

Nuclear and Countering Weapons of Mass Destruction (CWMD) Functional Area 52

1. Introduction

a. Purpose. Nuclear deterrence is a critical component of our National Defense Strategy and remains paramount in this renewed era of great power competition. Nuclear and CWMD officers provide the Army with a technically educated, operationally experienced, and highly trained cadre specializing in all aspects of nuclear and CWMD strategic and operational-level policy, planning, and execution. Their expertise covers the spectrum from nuclear weapon design and effects to nuclear and CWMD policy development and implementation. FA52 officers are the Army's nuclear weapon, nuclear effects, strategic nuclear deterrence, and CWMD experts. To meet this mission, the functional area strives to ensure that FA52 officers have a graduate degree in a science, technology, engineering, mathematics (STEM) or a policy discipline.

(1) *Role.* FA52 officers are the primary advisors to maneuver commanders on the effects of nuclear weapons. These officers integrate with Geographic Combatant Commander (GCC) and Army Service Component Commander (ASCC) planning staffs. FA52 officers also work in the joint, interagency, intergovernmental, and multinational (JIIM) environment on nuclear operations, stockpile management, and policy, plans, and treaties related to nuclear and WMD issues.

(2) CWMD operations encompass all efforts against actors of concern to curtail the conceptualization, development, possession, proliferation, use, and effects of WMD, related expertise, materials, technologies, and means of delivery. FA52 officers use their knowledge and experience to inform planning and execution at the strategic and operational levels of war. CWMD operations cross all six warfighting functions with the CWMD activities and tasks.

b. Proponent information. Functional Area 52 is managed within the Operations Support functional category. The proponent for FA52 is the Director, U.S. Army Nuclear and Countering WMD Agency (USANCA). The USANCA Proponency Division works closely with the assignment officer at Human Resources Command (HRC) to support the career field. FA52 and Proponency Division related information may be obtained by contacting the USANCA Proponency Division mailbox at: usarmy.belvoir.hqda-dcs-g-3-5-7.mbx.usanca-proponency-division@mail.mil. Additional information can be found on the FA52 MilSuite webpage at <https://www.milsuite.mil/book/groups/fa52>.

c. Functions. FA52 officers provide technical advice to strategic and operational leaders regarding the effects of nuclear weapons on operations and maneuver units. They also advise senior leaders on nuclear and CWMD planning and policy development. Over two-thirds of FA52 officers are assigned to represent Army equities in JIIM organizations. They lead planning teams, action groups, and staffs for nuclear weapons effects and CWMD activities. FA52 officers have a broad array of experience and serve in diverse roles, and as a result, are required to educate the force on weapon effects, policy, and strategic deterrence. FA52 officers often provide guidance, advice, and education to offices outside their agency.

d. Functional competencies. Using their technical nuclear proficiencies, FA52 officers develop four functional competencies throughout their careers: (1) nuclear weapon design, effects, and sustainment requirements; (2) nuclear & CWMD planning; (3) U.S. nuclear policies and arms control treaties; and (4) nuclear and CWMD research, development, testing, and evaluation (RDT&E) capabilities.

(1) *Nuclear weapon design, effects, and sustainment requirements.* FA52 officers develop an in-depth knowledge of nuclear physics, nuclear weapons design, and the effects of nuclear weapons. FA52 officers use this knowledge to integrate nuclear weapon effects into conventional operations. Additionally, officers must understand U.S. nuclear weapon sustainment and maintenance requirements. These officers provide valuable insight on capabilities and limitations of nuclear weapons.

