

# Veterinary Corps

## 1. Description of the Veterinary Corps

The Veterinary Corps (VC) is a unique branch of the Army organized under the AMEDD. IAW 10 USC 3084, the leadership consists of the Corps Chief who is appointed from among other officers of the Corps. The Corps Chief is supported by a Deputy Corps Chief, Corps Specific Branch Proponent Officer, and Assistant VC Chief for Mobilization and Reserve Affairs. The Corps consists of VC officers and VC Food Safety Officers from both the Active and Reserve components.

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**Table 1**  
**Veterinary Corps Specialties**

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<b>AOC/MOS</b>	<b>Title</b>
64A	Field Veterinary Service
64B	Veterinary Preventive Medicine Officer
64C	Veterinary Laboratory Animal Medicine Officer
64D	Veterinary Pathologist
64E	Veterinary Biomedical Science Officer
64F	Veterinary Clinical Medicine Officer
640A	Veterinary Corps Food Safety Officer

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### *a. Veterinary Corps officers.*

(1) Veterinarians must be graduates of an American Veterinary Medical Association (AVMA) accredited school of veterinary medicine, or, if a graduate of a non-accredited foreign veterinary school, must have successfully completed certification by the Education Commission for Foreign Veterinary Graduates or the Program for Assessment of Veterinary Education Equivalence (PAVE). They must be licensed to practice veterinary medicine and hold an active and unrestricted license in at least one state of the United States, District of Columbia, Puerto Rico, or a U.S. territory. In addition, veterinarians must maintain a USDA Veterinary Accreditation for category II animal species. The VC encompasses those positions filled by officers in which the knowledge and skills required and the services performed are associated with the health and welfare of animals, the prevention of human illness from food or animal sources (zoonotic diseases), the safety and defense of subsistence (food, bottled water, and ice), population health and One Health, global health engagement, experimental and comparative biomedical research, and development, testing, evaluation or training involving animals. The Army is the DoD Lead Service for worldwide military veterinary services. As such, Army veterinarians are assigned and located throughout the DoD performing missions that require veterinary expertise and knowledge for all services and agencies. To meet DoD requirements there are six VC AOCs. VC officers who have not had postdoctoral education or training are designated Field Veterinary Service officers (64A). With further qualifying experience and training, the Field Veterinary Service officer will acquire an advanced specialty designation in veterinary preventive medicine (64B), laboratory animal medicine (64C), veterinary pathology (64D), veterinary biomedical sciences (64E), or veterinary clinical medicine (64F). Each AOC has a specific consultant who advises the Corps Chief and TSG on his or her area of concentration.

(2) Warrant officers possessing MOS 640A, VC Food Safety Officer, are an integral part of the Corps. While warrant officers are usually functionally oriented, the leadership roles of warrant officers are the same as other leaders and staff officers. They provide technical expertise and continuity in the specialized areas of food safety, food defense, sanitation, and food science and technology. As the AMEDD's "technical officer" in these highly specialized fields, they assist the VC in fulfilling its mission to conserve the fighting strength. Career development of these officers is included in paragraph 7.

*b. Career development.* The operational element responsible for implementing policies for Regular Army VC officers is the VC Branch at HRC. The VC Branch coordinates military and civilian schooling, assignments, skill classification, career management assistance, and other personnel actions throughout the life cycle of each officer as part of an integrated talent management strategy to ensure optimal employment of all members of the VC. A primary objective of this branch is to assist each officer in

attaining career goals by providing appropriate assignments and ensuring objective consideration for educational opportunities. VC policies for RC officers concerning career development are coordinated through the Assistant VC Chief for Mobilization and Reserve Affairs.

## **2. Officer characteristics required**

The VC offers a broad spectrum of opportunities and VC officers serve in a variety of capacities including commanders, staff officers, veterinary healthcare providers, educators, and researchers in both operational and institutional environments around the world. VC officers deliver global veterinary medical and surgical services, force protection, food protection and security to sustain readiness and wellness of the total force. VC officers lead, direct and provide high quality veterinary medical care during war, peacetime or humanitarian operations. VC officers must be warrior leaders skilled in tactics, techniques, and procedures in order to understand and support the Warfighter; possess strong Army Values, leader attributes and skills and fully understand the key leadership actions that must be taken to ensure success. Static, large-scale operations in uncontested air and maritime space enabling ground freedom of maneuver are coming to an end. Operations are transitioning to a future operating environment of sustained engagement and force projection/crisis response operations in an environment of contested air and maritime power. VC officers must be prepared to face the tactical challenges of Multi-Domain Battle against near-peer adversaries in an uncertain and complex security environment of increasing trends of instability and conflict. Officers continually hone and improve their unique knowledge, skills, and behaviors in the separate areas of concentration through professional development competencies and actions common to all. VC officers develop expertise and experience throughout their careers in progressively more challenging assignments. The VC values assignments in the operational Army and the institutional Army equally. While the center of gravity of the VC is within the operational Army, accomplishing the Army's Lead Service veterinary support mission also requires a robust institutional force. A well-rounded, balanced officer has a combination of successful assignments in both of these areas during his or her career which will facilitate promotion through the rank of LTC. With the successful completion of preferred AOC-specific assignments at various grades, additional promotion opportunities are available past the rank of LTC. Every officer must serve successfully in leadership positions and refine skills through broadening, key developmental, and strategic assignments to be considered for promotion. Although there are many AOCs within the VC, there are common skill sets: leadership, technical, and tactical, that every officer should develop and maintain.

*a. Unique Veterinary officer skills.* The VC consists of six distinct AOCs (veterinarians) and one MOS (warrant officers). Veterinarians entering the Army typically start out as generalists and become specialists as their careers progress, but they must maintain a generalist skill set for AOC immaterial senior veterinary positions (64Z), or AMEDD branch immaterial senior positions (O5A). Veterinarians support the Warfighter by providing direct veterinary patient care and food protection, developing and teaching veterinary-related curriculum, shaping policy, conducting veterinary global health engagement activities, and supporting research in a variety of facilities around the world, among other functions. All areas of concentration are open to male and female officers and have command opportunities at the LTC and COL levels. (Detailed descriptions of each AOC are outlined in paragraph 4.)

*b. Unique warrant officer skills.* The VC requires warrant officers who are skilled subject matter experts in the area of food safety and food defense. As the only warrant officer MOS in the VC, Food Safety Officers are an integral part of the Corps. They lead and direct Soldiers and make the organization, analysis, and presentation of information manageable for the commander. Warrant officers must develop and use a diverse set of skills as they move between MOS specific assignments in the operational and institutional Army positions, and as they serve in branch and AMEDD immaterial assignments. (A detailed description of this MOS is in paragraph 6.)

*c. Decision-making skills.* VC officers often work in environments where time available for problem analysis is seriously constrained yet, sound timely decisions are urgent. Information gained is often ambiguous, complex and uncertain. VC officers need the ability to operate under stress and apply critical thinking skills while making decisions. They may act within the command structure of another service or coalition headquarters where the decision making processes may be different. Because food protection, animal health, veterinary public health, and agricultural issues often involve host nation and host nation personnel, decisions can have international political considerations and constraints.

*d. Tactical, technical and operational skills.* VC officers must be Warfighters who are technically proficient with branch and mission unique equipment, tools, and systems. Mission success for the VC requires the proper balance between technical and tactical skills. These skills must be gained and cultivated through operational assignments, continuous professional study, and self-development. VC officers must be prepared to support Joint Force requirements across the range of military operations, often in austere and contested environments.

