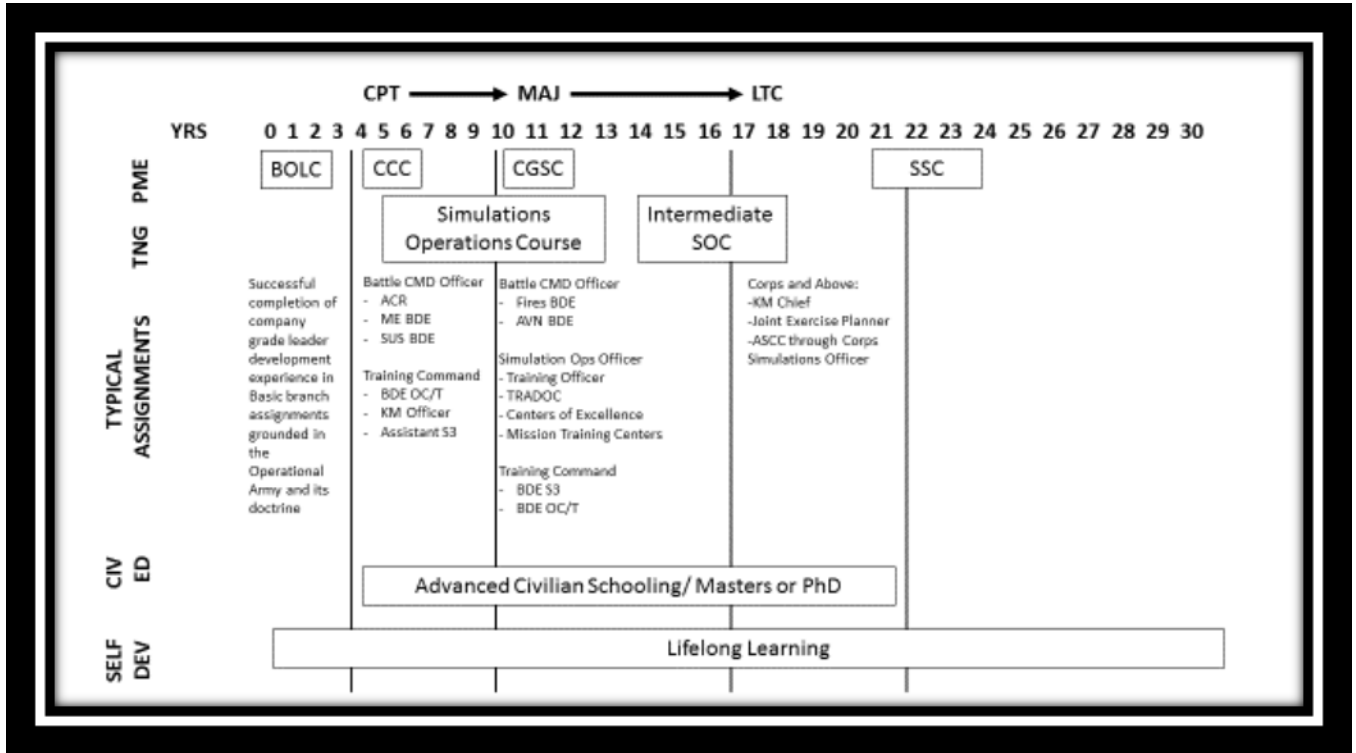
(b) Assignments. FA57 qualification assignments for COLs consist of two years in a FA57-coded COL billet. USAR typical assignments include Operational Environment Chief, Mission Command Training Support Program Director, Training Command or Division G-37.

(c) Self-development. Officers are expected to compete for Senior Staff College. FA57 officers should focus on institutional training, civilian education, and distance learning programs relevant to senior FA57 jobs. Related topics may include acquisition, force management, contracting, and combat developments. As Army senior leaders, officers should attend professional forums and conferences in order to develop and mentor junior leaders in the branch.

(d) Desired experience. FA57 COLs should have broad Army and FA57 expertise. Officers should be knowledgeable about a variety of topics including M&S, technology integration, knowledge management, acquisition, force management, and contracting. Officers can be expected to represent the FA57 community at the most senior levels of the Army and the Department of Defense.

(e) Additional factors. The professional development objective for COLs is greater contribution to the functional area and the Army.

(6) ARNG/USAR RC FA57 Development Model



(7) AGR FA57 Development Model