(2) *Nuclear & CWMD planning.* Nuclear and CWMD officers use their nuclear technical expertise to support planning at the strategic and operational levels. They advise the Office of the Secretary of Defense (OSD), Joint Staff, GCCs, and ASCCs on nuclear and CWMD planning along the continuum of competition and conflict. In this capacity, FA52 officers provide technical advice on nuclear and CWMD planning. Some FA52 officers support the intelligence community (IC) by providing in-depth nuclear and CWMD analysis and assessments relevant to emerging threats. FA52 officers may work on small, deployable teams alongside CBRN and EOD personnel while assigned to: Technical Support Groups (TSG) working with the ASCC or Theater Special Operations Command (TSOC) staffs on technical operations; Nuclear Disablement Teams (NDT) focused on nuclear infrastructure and exploitation; WMD Coordination Teams (WCT) that advise ASCC and TSOC staffs on CWMD operations; and Nuclear Employment Augmentation

Teams (NEAT) advising GCCs and ASCCs on weapon effects. NDTs and WCTs are assigned to the 20th CBRNE Command. TSGs are assigned to the Defense Threat Reduction Agency (DTRA). NEATs are assigned to USANCA.

(3) *U.S. nuclear policies and arms control treaties.* FA52 officers assist in forming and providing advice on national policies and arms control treaties. Officers must have an in-depth understanding of nuclear weapons and WMD, strategic deterrence, arms control treaties, and nuclear and WMD threats to the United States and its allies posed by state and non-state actors. These FA52 officers serve at the most senior levels of the DoD and U.S. Government.

(4) *Nuclear & CWMD RDT&E capabilities.* FA52 officers conduct research and analysis on nuclear weapons effects as scientists and engineers. These officers lead the Army's analysis on the effects of nuclear weapons and assist with the analysis of other WMD effects on the warfighter and combat systems. Officers lead and manage RDT&E programs across the interagency to include the survivability of equipment in nuclear operations and the detection of nuclear proliferation activities from emerging threats. Such RDT&E work supports nonproliferation, modeling and simulation, or—as academic professors—conducting research. Furthermore, officers provide senior leaders with detailed assessments of the Army's vulnerability to nuclear effects and contribute to force development models that ensure technical and tactical solutions are considered in long-range planning and modernization. Many FA52 officers serve in this capacity at DTRA. FA52 officers serve as professors at several institutions and universities, including: the United States Military Academy (USMA), Air Force Institute of Technology (AFIT), National Defense University (NDU), National Intelligence University (NIU), the Defense Nuclear Weapons School (DNWS), and the North Atlantic Treaty Organization (NATO) School. FA52 officers are essential to conduct research and provide continuing education to the FA52 community and wider nuclear and CWMD enterprise. They ensure the Army and Joint force maintain currency on nuclear and CWMD topics.

2. Officer characteristics required

a. Characteristics required of all officers. All officers are expected to possess the base characteristics that will enable them to develop into agile and adaptive leaders for the 21st century. Our leaders must be grounded in Army Values and the Warrior Ethos, competent in their core proficiencies, and broadly experienced to operate across the spectrum of conflict. They must be culturally astute, able to operate in JIIM environments and leverage capabilities beyond those provided by the Army. Further explanation of these characteristics can be referenced in ADP 3-0, ADRP 6-22, and in Part One of DA PAM 600-3.

b. Unique knowledge, skills, and attributes required. FA52 officers must:

(1) Have technical proficiency.

(2) Possess an undergraduate degree in a STEM discipline and/or operational experience with CWMD at the company-grade or operational level.

(3) Apply highly technical analysis and scientific concepts to nuclear deterrence and CWMD challenges, and be able to effectively convey this expertise to senior leaders in written and oral communications.

(4) Be extremely adept at organizing workload, assigning tasks, and mentoring civilian and military peers. Often FA52 officers work for joint and civilian leaders and supervisors.

(5) Be self-motivated and able to work independently; FA52 officers may be the only Army or military officer in their organization and must be able to operate with little guidance or direction. FA52 officers are expected to work in complex and ambiguous environments to pursue nuclear or CWMD equities.

(6) Be a lifelong learner; must pursue personal and professional development and education throughout their careers.

(7) Possess the ability to obtain a master's degree in a nuclear, CWMD, or policy-related field.

(8) Qualify for and maintain a TOP SECRET security clearance in accordance with AR 380-67 and DA PAM 611-21 throughout their careers.