*e. Unique knowledge.*

(1) Officers must possess expert knowledge in veterinary service management, combined arms and general support, and coordination principles. This knowledge includes practical experience in tactics, combined arms operations and deployment operations.

(2) Officers gain this knowledge through a logical sequence of continuous education, training, and experience supported by mentoring.

(3) Individual officers enhance knowledge through institutional training and education, duty in operational assignments, continuous self-development, and progressive levels of assignments within their specialty.

(4) To sustain value to the Joint Force, officers must gain knowledge of other Services' procedures and constraints and gain experience working on Army and joint staffs while serving in company and field grade assignments.

*f. Unique attributes.*

(1) *Personal attributes.* VC officers uphold Army traditions and maintain the highest standards of personal and professional integrity. They live the Army Values and enforce high standards of technical and tactical competence, training, physical fitness, and discipline, embody the warrior ethos, and are well-versed in warfighting and medical support doctrine across the range of military operations. Agile and flexible, they readily adapt to changing environments and apply non-textbook solutions in unique situations. Planning and execution of training and operational missions require ingenuity and foresight. Officers must maintain physical and mental fitness, as well as recognize the importance of personal resiliency, since high levels of stamina and vigor are critical to sustained endurance.

*(2) Multifunctional attributes.*

(a) *Veterinarians.* At the company grade level, veterinarians are multifunctional and become more specialized within their career field as they are promoted. These officers must develop and use a diverse set of skills as they move between AOC-specific assignments in the operational and institutional domains, and as they serve in branch immaterial positions.

(b) *Warrant officers.* As warrant officers begin to function at the higher levels, they become "systems of systems" experts. As such, they must have a firm grasp of the joint and multinational environments and know how to integrate the systems they manage into complex operating environments. Warrant officers must develop and use a diverse set of skills as they move between MOS specific assignments in operational and institutional domains and as they serve in branch and AMEDD immaterial assignments.

### **3. Veterinary Corps officer professional development**

Officers must meet certain standards in terms of schooling and operational assignments to be a proficient VC officer at each grade. Meeting these standards ensures that the officer has acquired the knowledge, skills, and behaviors to remain proficient in the VC at that grade and is competitive for promotion or retention in the branch. It is essential that the VC have officers who are outstanding troop leaders and who provide the requisite technical expertise in their specialized areas of concentration. For an officer to be considered fully trained as a VC officer, the individual should be tactically and technically proficient, be physically fit, and be of the highest moral and ethical character. Recognizing that various assignments require different strengths, techniques, and backgrounds, an officer's most important assignment is the one in which they are currently serving and the officer should focus on an outstanding performance in that job assignment. Underpinning professional development are the three domains of leader development: institutional domain, operational domain, and self-development domain. These domains are described in the phases below. Self-development is the responsibility of every officer and ranges from professional reading during off-duty time to aggressively seeking out positions of increased responsibility. Every officer, with support from mentors, should develop career goals and clearly articulate those goals to their

commander and VC Branch at HRC. Always remember that an officer is his or her own best career manager. By actively participating in the management of career decisions, officers will improve the likelihood of a successful career. Professional development for veterinarians is divided into four phases: CPT, MAJ, LTC and COL with particular job assignments and schooling appropriate to each phase. (Professional development for VC warrant officers is described in section 7, below).

*a. Professional development phases for veterinarians.*

*(1) Captain.*

*(a) Institutional Domain.* Upon accession as a CPT, all veterinarians must attend the AMEDD Direct Commission Course, Basic Officer Leader Course (BOLC) and the AMEDD BOLC Veterinary Track. After completion of BOLC, all Active Component veterinarians, except by exception, will attend the VC First Year Graduate Veterinary Education (FYGVE) Program. Active Component veterinarians will obtain clinical and surgical credentialing to practice in MEDCOM veterinary facilities and food inspection credentialing to conduct commercial food plant audits. Prior to or during their second assignment, VC officers will complete the AMEDD CCC and should complete the Veterinary Senior Captain Development Course in conjunction with CCC. Prior to an OCONUS or operational assignment, completing the Veterinary Support to a Theater of Operations (VSTO), Foreign Animal Disease Diagnostician (FADD), Military Veterinary Medical Course and Veterinary Support to Stability Operations (VSSO) - Assessment and Production Systems and Global Veterinary Medicine - courses is highly recommended. VC officers are encouraged to complete career focus specific training to include short courses, skill qualification courses (Airborne or Air Assault) and skill identifiers. It is also highly encouraged that officers compete for and obtain the Expert Field Medical Badge (EFMB).

*(b) Operational Domain.* A veterinarian's initial tour of duty is usually a CONUS-based assignment within MEDCOM. This initial tour includes a variety of duties and responsibilities in the areas of animal medicine, food protection, leadership, and administration. VC officers are often assigned to installations other than Army and must be able to work proficiently with other Services, as well as serve as a staff officer to the installation commander of that Service. It is imperative that officers aggressively seek a second assignment in a preferred location either in a CONUS-based operational unit or in an OCONUS assignment. Such operational or OCONUS assignments enhance professional development and complement experience at the unit level. Through these assignments an officer should become technically proficient and master essential troop leading skills. Assignments will be based on needs of the Army, professional development requirements, unit, and officer's preferences.

*(c) Self-development Domain.* A VC officer who has a sound educational background, has completed the required CCC, and successfully completed an operational or OCONUS assignment may apply for a fully-funded advanced degree in a discipline directly related to his or her desired AOC. This program is highly competitive and selection is based on demonstrated performance and potential for promotion. Selected officers attend graduate school or a military program to meet specific Army requirements. The Army approves the university, college, or military program the officer selects for Long Term Health Education Training (LTHET). Officers may attend Airborne or Air Assault training depending on current/projected assignments and available training opportunities. It is highly encouraged that officers compete for and obtain the Expert Field Medical Badge (EFMB).

*(2) Major.*

*(a) Institutional Domain.* Military education required during this phase is completion of ILE. VC officers will complete ILE by either the four month course, the one year resident course at Fort Leavenworth, KS, or through Distance Learning.

*(b) Operational Domain.* Assignments may be in operational or force generating units. The key to promotion is successful completion of every assignment. The more time officers spend in AOC preferred experience positions, the more competitive the officer is for future command and leadership positions. Time is a critical factor in determining and selecting assignment opportunities. VC MAJs must make informed assignment decisions to complete both ILE/MEL 4 and AOC preferred experience positions. ILE/MEL 4 education programs provide MAJs skills that enhance their ability to be successful as field grade officers and in AOC preferred experience positions.

*(c) Self-development Domain.* Along with completing LTHET, VC officers must aggressively seek board certification and/or PhD completion in their respective veterinary specialty area.

*(3) Lieutenant colonel.*

(a) *Institutional Domain*. LTCs benefit by being selected for and attending the Senior Service College in residence or completing the U.S. Army War College Distance Education Course (MEL 1). VC officers will continue to complete career focus specific training to include short courses, skill qualification courses and skill identifiers.

(b) *Operational Domain*. This phase provides the Army with officers in senior grades who have developed the expertise needed in specific areas of concentration. A majority of LTCs serve in key staff positions throughout the Army as well as with other services of the Department of Defense. A successful assignment as a LTC commander also enhances the officer's potential for future command and promotion. To be competitive for selection for an operational command at the LTC level, VC officers should have been leader developed in the operational force at the CPT and MAJ level. At the LTC level or higher, officers can expect to be assigned to senior staff positions at the Army and DoD level where they will serve in a wide variety of branch or generalist positions, unless selected for higher level command or schooling. While LTC and COL command and schooling are career goals, selection is extremely competitive such that all officers will not be given the opportunity to command.