3. Officer development

a. Lieutenant and captain development prior to functional designation. Experience gained by lieutenants and captains during basic branch assignments, and, to a lesser degree, company-grade branch immaterial assignments, serves as the foundation to be effective FA52 officers. The functional area seeks officers who are well-grounded in tactical-level planning and understand the capabilities and limitations of the Army. All officers will attend a branch Captain's Career Course (CCC) and are required to serve in a Key Developmental (KD) position to be eligible to apply for a transfer into Functional Area 52. Experience and

skills gained during KD assignments will assist the FA52 officer in future advisory roles. Under the Voluntary Transfer Incentive Program (VTIP), officers can request a transfer into the FA52 career field – traditionally starting their 7th year – based upon guidance and MILPER messages published by HRC. The functional area actively recruits officers with STEM academic backgrounds because these backgrounds best prepare officers to serve in technical FA52 assignments. VTIP officers are highly encouraged to maintain a current Graduate Record Exam (GRE) to be competitive for ACS immediately upon acceptance into the Functional Area.

b. Post-transfer captain and major development. FA52 officers must complete the Intermediate Level Education (ILE) Common Core and the Advanced Operations Course (AOC) to become military education level four (MEL-4) qualified. FA52 officers must complete the FA52 Qualification Course; this course also awards AOC credit to achieve MEL-4 qualification. Successful completion of Joint Professional Military Education level two (JPME II) is desirable. The FA52 Proponency Division at USANCA will work with individual officers to enhance their professional development and meet Army requirements. Normally, FA52 officers will not be considered for additional developmental opportunities until they are MEL-4 qualified.

(1) *Education and training.* Due to military Professional Military Educational (PME) requirements and the technical nature of the career field, it is not uncommon for up to a quarter of the FA52 population to be actively completing PME or attending an in-residence Advanced Civil Schooling (ACS) program.

(a) *Graduate degree.* All FA52 officers who meet the academic prerequisites and have an acceptable military manner of performance should compete for an opportunity to attend fully funded ACS. These opportunities include programs at AFIT, NIU, the Naval Postgraduate School (NPS), or any of the National Nuclear Security Administration (NNSA) Consortium schools which provide masters-level degrees in STEM, nuclear-related, CWMD-related, and policy disciplines. For officers requiring improvement in mathematics skills before pursuing a graduate degree, AFIT works in conjunction with Wright State University to offer undergraduate refresher courses based upon transcript evaluation. FA52 officers wishing to attend other institutions should contact the FA52 Proponency Division at USANCA for guidance on school selection. The FA52 assignment officer will guide applicants during the process. Officers are advised to complete the GRE before applying for ACS.

(b) *Intermediate Level Education.* The ILE Common Core is taught by the Command and General Staff Officer College at Fort Leavenworth, Kansas and select satellite campus locations. The ILE Selection Board will select best-qualified officers to attend either a 10-month resident course, a 16-week satellite campus course, or to complete ILE by distance learning (DL). To be considered by the ILE Board, an officer must first be selected for promotion to major. This includes officers selected Primary Zone (PZ) and Above the Zone (AZ). An officer that is non-select to the rank of major will not be considered by the ILE Board. The officer must be in the grade of CPT(P) or MAJ with at least 8 years of Active Federal Commissioned Service (AFCS) as of the start date of the course to attend. Additionally, all officers must have graduated from or have credit for completing a branch Captain's Career Course, and have met their professional development requirements in their basic branch.

(c) *FA52 Qualification Course.* FA52 officers must attend the FA52 Qualification Course at their earliest opportunity, preferably en route to their first FA52 assignment. The FA52 Qualification Course is a two-phase, six-week course with Phase I taught at DNWS, Kirtland Air Force Base, New Mexico and Phase II at USANCA, Fort Belvoir, Virginia. FA52 officers will develop a basic understanding of nuclear physics, nuclear weapons, nuclear weapons effects, nuclear forces, nuclear delivery platforms, nuclear and CWMD policy, nuclear and CWMD planning and operations, and an overview of the nuclear enterprise. During Phase II, students will attend the Theater Nuclear Operations Course (TNOC) and the Joint CWMD Planners Course (JCPC). TNOC focuses on advising maneuver commanders and staffs of the effects of nuclear weapons on operations. During JCPC, students will build the foundational knowledge of policy and doctrine to best advise Army and Joint staffs on CWMD operations. Successful completion of ILE and FA52 Qualification Course will provide active duty FA52 officers with AOC credit and MEL-4 qualification.

(d) *Other Service command and staff colleges.* By exception, FA52 officers may attend MEL-4 producing programs of the other services. Due to its unique content, the preferred course for FA52 officers is the Naval Command and Staff College. Officers attending this program will receive a master's degree in strategy and policy from NPS.

(e) *School of Advanced Military Studies (SAMS).* SAMS at Ft. Leavenworth, KS offers the Advanced Military Studies Program (AMSP) to majors and junior lieutenant colonels. This is a graduate-level program to develop effective planners on Army staffs. Officers must be MEL-4 qualified to attend AMSP. After the one-year resident course, AMSP graduates are required to serve a 24-month utilization tour as a planner on a division, corps, or ASCC staff. More information can be found on the SAMS website

at <https://usacac.army.mil/organizations/cace/cgsc/sams>.

(f) *Joint Professional Military Education II*. About one-third of FA52 officers serve in joint duty assignments. After receiving 24 points (one point per month in non-deployed positions and two points per month in deployed positions), officers are eligible for the 3A (Joint Duty Assignment Qualified) Additional Skill Identifier (ASI). FA52 officers in joint coded billets are encouraged to attend the Joint Combined Warfighting School (JCWS) to be fully joint qualified with the 3L (Joint Qualified Officer) ASI.

(g) *University of Foreign Military and Cultural Studies*. The University of Foreign Military and Cultural Studies offers the Red Team Leader and Red Team Member courses. These are critical-thinking courses designed to enhance the Army's ability to mitigate groupthink and explore alternative courses of action. The Red Team Leader course is an 18-week resident course or a 9-week Stop-Gap course that focuses on developing critical thinking skills, group-think mitigation strategies, and Red Team methodologies; both courses confer the 7G (Red Team Leader) ASI. The 6-week Red Team Member course is designed to help students anticipate change, reduce uncertainty, and improve operational decision making; graduates are awarded the 7J (Red Team Member) ASI. Red Team Mobile Training Teams can custom tailor education and training for organizations with specific requirements; no ASI is produced from mobile training. More information can be found at <https://usacac.army.mil/organizations/ufmcs-red-teaming/classes>.

(h) *Specialty training*. FA52 officers assigned to specialty teams will receive nuclear and CBRN focused training for their specialty. Those assigned to NEATs, NDTs, WCTs, or other specialty units will train at the National Laboratories, Department of Energy, and FBI facilities on nuclear facility disablement, radiological detection, nuclear characterization, nuclear weapons effects, and nuclear operations. Those supporting CONUS missions are encouraged to attend defense support of civil authorities (DSCA) courses.

(2) *Key developmental assignments*. All FA52 billets are coded as KD equivalents. A KD position is one that is deemed fundamental to the development of an officer in his or her FA competencies or deemed critical by the senior Army leadership to provide experience across the Army's strategic mission. Due to the level of responsibility and the breadth of FA52 core competencies, all assignments are key to developing these officers to one day successfully serve as Army senior leaders.

(3) *Developmental and broadening assignments*. Developmental and broadening assignments enhance warfighting skills, increase officers' levels of responsibility, develop their understanding of interoperability among Army branches, or expose them to branch-related generating force/JIIM opportunities that directly contribute to success as an agile and adaptive leader. All FA52 officer positions are considered developmental. Broadening assignments develop a wider range of knowledge and skills, augment understanding of the full spectrum of Army missions, promote practical application of skillsets, and expand officer awareness of other governmental agencies, units or environments. For information regarding broadening opportunities, officers should contact the FA52 Proponency Division at USANCA.