(c) *Self-development Domain*. VC LTCs must continue to aggressively seek board certification and/or PhD completion in their respective veterinary specialty area if not already completed.

(4) *Colonel*.

(a) *Institutional Domain*. Attendance at a Senior Service College or completion of U.S. Army War College Distance Education Course (MEL 1) is advantageous and selective. Except through an established resident program such as the Army War College (AWC), the Dwight D. Eisenhower School for National Security and Resource Strategy, and similar senior service courses, completion of the non-resident course is the only means by which an Army officer can receive credit for Senior Service College training (MEL 1). However, once selected and enrolled in the non-resident course, an officer is no longer eligible to attend a resident Senior Service College. Therefore, it is recommended that the officer discuss this with his or her assignment manager prior to applying for the distance learning course. The Senior Service College selection board is responsible for selection of Active Duty officers for participation in the U.S. Army War College Distance Education Course. VC officers will continue to complete career focused specific training to include short courses, skill qualification courses and skill identifiers.

(b) *Operational Domain*. COLs should complete successful staff and command (or equivalent) positions at the COL level.

(c) *Self-development Domain*. COLs should continue to develop their senior leader skills by attending the Interagency Institute for Federal Healthcare Executives Course, Medical Strategic Leadership Program, and other senior/executive level courses. Upon attaining full professional status, obtaining national prominence in a specialty field or being considered eminently qualified to chair a department, division or service, the COL may be considered for TSG's A Medical Proficiency Designator.

*b. Area of concentration designation process*. Field Veterinary Service Officers (64A) will re-designate as a VC Specialty AOC (64B-F) in the following manner.

(1) All officers will be awarded their new AOC and the skill identifier 9D (in training) at the time they begin their training program.

(2) Upon completion of training, the officer must send their completion certificate and/or final transcript indicating the degree attained to the VC Branch, HRC-Ft. Knox, at which time they will be awarded the skill identifier of 9C (board eligible).

(3) Officers will revert back to the 64A AOC if they fail to complete the AOC producing school or residency, or they may be re-designated into another VC AOC deemed appropriate based on experience and education.

(4) Upon completion of training, officers (except 64E) will sit for board certification requirements. Upon board certification or completed PhD thesis, they will receive the skill identifier 9B.

(5) Alternatively, VC officers, both active and reserve, can achieve the associated AOC with the 9C skill identifier after acceptance of board eligibility by the respective boards described in the following paragraphs. Proof of board eligibility must be sent to the VC Branch at HRC. Reserve officers will submit their documents to the Assistant VC Chief for Mobilization and Reserve Affairs for submittal to HRC.

#### 4. Areas of concentration

##### a. 64A–Field Veterinary Service officer.

(1) *Description of duties.* Performs, supervises, directs, or coordinates food protection activities to include examination and testing of subsistence for wholesomeness and conformance with Federal and military standards. Provides veterinary medical diagnostic and treatment services and surgery for Government–owned animals and other animals as authorized. Instructs or trains officers and enlisted specialists in any or all of these aspects of military veterinary services.

(2) *Description of positions.* Examples of position classifications include activity chief, branch chief, section chief, and OIC. Positions are found at TDA Public Health Activities, TOE units, and in research and development activities.

(3) *Qualifications.* Considered an entry level position for company grade officers who have not had advanced training or experience beyond the DVM level. Must have successfully completed the AMEDD BOLC.

##### b. 64B–Veterinary Preventive Medicine Officer.

(1) *Description of duties.* Veterinary Preventive Medicine Officers (64Bs) enhance readiness and protect the Warfighter as trusted leaders and advisors to the Joint Force Commander by leveraging knowledge, skills, behaviors, and experience to plan operations, conduct missions, and solve complex operational problems. Army 64Bs work within the joint operational environment to optimize health and enhance readiness for all Warfighters as leaders, advisors, and technical experts at the interface between public (human) health, animal health, and environmental health. Officers are qualified to lead integrated and interagency medical teams across the range of military operations due to their interdisciplinary graduate-level education. Scientific and technical expertise captured within the 64B AOC includes, but is not limited to, public health, preventive medicine, epidemiology, food microbiology and food science, international development, agricultural development, humanitarian assistance, human-animal bond, global health and global health policy, rangeland ecology, aquaculture, wildlife and zoo medicine, interagency support and coordination, and healthcare administration.

(2) *Description of positions.* Army 64B officers serve as commanders of operational (TOE) or institutional force (TDA) veterinary and other AMEDD units across the globe. They are assigned as staff Officers at DRUs, Army Commands (ACOM), Army Service Component Commands (ASCC), Combatant Commands (COCOM), or at other DoD-level positions. Veterinary Preventive Medicine Officers are technical experts in their fields, whether it is as a staff officer, instructor, commander, director, or other position, and are expected to have the capability to plan, coordinate, and direct veterinary public health programs and initiatives. Liaising with Federal, state, and local government agencies regarding veterinary, food protection, and agricultural issues requires diplomacy and competency in intergovernmental relations.

(a) Several major focus areas exist within the AOC: food protection, education and training, global health/One Health/epidemiology, operational public health, executive/administrative public health, and command. If they choose to, officers can shape their career paths by concentrating on a given focus area through a combination of LTHET program selection, self-development, institutional training, and by acquiring knowledge, skills, and behaviors that support their preferred focus area. Veterinary preventive medicine officers will have assignments in multiple focus areas throughout their careers as a 64B, and numerous assignments are applicable to more than one focus area. Many assignments available to 64Bs are AOC immaterial positions, coded 64Z, which means that VC officers of any AOC can fill these positions.

(b) Aggregate proficiency and subject matter expertise in a given focus area allows the VC Branch at HRC, in concert with the 64B consultant, to optimize 64B assignments and utilization through talent management. A general overview of the types of assignments available in each focus area, as well as institutional or distance learning training that supports these focus areas, are as follows:

1. Food Protection. The food protection focus area includes expertise in food science and food microbiology. Subject matter experts in this field are highly respected and consulted for their technical expertise across the DoD in matters relating to food safety and food defense issues and their impact on Warfighter readiness. Food protection-focused LTHET programs include PhDs in a food science or food microbiology related field, PhDs in food-related epidemiology, and master's degree programs in food science, technology, or microbiology.

**Table 2**  
**64B Assignments & Training for Food Protection Focus Area**

Rank	Assignment
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MAJ	Staff Officer, Defense Logistics Agency, Armed Forces Health Surveillance Branch
	Deputy Director, DoD Food Analysis & Diagnostic Laboratory
LTC	Staff Officer, AAFES, Defense Logistics Agency (64Z)
	Director: DoD Food Analysis & Diagnostic Laboratory (64Z)
COL	Defense Logistics Agency
	Navy Support Systems Command (NAVSUP)
	Defense Commissary Agency (64Z)
	Focus Area-Specific Training
	Surveillance Food Laboratory Course
	Installation Food Vulnerability Course
	Food and Water Risk Assessment Course

2. Education and Training. The education and training focus area is one in which interested 64Bs will be able to work periodically throughout their careers. This focus area includes curriculum development for and instruction of the veterinary-related institutional training of both enlisted and officers throughout their careers, as well as instruction of new VC officers in the FYGVE. Officers will be directly involved in developing the next cohort of VC leaders while working in this area. Any 64B-producing LTHET program supports participation in this focus area.