(4) *Joint and interagency assignments*. FA52 officers work primarily in the JIIM environment; two-thirds of FA52 billets are in Joint or interagency organizations. One-third of FA52 billets are coded as Joint Duty (3A) or Joint Qualified (3L). FA52 officers can expect to work at DTRA, NATO, OSD, the Joint Staff, Strategic Command (STRATCOM), Special Operations Command (SOCOM), NNSA, Department of Homeland Security (DHS), Department of State (DOS), the Defense Intelligence Agency (DIA), the GCCs, and the wider nuclear and CWMD community. FA52 officers must be well versed in nuclear, CWMD, and Army operations as they represent these equities to JIIM partners.

(5) *Self-development*. The complex and changing nature of the nuclear and CWMD mission set requires continuous self-development by FA52 officers. Officers are expected to enroll in available resident and distance education training opportunities to remain current in nuclear and CWMD-related issues. Functional training courses are abundant and available, and, in most cases, have no tuition expense. Some courses however, may incur a 3 to 1 Active Duty Service Obligation (ADSO).

(a) *Air Force Institute of Technology*. AFIT offers the Nuclear Weapons Effects, Policy, and Proliferation (NWEPP) graduate certificate program to FA52 officers. The primary focus of NWEPP is providing formal graduate education in the areas of nuclear weapon effects, nuclear proliferation and technologies, and nuclear weapon strategy and policy. For information about the NWEPP graduate certificate course or other functional training courses, contact the FA52 Proponency Division at USANCA. Officers who do not attend AFIT are highly encouraged to pursue the NWEPP graduate certificate to develop a deeper understanding of nuclear weapons effects.

(b) *Defense Nuclear Weapons School*. DNWS at Kirtland Air Force Base, New Mexico offers over 30 online and resident courses covering: nuclear weapons effects and operations, incident and response operations, modeling and simulation, and hazard prediction and assessment. These DTRA funded courses are a great supplement to a FA52 officer's nuclear and CWMD education. More information can be found at <https://www.dtra.mil/DTRA-Mission/Reference-Documents/Defense-Nuclear-Weapons-School/> or by

contacting the DNWS registrar at dtra.kirtland.j10.mbx.dnws-registrar@mail.mil.

(c) *Countering WMD Advisor Course*. The Countering WMD Advisor Course teaches staff officers Joint and Army CWMD doctrine, the threats posed by state and non-state actor possession of WMD, and planning requirements for addressing those threats. Completion of the Countering WMD Advisor Course awards the D1 (CWMD Advisor) ASI.

(d) *National Defense University*. NDU collaborates with Missouri State University on the Countering Weapons of Mass Destruction Graduate Fellowship Program. All fellows initially pursue a one-year graduate certificate in WMD Studies. This intensive course can be conducted online with a preference for evening attendance at NDU. An additional year of studies results in a Master of Science degree in Defense and Strategic Studies and requires evening attendance at the NDU campus.

(e) *National Nuclear Security Agency*. The Department of Energy and the James Martin Center for Nonproliferation Studies offers training and education related to nuclear and WMD issues. Additionally, the national laboratories offer a multitude of courses on nuclear weapons and nonproliferation. Argonne National Laboratory – Chem/Bio WMD Course and the Nuclear Reactors Course. Idaho National Laboratory – Introduction to International Safeguards Measurements and Inspections. Lawrence Livermore National Laboratory – Introduction to Nuclear Terrorism. Los Alamos National Laboratory – Nuclear Device Proliferation Intelligence Course and the Radiological and Nuclear Material Trafficking Course. Nevada Intelligence Center – Underground Nuclear Weapons Testing Orientation Program. Oak Ridge National Laboratory – courses on Gas Centrifuge Technology, Nuclear Fuel Cycle Operations, and Nuclear Energy Proliferation Intelligence Overview. Pacific Northwest National Laboratory – Fuel Fabrication Course, Graphite Moderated Reactor Course, Nuclear Process and Control Systems Course, and Small Scale Reprocessing Course. Pantex Plant – Hands-on Nuclear Explosive Disassembly Training Course and Introduction to Nuclear Material Security. Sandia National Laboratories – Physical Security for Nuclear Facilities. Savannah River National Laboratory – Alternative Nuclear Materials for Weapons Production and Heavy Water Production, Reactors, and Tritium Production courses. Y-12 National Security Complex – Nuclear Material Control and Accountability and Y12 Production and Processes Course.