**Table 3**  
**64B Assignments & Training for Education & Training Focus Area**

Rank	Assignment
MAJ	Instructor, First Year Graduate Veterinary Education program
	Instructor, CCC
LTC	Branch Chief, Food Protection Branch, Division of Veterinary Science, MEDCoE
COL	Director, Department of Veterinary Science, MEDCoE (64Z)
	<b>Focus Area-Specific Training</b>
	Common Faculty Development Course (SI 5K-producing course)
	Veterinary Support to Stability Operations (SI 5D)
	Military Veterinary Medical Course (SI 5D)

3. Global Health/One Health/Epidemiology. This focus area includes veterinary equity in global health engagement and stability operations, zoonotic and infectious animal diseases, human-animal bond, epidemiology, and other areas where the nexus between veterinary, human, and environmental disciplines collaborates to optimize health outcomes. A wide range of LTHET programs support this focus area. Some examples include master's degree in Public Health with concentrations in Global Health, International Development, Health Administration, Health Policy, Human Animal Bond, Humanitarian Assistance, Disaster Management, Infectious Disease, Tropical Medicine, One Health, as well as master's or doctoral degree programs in Epidemiology.

**Table 4**  
**64B Assignments & Training for Global Health/One Health/Epidemiology Focus Area**

Rank	Assignment
MAJ	Staff Officer, Nat'l Center for Medical Intelligence, Armed Forces Health Surveillance
	Staff Veterinarian, Civil Affairs Battalion or Brigade

	Staff Officer, Army Public Health Center
	Epidemiologist, DoD Military Working Dog Veterinary Service
LTC	Staff Officer, ASCC or COCOM, Army Public Health Center
COL	Staff Officer, Army Public Health Center
	Nominative Branch Immaterial AMEDD Strategic Billets
	<b>Focus Area-Specific Training</b>
	Veterinary Support to Stability Operations
	Veterinary Support to a Theater of Operations
	Fundamentals of Global Health Engagement (CGHE, resident or DL)
	Global Health Strategies for Security (CGHE)
	Foreign Animal Disease Diagnostician course (USDA)
	Joint Humanitarian Operations Course (USAID)
	Joint Medical Operations Course
	Joint Senior Medical Leaders Course
	Global Health and Global Health Engagement Certificate program (USU, DL)

4. Operational Public Health. The operational public health focus area is defined more by the type of job a 64B has than what type of LTHET master's/MPH concentration he/she studied. Officers with an interest in working in this area must have broad public health competency, as these officers must understand aspects of food protection, global health/One Health, clinical veterinary medicine, diplomacy, international development and relations, and policy, depending on the assignment. These officers also must have the initiative to research how veterinary service support nests within the Globally Integrated Health Services concept and interacts with the Joint Force in an operational environment. Self-development is critical.

**Table 5**  
**64B Assignments & Training for Operational Public Health Focus Area**

<b>Rank</b>	<b>Assignment</b>
MAJ	Operations Officer, Medical Detachment (Veterinary Service Support)
	Staff Veterinarian, Marine Mammal Program
	Staff Veterinarian, Civil Affairs Battalion or Brigade
LTC	Capability Developer, Capability Development Integration Directorate (AMEDDC&S)
	Staff Officer, USASOC, ASCC or COCOM; Medical Brigade
COL	Command Veterinarian, FORSCOM
	<b>Focus Area-Specific Training</b>
	Veterinary Support to a Theater of Operations
	Installation Food Vulnerability Assessment Course
	Surveillance Food Laboratory Course
	Food & Water Risk Assessment Course
	Foreign Animal Disease Diagnostician course (USDA)
	Joint Medical Operations Course
	Joint Senior Medical Leaders Course
	Military Veterinary Medicine (DSCA) Course
	Medical/Field Management of Chemical & Biological Casualties Course
	Public Health Emergency Management Course
	Defense Support to Civil Authorities (DSCA), Phase I (DL)
	Public Health and Medical Services in DSCA (DMRTI Course)



	Military Preventive Medicine Senior Leaders Course/6A-F65
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5. Executive/Administrative Public Health. Similar to operational public health, this focus area is more based on what job a 64B has than the skill set conferred by a particular master's/MPH concentration. As with operational public health, 64Bs working in this area require broad understanding of issues across the entire spectrum of veterinary public health. It is likely that most, if not all, 64Bs will work within this area during their military careers.

**Table 6**  
**64B Assignments & Training for Executive/Administrative Public Health Focus Area**

Rank	Assignment
MAJ	Staff Officer, Defense Health Agency Vet Services, Nat'l Center for Med. Intel.
	Staff Officer, Army Public Health Center, Public Health Command Region
	Deputy, Public Health Activity
LTC	Staff Officer, Public Health Command Region, Army Public Health Center (APHC)
	Staff Officer, Deputy Chief of Staff Public Health (OTSG/MEDCOM)
	Staff Officer, Corps Specific Branch Proponent Office (64Z)
	Staff Officer, Veterinary Branch Human Resources Command (64Z)
COL	Director, Veterinary Services and Public Health Sanitation Directorate (APHC)
	Director, Veterinary Svc Branch Defense Health Agency (64Z)
	Director, Veterinary Svc; Deputy Chief of Staff Public Health (OTSG/MEDCOM) (64Z)
	Branch Chief, Veterinary Branch Human Resources Command (64Z)
	Assistant Veterinary Corps Chief, Corps Specific Branch Proponent Office (64Z)
	Deputy Chief, Veterinary Corps (64Z)
	Staff Officer, AMEDD Personnel Proponency Directorate
	<b>Focus Area-Specific Training</b>
	Installation Food Vulnerability Assessment Course
	Food & Water Risk Assessment Course
Military Preventive Medicine Senior Leaders Course/6A-F65	
Joint Medical Executive Skills Institute Capstone Course	
Interagency Institute of Federal Healthcare Executives	

6. Command. Command positions are available in the operational or institutional force and are viewed by many as the culmination of a successful career as a 64B. These positions at the LTC and COL level are either nominative or competitively selected by a Department of the Army board process. Command positions at the COL level are not veterinary-specific; VC officers compete against other AMEDD officers for positions commanding various organizations in both the operational and institutional force. Some examples include commander of a Public Health Region or Medical Brigade, the Medical Research Institute of Chemical Defense, and the Walter Reed Army Institute of Research.

**Table 7**  
**64B Assignments & Training for Command Focus Area**

Rank	Assignment
MAJ	Deputy, Public Health Activity
	Operations Officer, Medical Detachment (Veterinary Service Support)
LTC	Commander, Public Health Activity
	Commander, Medical Detachment (Veterinary Service Support)
COL	Commander, Branch immaterial AMEDD Commands (Levels 1 & 2)
	<b>Focus Area-Specific Training</b>

	Joint Medical Operations Course
	AMEDD Pre-command Course
	Battalion / Brigade Pre-Command Course (Ft. Leavenworth)
	Tactical Commander's Development Program (Ft. Leavenworth)
	Joint Senior Medical Leaders Course
	Senior Officer Legal Orientation Course

7. VC officers, including 64Bs, are eligible to compete for Broadening Opportunity Programs. These include fellowships at organizations or institutions such as the RAND Arroyo Center, Congress, Department of Defense centers, non-DoD government agencies, and the White House. These fellowships are designed to broaden an officer's understanding of the DoD and federal government, expand their skill set, as well as reciprocate an increased awareness of the value and contributions of Army Medicine. Each program has specific eligibility and application requirements, and interested officers should contact the VC Branch at HRC.

(3) *Qualifications.* Must have successfully completed the AMEDD BOLC and AMEDD CCC. Must have completed postdoctoral training (resulting in a graduate level degree), a fellowship, or residency in food safety, public health, veterinary preventive medicine, epidemiology, veterinary laboratory services, or equivalent specialty. Must have successfully completed ILE and be board eligible as determined by the American College of Veterinary Preventive Medicine (ACVPM) to hold command positions at the LTC level. Preference will be given to professionally boarded officers for command positions at the LTC level. Must have successfully completed ILE and possess board certification by the American College of Veterinary Preventive Medicine (ACVPM) to hold command positions as a COL

*c. 64C–Veterinary Laboratory Animal Medicine officer.*

(1) *Description of duties.* Supervises and participates in all aspects of animal care and use and operation of RDT&E or training projects involving animals. Consults, collaborates with, and advises researchers on animal models, programs, protocols, and experiments that are performed in accordance with the guidelines, laws, rules, and regulations of national and international agencies. Manages resources to include animal populations, animal facility space, and core capabilities required for animal use in DoD RDT&E and training activities. Collaborates with researchers to develop new animal models for all DoD RDT&E and training programs. Supports the use of animal models in the evaluation of therapeutics, vaccines and medical devices intended for human use in accordance with Good Laboratory Practices standards. Assists institutions in achieving compliance with applicable animal care and use laws, regulations, policies, directives, and guidelines. Provides instruction and/or training to ensure animal welfare and delivers comprehensive medical and surgical care, as well as preventive medical care, to all animal species supporting research (e.g., mice, rats, nonhuman primates, rabbits, guinea pigs, swine). May also supervise, manage, or command operational or institutional veterinary and other medical units, or serve as a staff officer for veterinary services at the DRU, ACOM, ASCC or DoD level if they have had the appropriate leadership development for each of these positions. Duties are performed in TDA organizations, both CONUS and OCONUS, for Army, Navy, Air Force, and SOCOM.

(2) *Description of positions.* Director or Deputy Director, Laboratory Animal Medicine; Chief, Research and Development Department/Division/Branch/Service; Chief, Veterinary Clinical Investigation Division/Service, MEDCEN, Director, Animal Care and Use Oversight Office (for Navy, Air Force, Army) or Veterinary Review Office (SOCOM).

(3) *Qualifications.* Must be a graduate of the AMEDD BOLC and AMEDD CCC. Must be board certified as determined by the American College of Laboratory Animal Medicine (ACLAM) or be board eligible as determined by ACLAM requirements to fill 64C authorizations. Officers not becoming board eligible during the 64C LTHET residency program or failing to achieve board certification after three attempts at ACLAM board certification may revert to another AOC as described in para 13- 3b.

(4) Requirements for 64C AOC proficiency designators are as follows:

(a) For 64C9D (currently participating in an AOC-producing course of instruction): successful completion of the BOLC and CCC and starting the US Army laboratory animal medicine LTHET residency or an equivalent training program in laboratory animal/comparative medicine formally recognized by the American College of Laboratory Animal Medicine (ACLAM).

(b) For 64C9C (fully qualified but not yet board certified): Training route: documented completion of the US Army laboratory animal medicine residency or an ACLAM recognized training program; Experience route: be deemed qualified for certification by ACLAM after meeting ACLAM requirements for

the experience route. In either the training or experience route, documentations is required to be submitted to HRC for change in designator.

(c) For 64C9B (board certified): Successful completion of the ACLAM certification examination, conferring ACLAM Diplomate status. To maintain the 9B designator, one must remain a member in good standing with ACLAM (i.e., pay dues, recertify).

(d) For 64C9A (expert in the specialty): The 9A designator, referred to as TSG's "A" designator, is awarded on an individual basis upon endorsement by the Surgeon General's Classification Board in accordance with DA PAM 611-21. Candidates are nominated by the 64C consultant, and their packets are submitted to the HRC for board consideration.

*d. AOC 64D–Veterinary Pathologist.*

(1) *Description of duties.* Directly support military relevant research initiatives that have definitive links to national security interests such as medical countermeasures that provide protection or mitigation against exposure to CBRN agents and infectious diseases; research that informs solutions that prevent or mitigate injury in the full range of military operations, to include combat casualty care, military operational medicine, chemical and biological defense, and rehabilitative and clinical medicine; and DoD-mandated bio surveillance efforts. Conducts gross, microscopic, ultra-structural and molecular pathologic and diagnostic assessments of DoD working and U.S. government-owned animals, as well as privately-owned animals authorized medical care in a DoD veterinary treatment facility. Consults, collaborates with, and advises researchers on animal-use research, programs, protocols and experiments that are frequently performed in accordance with the guidelines of national and international regulatory agencies such as the Food and Drug Administration, National Toxicology Program, and the World Health Organization. Characterizes new animal models to determine the pathogenesis of infectious diseases and biologic toxins. Evaluates therapeutics, vaccines and medical devices intended for human use in animal models in accordance with Good Laboratory Practices standards. May also supervise, manage, or command operational (TOE) or force generating (TDA) of veterinary and other medical units, or serve as staff officer for veterinary services at DRU, ACOM, ASCC or DoD level. Duties are performed in TOE and TDA organizations, both CONUS and OCONUS.

(1) *Description of positions.* Director, Research Program; Chief, Research and Development Department/Division/Branch/Service; Chief, Veterinary Clinical Investigation Service, MEDCEN. Director, Pathology Department/Division; Director, DoD Veterinary Pathology Residency.

(2) *Qualifications.* Must be a graduate of the AMEDD BOLC and AMEDD CCC. Must have completed postdoctoral training in anatomic veterinary pathology and be either board eligible or certified by the American College of Veterinary Pathologists (ACVP). While in a residency program, must pass Phase I of the ACVP board certification examination and be considered board eligible by the ACVP at the completion of residency training. At the completion of residency training, must pass Phase II of the ACVP certification examination within three attempts and obtain board certification by the ACVP. Board certification is essential in providing support to DoD relevant research within military research facilities. Officers not becoming board eligible during residency or failing to achieve board certification after three attempts at Phase II of the ACVP board certification may revert to another AOC as described in para 13-3b. Must be a graduate of ILE and be board eligible by the ACVP to hold command positions at the LTC level. Preference will be given to professionally boarded officers for command positions at the LTC level.

Must have successfully completed ILE and possess board certification by the ACVP to hold command positions at the COL level.

(3) Requirements for 64D AOC proficiency designators are as follows:

(a) For 64D9D (currently participating in an AOC-producing course of instruction): successful completion of the BOLC and CCC and starting the US Army veterinary pathology LTHET residency or an equivalent training program in pathology recognized by the American College of Veterinary Pathologists (ACVP).

(b) For 64D9C (fully qualified but not yet board certified): successful completion of an ACVP residency program.

(c) For 64D9B (board certified): Successful completion of Phase II of the ACVP certification examination, conferring ACLAM Diplomate status.

(d) For 64D9A (expert in the specialty): The 9A designator, referred to as TSG's "A" designator, is awarded on an individual basis upon endorsement by the Surgeon General's Classification Board in accordance with DA PAM 611-21. Candidates are nominated by the 64D consultant, and their packets are submitted to the HRC for board consideration.