(f) *Defense Strategy Course*. The Defense Strategy Course is a four-month online distance education program offered twice a year from the U.S. Army War College. It addresses the national security policy-making process and the relationship between the national elements of power and defense strategy. The course improves student understanding of national security strategy development. Completion of the Defense Strategy Course confers the 6Z (Strategic Studies) ASI.

(6) *Desired experience*. FA52 officers should expect to serve in at least two of the four functional competencies by the time they become a lieutenant colonel. Foremost, mid-grade FA52 officers should continue to develop their skills across the spectrum of these functional competencies through multiple assignments within the FA52 force structure to include joint experience. FA52 officers are expected to have completed the FA52 Qualification Course and be MEL-4 qualified before entering their primary zone for consideration for promotion to lieutenant colonel. If certain prerequisites are met, FA52 officers may request to defer promotion consideration (Opt-Out) from the lieutenant colonel promotion board; this allows FA52 majors to attend ACS and remain competitive for promotion. Contact the USANCA Proponency Division or the HRC assignment officer for guidance.

c. Lieutenant colonel development. Development as an FA52 lieutenant colonel focuses upon gaining additional exposure and a broader understanding of all four functional competencies. At a minimum, FA52 lieutenant colonels are expected to apply the functional competencies developed as a captain/major to assignments on senior-level national security and interagency staffs.

(1) *Education and training*. No education is mandated beyond that listed within the captain/major development path. Given the likelihood of serving in a Joint assignment, the successful completion of JPME II is desirable. However, the functional area provides an opportunity for some officers to pursue higher-level academic or PhD programs.

(a) *Senior FA52 seminar*. Once a year the Director of USANCA, as the FA52 proponent, hosts a senior FA52 educational seminar at Fort Belvoir, VA. FA52 lieutenant colonels are highly encouraged to attend in person or through video teleconference. FA52 officers have very broad responsibilities and competencies; this senior FA52 seminar will host guest speakers to address the ever-changing threat assessment, technological advancements, and policy updates. This annual seminar is a vital touchpoint to keep FA52 officers current and relevant to their organizations throughout their careers.

(b) *FA52 PhD opportunities*. A few requirements exist in Army and JIIM organizations for FA52 officers with PhDs in nuclear and countering WMD-related disciplines. Similar to FA52-sponsored master's programs, limited opportunities exist for FA52 officers with the appropriate academic background and

strong manner of performance profile to attend fully-funded ACS at the PhD level. As with other FA52 sponsored academic programs, the school options under this program are limited, both in number and in cost. Individuals desiring to compete for an opportunity to participate in an FA52 sponsored PhD program should coordinate directly with the FA52 Proponency Division at USANCA for both availability and desired program of study. In most cases, participation in an FA52 sponsored PhD program has a directed initial utilization tour immediately following completion of the program of study.

(c) *USMA rotating PhD faculty program.* A limited number of requirements exist for FA52 officers with PhDs to serve on the rotating faculty at USMA. These positions are in the Department of Physics and Nuclear Engineering and the Department of Chemistry and Life Sciences. Officers attending USMA sponsored educational programs will coordinate directly with the department sponsoring the education for advice on academic discipline, school of choice, and desired academic focus.

(d) *NIU faculty program.* Under this program, the President of NIU, in conjunction with the academic deans, identifies active-duty Army officers in specific branches and functional areas to attend ACS at premier educational institutions. Selected officers will earn a doctorate in a field aligned with the curriculum of the NIU and serve as a faculty member in the College of Strategic Intelligence or the School of Science and Technology Intelligence for a period of up to six years following ACS. Interested officers should have approximately 15 years of service and already have an applicable graduate degree and suitable experience in a required field. Previous professional and academic performance must be at a level consistent with the admission requirements of America's most elite universities.