**Table 8 64D**

<b>Rank</b>	<b>Assignment 1</b>	<b>Assignment 2</b>	<b>Assignment 3</b>	<b>Schools/Training</b>
MAJ (0-3 yr TIG)	LTHET	LTHET	LTHET	Gross Pathology Course, Descriptive Course, POLA Course, FADD Course
MAJ (3+ yr TIG)	Staff Pathologist, Research Institute (with senior pathologist oversight)	Chief, Training or Chief Education Operations, JPC	Dep Chief, Pathology Department or Division, Research Institute	FADD, ILE, Iron Major, AMEDD Executive Skills Course
LTC (0-3 yr TIG)	Dep Chief, Pathology Department or Division, Research Institute	Staff Pathologist, Research Institute (individual duty site)	Broadening Assignment; Command (MTOE/TDA)	VSSO; GHE; AMEDD Executive Skills Course; Defense Strategy Course; JSMLC; PCC
LTC (3+ yr TIG)	Chief (or Deputy) Pathology Department or Division, Research Institute	Chief, Education; Chief, Diagnostic Services, JPC	Broadening Assignment; Command (MTOE/TDA); Brigade/ACOM/ASCC/C OCOM Veterinarian	AMEDD Executive Skills Course; Defense Strategy Course; JSMLC; MSLP; SSC; PCC
COL (0-3 yr TIG)	Chief (or Deputy) Path Division, Research Institute	Director, JPC/DoDVPR	Senior Staff Position (MRDC, DHA, MEDCoE, APHC, etc); Command (MTOE/TDA); Brigade/ACOM/ASCC/C OCOM Veterinarian	JSMLC; MSLP; CAPSTONE Seminar; Course; SSC; PCC;

COL(3+ yr TIG)	Chief, Pathology Department or Division, Research Institute	Director, JPC/DoDVPR	Senior Staff Position (MRDC, DHA, MEDCoE, APHC, etc); Command (MTOE/TDA); Brigade/ACOM/ASCC/C OCOM Veterinarian	SSC; PCC; CAPSTONE Seminar
ILE - Intermediate Level Education (MEL 4)				
SSC - Senior Service College (MEL 1)				
FHCE - Interagency Institute for Federal Healthcare Executives Course				
MSLP - Medical Strategic Leaders Program				
GHE - Global Health Engagement Course (USUHS)				
JSMMLC - Joint Senior Medical Leaders Course				
PCC - Pre-Command Course				
POLA - Pathology of Laboratory Animals Course				
FADD - Foreign Animal Disease Diagnosticians Course				

*e. AOC 64E–Veterinary Biomedical Science officer.*

(1) *Description of duties.* Plans, directs, executes, manages, and conducts research in various research, development, and acquisition (RDA) programs addressing joint Service and Army-specific requirements for medical materiel in support of Army Science and Technology Objectives. Participates in Army RDA programs and the DoD technology base research programs, investigating medical countermeasures to infectious diseases, and developing medical defenses against chemical and biological warfare threat agents. Determines the mechanism of action of chemical and biological warfare agents and potential antidotes, investigates and diagnoses exotic disease outbreaks on a global basis, develops and tests vaccines and other methods of disease prevention, diagnosis, treatment and control, and tests and develops new drugs, biologics, and medical devices against chemical and biological agents. Serves as Commander or Deputy Commander of a medical RDA laboratory or activity responsible for the execution of specific aspects of the Army RDA technology base research or advanced development programs. Serves as director of an RDA program responsible for strategic planning, programming, direction, and defense. Serves as a medical product manager in development of new drugs, biologicals, and medical devices required for the military. Serves as a research manager responsible for management of fiscal and human resources in the execution of research projects at an RDA laboratory. May also supervise, manage, or command operational or force generating veterinary and other medical units, or serve as a staff officer for veterinary services at the DRU, ACOM, ASCC or DoD level if they have had the appropriate leader development for each of these positions. Duties are performed in TDA organizations, both CONUS and OCONUS.

(2) *Description of positions.* Positions include Commander/Deputy Commander, RDA Laboratory/Activity; Director, RDA Program(s); Chief, RDA Department/Division/Branch/Project/Service; Principle Research Investigator.

**Table 9**  
**64E Assignments & Training**

<b>Rank</b>	<b>Assignment</b>
MAJ	Co-Investigator or Investigator, RDA Laboratory
	Deputy Division Director, RDA Laboratory
LTC	Division Director, RDA Laboratory
	Division Director, RDA Organization
	Deputy Product Manager, RDA Organization
	Product Manager, RDA Organization*
COL	Deputy Commander, DoD Research Institute (64Z)
	Commander, DoD Research Institute (05A)
	Program Manager, RDA Organization*, Agency or OSD Staff Office
	<b>Focus Area-Specific Training</b>
	Joint Medical Executive Skills Institute Capstone Course
	Interagency Institute of Federal Healthcare Executives
	Defense Acquisition University Certification (Level I-III)
	Interagency Fellowship or Internship (FDA, BARDA, CDC)
	FADD - Foreign Animal Disease Diagnosticians Course

\*CSL selection via Acquisition Board Processes

(3) *Qualifications.* Must be a graduate of the AMEDD BOLC and AMEDD CCC. Must have a PhD degree in microbiology, immunology, physiology, pharmacology, toxicology, or a related discipline. Must have successfully completed ILE and possess a PhD degree to hold positions at the LTC level. A PhD in the biomedical sciences is viewed as the equivalent to board certification for the 64E AOC. Must have a PhD degree, be a graduate of ILE, have a record of accomplishments in research and development and science management, and be trained and/or certified in the DoD medical acquisition process to hold positions at the COL level.

(a) For 64E9D: successful completion of the BOLC and CCC and starting a PhD degree in microbiology, immunology, physiology, pharmacology, toxicology, or a related discipline.

(b) For 64E9C: successful completion of the didactic phase of PhD degree program but still working on final thesis.

(c) For 64E9B: successful completion of PhD degree program.

(d) For 64E9A (expert in the specialty): The 9A designator, referred to as TSG's "A" designator, is awarded on an individual basis upon endorsement by the Surgeon General's Classification Board in accordance with DA PAM 611-21. Candidates are nominated by the 64E consultant, and their packets are submitted to the HRC for board consideration.

*f. AOC 64F–Veterinary Clinical Medicine Officer.*

(1) *Description of duties.* Provides specialized medical and surgical care to all government–owned animals and privately–owned animals as authorized. Makes clinical observations and diagnoses and serves as clinical consultant in specialty areas as required. Functions in a variety of clinically oriented roles involving international studies, nation assistance/civil affairs, and/or Special Forces. May also supervise, manage, or command operational (TOE) or institutional domain (TDA) veterinary and other medical units, or serve as staff officer for veterinary services at the DRU, ACOM, ASCC or DoD level if they have had the appropriate leader development for each of these positions. Duties are performed in TOE/TDA organizations, both CONUS and OCONUS.

(2) *Description of positions.* Commander, TDA or TOE veterinary or public health unit; staff officer, Public Health Command Region, MEDCOE, and FORSCOM; Director, DoD Military Dog Veterinary Service; Chief, Clinical Services, DoD Military Working Dog Veterinary Service; senior management and surgical support positions in USAMRMC; Instructor.