(e) *Joint Professional Military Education II.* FA52 officers pending assignment to joint-coded billets should attend JCWS before arrival at their unit. Officers with JPME-II will be fully joint qualified as a Joint Qualified Officer (3L) at the end of their joint tour.

(f) *School of Advanced Military Studies.* SAMS at Ft. Leavenworth, KS offers two programs to further develop lieutenant colonels, the Advanced Strategic Leadership Studies Program (ASLSP) and the Advanced Strategic Planning and Policy Program (ASP3). Those completing the two-year study and instructor ASLSP program will also receive MEL-1 and JPME II credit along with the 6S (Advanced Military Studies Program) ASI identifier. Officers completing the multi-year ASP3 program will complete a doctorate from a civilian institution. Visit <https://usacac.army.mil/organizations/cace/cgsc/sams> for more information.

(2) *Key developmental assignments.* All lieutenant colonel FA52 billets are coded as KD equivalents.

(3) *Developmental and broadening assignments.* All lieutenant colonel FA52 billets are developmental and broadening assignments.

(4) *Self-development.* Opportunities available to majors are also available for lieutenant colonels.

(5) *Desired experience.* FA52 lieutenant colonels are expected to master the four functional competencies by the time they become senior lieutenant colonels, even if they have not had the opportunity to serve in each competency. FA52 lieutenant colonels are encouraged to have, as a minimum, served in three of the four functional competencies. As a function of ensuring a broad development across the FA52 functional competencies, all FA52 lieutenant colonels should have completed at least one joint or interagency tour and at least two FA52 assignments (approximately 6 years of experience) throughout the force before their primary zone consideration for colonel.

(6) *Senior mentorship.* FA52 lieutenant colonels are expected to participate in mentorship programs. The FA52 community is largely dispersed geographically and with diverse skill sets. To better serve the Army and the Joint Force, senior FA52 officers need to mentor junior FA52 officers. Their experience and perspective will provide additional development for officers filling niche roles.

d. Colonel development. Except for select transfers, FA52 colonels normally will have completed at least three previous FA52 assignments before being assigned an FA52 colonel position. FA52 colonels can expect to serve in a variety of national-level positions based upon their previously developed FA52 skills and experience.

(1) *Education.*

(a) *Senior Service College (SSC).* FA52 officers compete for SSC in the same manner as other Army officers. Officers selected for resident attendance will apply to attend the Army War College, Sister Service War College, or a fellowship to receive MEL-1 credit. Officers attending the Army War College are encouraged to compete for acceptance into the Advanced Strategic Art Program (ASAP) or National Security Policy Program (NSPP). These programs strengthen officers' abilities to develop theater campaign plans, conduct strategic appraisals, foster joint/interagency integration, and participate in the policy formulation process.

(b) *Senior Leader Seminar (SLS).* SLS is a one-week leader development course that enhances the education of select senior Army colonels as advisors and staff officers for general officers and senior

civilian leaders. The SLS is by invitation and facilitated by the U.S. Army War College.

(c) *Seminar XXI*. Seminar XXI, hosted by the Massachusetts Institute of Technology, is a fully-funded educational program for senior military officers, government and non-governmental officials, and national security executives. Seminar XXI explores key policy issues by examining countries and problems critical to American interests. The Army publishes a MILPER and annually selects officers from across the force to attend Seminar XXI.

(d) *Joint professional military education II*. FA52 colonels continue to serve in joint billets and are encouraged to attend JCWS to receive JPME II credit if they have not already done so.

(2) *Key developmental and broadening assignments*. All FA52 positions are both key developmental and broadening assignments. An FA52 colonel is expected to have a broad array of technical nuclear and CWMD experience and should be a master of all four competencies. The FA52 colonel must be able to synchronize nuclear and CWMD plans, policies, and strategies with national policy goals.

(3) *Formal mentorship*. FA52 colonels are expected to continue to participate in and lead mentorship programs. They are expected to provide oversight and ensure that the FA52 community receives appropriate guidance and direction.