**Table 10**  
**Clinical/Operational Assignments**

Rank	Assignment
MAJ	First Year Graduate Veterinary Education Clinical Instructor
	DoD Military Working Dog Veterinary Services Clinician
	Veterinary Medical Center Europe Clinician
	Kadena Air Force Base Veterinary Activity Clinical Specialist
	Operations Officer, Medical Detachment (Veterinary Service Support)
LTC	Public Health Command Regional Clinical Consultant
	<b>Focus Area Specific Training</b>
	Common Faculty Development Course (SI 5K)

**Table 11**  
**Broadening Assignments**

Rank	Assignment
LTC	AMEDD MEDCoE Instructor
	Research Clinical Specialist
	Chief, Animal Health Division Veterinarian
	Global Veterinary Medical Practice Director
	Defense Health Agency Veterinarian
	Staff Officer, ASCC or COCOM, Army Public Health Center
	Commander, Public Health Activity
	Commander, Medical Detachment (Veterinary Service Support)
COL	Commander, Branch Immaterial AMEDD Commands (Levels 1 & 2)
	Branch Immaterial Positions (64Z)
	<b>Focus Area Specific Training</b>
	Common Faculty Development Course (SI 5K)

(3) *Qualifications.* Must have successfully completed the AMEDD BOLC and AMEDD CCC. Must have completed postdoctoral professional training and/or attained board certification in a veterinary clinical discipline recognized by the American Veterinary Medical Association, American Board of Veterinary Specialties. Must have successfully completed ILE and be board eligible (as determined by the specific specialty board requirements) to hold command positions at the LTC level. Preference will be given to professionally boarded officers for command positions at the LTC level. Must have successfully completed ILE and possess board certification to hold command positions at the COL level.

(a) For 64F9D (currently participating in an AOC-producing course of instruction): successful completion of the BOLC and CCC and be enrolled in a residency training program recognized by the American Veterinary Medical Association, American Board of Veterinary Specialties.

(b) For 64F9C (fully qualified but not yet board certified): VCO must successfully complete a residency training program recognized by the AVMA, American Board of Veterinary Specialties, and be board eligible. Documentation is required to be submitted to HRC for the change in designator.

(c) For 64F9B (board certified): VCO must attain board certification by one of the AVMA, American Board of Veterinary Specialties, and conferring Diplomate status. Documentation is required to be submitted to HRC for the change in designator.

(d) For 64F9A (expert in the specialty): The 9A designator, referred to as TSG's "A" designator, is awarded on an individual basis upon endorsement by the Surgeon General's Classification Board in accordance with DA PAM 611-21. Candidates are nominated by the 64F consultant, and their packets are submitted to HRC for board consideration.

**5. Branch immaterial positions.** VC officers fully credentialed in AOCs 64B-F are eligible for IM positions (Coded AOC 64Z) that include, but are not limited to, the following: Deputy Corps Chief, VC; Corps Specific Branch Proponency Officer; Chief, DHA-PH-VS Branch; ADCS-PH(VS); Commander/Sr. Veterinarian Regional Public Health Command; Director, Veterinary Services Public Health and Sanitation Directorate, Army Public Health Center; Chief, Division of Veterinary Science, MEDCoE; VC Branch Chief, HRC; Veterinary Staff Officer, 18th MEDCOM; Veterinary Staff Officer, ASCC; Veterinary Staff Officer Defense Logistics Agency (DLA) and Defense Commissary Agency; Naval Medical Research Unit; Naval Support Activities Officer.

**Table 12**  
**Branch Immaterial Positions**

Rank	Assignment
COL	Deputy Corps Chief
	VC Corps Specific Branch Proponency Officer
	DHA-PH-VS Branch
	ADCS-PH (VS)
	Commander/Sr. Veterinarian Regional Public Health Command
	Director, Veterinary Services Public Health and Sanitation Directorate, APHC
	Chief, Division of Veterinary Science, MEDCoE
	VC Branch Chief, HRC
	Veterinary Staff Officer, 18 <sup>th</sup> MEDCOM
	Veterinary Staff Officer, ASCC
	Veterinary Staff Officer, Defense Logistics Agency (DLA)
	Defense Commissary Agency
	Naval Medical Research Unit, Naval Support Activities Officer
	<b>Focus Area Specific Training</b>
	Interagency Institute for Federal Health Care Executives
	Senior Veterinary Global Health Engagement Specialists SI (8E)

**6. Special Operations Veterinarians.** VC officers have the opportunity to serve a variety of Special Operations Forces (SOF) units. VC officers assigned to SOF units enable a multitude of missions and responsibilities including veterinary care for Multi-Purpose Canines (MPCs), Foreign Internal Defense, Unconventional Warfare and Civil Military Operations, among others. SOF VC officers should be physically fit, mature, competent in their veterinary knowledge, confident in themselves, collaborative with others, and adaptive to ambiguity. These officers benefit SOF and the VC as they progress in their career, gaining valuable experience as they matriculate between SOF, conventional, developmental, and broadening assignments throughout their careers. Second and third SOF tour assignments are best filled with VC officers who have previously served successful tours in SOF and these assignments should be managed accordingly.

**7. Broadening Opportunity Programs.** VC officers, are eligible to compete for Broadening Opportunity Programs. These include fellowships at organizations or institutions such as the RAND Arroyo Center,



Congress, Department of Defense centers, non-DoD government agencies, and the White House. These fellowships are designed to broaden an officer's understanding of the DoD and federal government, expand their skill set, as well as reciprocate an increased awareness of the value and contributions of Army Medicine. Each program has specific eligibility and application requirements, and interested officers should contact the VC Branch at HRC.

## **8. Veterinary Corps Warrant Officer (Food Safety Officer MOS—640A)**

### **Veterinary Corps Warrant Officer Career/Leadership Development**

*a. Purpose.* Promotes readiness and force health protection through the prevention of foodborne illness and injury. The VC Food Safety Officer assists in the development of DoD food protection (food safety and food defense) policies, procedures, and standards. They provide comprehensive technical supervision of DoD food protection programs in garrison and deployed environments. They serve as technical advisors to commanders, DoD, federal, and state agencies on all aspects of food protection. The Food Safety Officer is responsible for maintaining adequate knowledge in the areas of: food science (food chemistry and food microbiology); food processing technology; domestic and international food regulations; DoD directives and instructions; and military standards.

*b. Functions.* The Food Safety Officer provides in-depth technical and tactical expertise in the sustainment, management, and assessment of food protection programs and commercial processing systems.

(1) Employs project management principles to initiate, plan, and execute food programs that mitigate, control, and resolve food protection issues and improve Veterinary Service force health protection capabilities.

(2) Manages food protection programs by actively monitoring food protection assessment reports in Veterinary Service Information Management Systems. Communicates program status, implements improvement measures, and coordinates training to ensure compliance with DoD and Army regulatory force health protection objectives.

(3) Forecast, develop, manage, and execute the food protection audit program to identify, assess, and procure safe and wholesome subsistence. Uses military and industry standards to evaluate commercial food establishments' food safety and food defense programs for listing in the *Worldwide Directory of Sanitarily Approved Food Establishments for Armed Forces Procurement*.

(4) Develops, supports, and evaluates food protection measures to ensure food ingredients and food products are safe, wholesome, meet quality standards, and are free from unintentional or intentional contamination and adulteration.

(5) Coordinates with contracting, procurement, and materiel acquisition programs to ensure DoD personnel are logistically prepared to sustain food safety systems in deployed and non-deployed environments.

(6) Continuously monitors federal, state, and local agency recalls and alerts of hazardous foods, tampered or suspected tampering of foods or nonprescription drugs, nonprescription medical devices, and health and beauty aids.

(7) Integrates laboratory equipment and resources for the strategic monitoring, analysis, and diagnostic testing of subsistence. Provides presumptive and confirmatory laboratory field analysis through continuous surveillance in a worldwide theater of operations.

(8) Provides food and water risk assessments for deployed joint forces during initial entry, exercises, and other short-term operations conducted outside the continental United States.

(9) Coordinates with public health authorities during foodborne illness investigations to identify contributing factors and provide recommendations for the prevention of foodborne illnesses.

(10) Ensures the Enlisted MOS 68R is professionally and technically developed to sustain, train, and perform sustainment management functions as an integral part of Veterinary Services.