Figure 1. Regular Army Officer FA52 Career Model

Years	0	10	20	30	
Rank	LT	CPT	MAJ	LTC	COL
Professional Military Education	BOLC	CCC	ILE	SSC	JPME II
Functional Skills Training			FA 52 Qualification Course	Senior FA 52 Seminar	Fellowships (Interagency, DARPA)
Typical Assignments / Developmental & Broadening Positions (Not all inclusive)	<u>Nuclear weapon design, effects, and sustainment requirements</u> <u>Nuclear & CWMD Planning</u> <u>U.S. Nuclear policies and arms control treaties</u> <u>Nuclear & CWMD Research, Development, Testing, and Evaluation and Capabilities</u>	20 th CBRNE DTRA GCC Staff DIA NGIC	USANCA NNSA DTRA DIA OJCS DTRA SOCOM DIA NGIC DTRA NNSA ARIC	GCC / ASCC STRATCOM NORTHCOM 20 th CBRNE GCC / ASCC NORTHCOM STRATCOM 20 th CBRNE NATO Futures Command NATO NDU AFIT USMA NIU ATEC	USANCA NNSA DTRA DIA OSD OJCS 20 th CBRNE STRATCOM 20 th CBRNE DHS DTRA DNWS
Civilian Education	Bachelor's Degree		Master's Degree	PhD Studies	
Self Development	Self-Study / Intellectual Reading / Writing for Publication / Monitoring National Security Policy / Cultural Awareness / Public Speaking				Graduate / Post Graduate Fellowships / Certifications: Planning, Strategic Management, Education, NWEPP

Figure 2. Regular Army FA52 General Officer Model

Rank		BG	MG	LTG	GEN
Professional Development	<div style="border: 1px solid black; padding: 2px; display: inline-block;">ASI 3A</div> <div style="border: 1px solid black; padding: 2px; display: inline-block;">JQO Level III</div>	<div style="border: 1px solid black; padding: 2px; display: inline-block;">CAPSTONE</div> <div style="border: 1px solid black; padding: 2px; display: inline-block;">JQO Level IV</div>			
Assignments / Developmental & Broadening Positions (Not all inclusive)	OPERATING FORCE	-20 TH CBRNE CDR			
	GENERATING FORCE	-WSMR CG -CBRNE SCHOOL CMDT -SMDC/ARSTRAT DCG	-MDA DEP DIR -TRADOC DCOS	-TRADOC DCG -SMDC/ARSTRAT CDR	-FUTURES CMD CDR
	JOINT FORCE	-JOINT STAFF DEP DIR J36 -STRATCOM DEP DIR J3 -STRATCOM DEP DIR J5 -STRATCOM J5N NUCOPS -EUCOM DEP DIR J3 IAMD & NC3 -NORTHCOM DEP DIR J5 -NORAD DEP DIR J3 -SOCOM CBRN CELL DIR -NSC DIR NUCLEAR PLCY -DTRA NUKE ENT DIR -DOE/NNSA MIL APP	-JTF-CS CDR -MDA TEST DIR -JOINT STAFF J5 COS -JOINT STAFF VICE DIR J5 -STRATCOM COS -STRATCOM J3 -STRATCOM J5 -NORTHCOM COS -NORTHCOM J5	-STRATCOM DEP CDR -NORAD DEP CDR -NATO DEP CHAIR NMC -DTRA DEP DIR	-STRATCOM CDR -NORAD/NORTHCOM CDR
Self Development	<div style="border: 1px solid black; padding: 5px; text-align: center;">Self-Study / Intellectual Reading / Writing for Publication / Monitoring National Security Policy / Cultural Awareness / Public Speaking</div> <div style="border: 1px solid black; padding: 5px; text-align: center; margin-top: 5px;">Certifications: Planning, Strategic Management, Education, etc.</div>				

4. Warrant officer development

There are no warrant officers in FA52.

5. Reserve component officers

There are very limited opportunities for reserve officers to serve as FA52 officers; for more information, send an email to the FA52 Proponency Division at USANCA: usarmy.belvoir.hqda-dcs-g-3-5-7.mbx.usanca-proponency-division@mail.mil.