(11) Plans, develops, and facilitates food protection training programs for public health assets to ensure force health protection and medical readiness.

(12) Manages the development of training and supportability packages to develop partner nation capabilities and self-reliance in food protection in support of strategic goals in Global Health Engagements (GHE).

*c. Professional education, training, and certification opportunities.* VC Food Safety Warrant Officers

develop knowledge and expertise through a combination of assignments, military education, and civilian training opportunities. Each Food Safety Officer should achieve the professional development described herein to ensure technical and tactical proficiency. Outstanding performance is the key to success in all duties. A Food Safety Officer who has gained experience, knowledge, and professional certifications is essential to identifying, assessing, and procuring safe and wholesome subsistence, ensuring force health protection and military readiness.

(1) *Professional Military Education (PME)*. Warrant Officer professional development consists of four levels of education: *Warrant Officer Basic Course (WOBC)*, *Warrant Officer Advanced Course (WOAC)*, *Warrant Officer Intermediate Level Education (WOILE)*, and *Warrant Officer Senior Service Education (WOSSE)*. DA Pam 600–3 outlines the Warrant Officer Education System.

(a) *Pre-appointment training*. Pre-appointment training consists of the *Warrant Officer Candidate School (WOCS)* and *WOBC*. The five week *WOCS* emphasizes leadership and professional development for entry into the warrant officer system and is conducted in two phases: Phase 1, distributed learning and Phase 2, resident training conducted at the *Warrant Officer Career College (WOCC)*. This phase of training culminates with an appointment as a warrant officer contingent upon completion of *WOBC*, certifying that the warrant officer is technically and tactically qualified to serve in the MOS.

(b) *Warrant Officer Basic Course (WOBC)*. *WOBC* is a branch specific qualification training consisting of a resident course, the *Veterinary Services Food Safety Warrant Officer Basic Course*, conducted at the *MEDCoE*. This training prepares the warrant officer for assignments as a *Food Safety Officer*.

(c) *Warrant Officer Advanced Course (WOAC)*. *WOAC* prepares the warrant officer for utilization in a senior warrant officer position as a *CW3*. *WOAC* is conducted in three phases: Phase 1, non–resident distributed learning, Phase 2, resident training conducted at *MEDCoE*, Phase 3, resident training conducted through the *Food and Drug Administration* training program. Warrant officers must be a *CW2* or higher to be eligible to attend *WOAC*.

(d) *Warrant Officer Intermediate Level Education (WOILE)*. *WOILE* gives warrant officers the skills and training necessary to perform at all echelons of the Army structure as a *CW4*. The course is conducted in three phases: Phase 1 is the non–resident distributed learning, Phase 2 is the resident training conducted at *WOCC*, *Fort Rucker, AL*, Phase 3 is the resident training conducted at *MEDCoE*. Warrant officers must be a *CW3* or higher to be eligible to attend *WOILE*.

(e) *Warrant Officer Senior Service Education (WOSSE)*. *WOSSE* is currently the capstone course for warrant officer *PME* and prepares warrant officers to serve at the highest levels of the Army structure. This course, conducted at the *WOCC* in *Fort Rucker, AL*, is a branch immaterial resident course which provides master-level professional warrant officers with a broader Army level perspective required for assignment to *W-5* grade level positions as technical, functional, and branch systems integrators, trainers, and leaders at the highest organizational levels. Warrant officers must be a *CW4* or higher to be eligible to attend *WOSSE*.

(2) *Civilian education, training, and certification opportunities*. Opportunities include federal and industry food safety and food defense sustainment and management continuing education courses. Degree completion opportunities available through the *Long Term Health Education Training (LTHET)* program include Bachelor/Master of Science degree programs in *Food Science/Technology* and *Food Safety and Defense*. Concentrations can include, but are not limited to agriculture, dairy, fresh fruits and vegetables, meat and poultry science, and seafood. *TWI* Program opportunities are also available. In addition to the unique education/training opportunities listed, all warrant officers should achieve industry based technical certifications and credentialing to proactively support emerging systems requirements in one of the following areas relevant to food protection: *Certified Professional – Food Safety*, *Certified Professional Food Manager*, *Certified Quality Auditor*, *Certified HACCP Auditor*, *Certified ServSafe Food Protection Manager*, *Certified Food Scientist*, *Certified in Global Food Safety Initiative Audit Schemes* (i.e. *SQF*, *BRC*, *ISO 22000*).

*d. Military occupational specialty qualification and development.*

(1) *Accessions level qualification*. Must have completed the *U.S. Army Veterinary Food Inspection Specialist Course (MOS 68R)* or the *U.S. Army Preventive Medicine Specialist Course (MOS 68S)* and hold the MOS for a minimum of five years and no more than twelve years. Must have an associate's degree from an accredited college or university.

(2) *Basic Company Grade MOS qualification*. Must graduate *WOCS* and be certified by the proponent

by graduating the *Veterinary Services Food Safety Warrant Officer Basic Course*. For USAR, WO1's must graduate WOCS within two years of appointment and graduate WOBC within two years of completion of WOCS.

(3) *Advanced Company Grade MOS qualification*. Prior to promotion to CW3, Food Safety Officers are expected to complete the 640A WOAC consisting of: AMEDD CCC Phase 1 (non-resident), Phase 2 (resident training at MEDCoE), and Phase 3 (640A Technical Track). All CW2s are eligible to attend WOAC regardless of time in grade (TIG). CW2s assigned to CW3 positions should attend WOAC prior to assignment. CW2s through CW4 must complete WOAC prior to applying for fully funded advanced civilian schooling through LTHET or TWI in MOS related discipline.

(4) *Field Grade MOS qualification*. All RA and USAR CW3s are eligible to attend WOILE regardless of TIG. Warrant Officers are expected to attend WOILE prior to the CW4 promotion board to be considered fully qualified. CW3s assigned to CW4 positions should attend WOILE prior to, but not later than 2 years after their assignment.

(5) *Senior Field Grade MOS qualification*. All CW4s are eligible to attend WOSSE regardless of TIG. Warrant officers are expected to attend WOSSE prior to the CW5 promotion board to be considered fully qualified. CW4s assigned to CW5 positions should attend WOSSE prior to assignment, but not later than two years after their assignment. CW5s should seek to obtain a master's degree from an accredited college or university within four years after promotion.

e. *Professional development*. VC warrant officers are adaptive technical experts, leaders, trainers, and advisors. Through progressive levels of expertise development, experience, assignments, and education the VC warrant officers provide total life cycle management to enhance mission readiness to all echelons in support of the full range of Army, joint, and coalition operations. The following are professional development goals for VC warrant officers:

(1) *Continuing education*.

(a) Complete a minimum of 80 hours of MOS related continuing education credits every two years. Continuing education credit means one contact hour of training.

(b) Complete an MOS related certification program prior to assignment in a CW3 position.

(c) Complete a bachelor's or master's degree and advanced certification program prior to assignment in advanced food safety positions.

(2) *Warrant Officer One (WO1)/ Chief Warrant Officer Two (CW2)*.

(a) WO1/CW2s are Company Grade level, tactical, and technical experts who should expect to serve in small/medium readiness healthcare platform-level positions, medical brigades, and agency staff positions. The focus during this phase is on acquiring and refining technical, tactical, management, and leadership skills.

(b) Typical assignments include:

1. Food Safety Officer, Public Health Branch/Activity.
2. Clinical Operations Officer, Medical Brigade.
3. Command Food Safety Officer, Theater of Operations.
4. Command Food Safety Officer, Multinational Force and Observers (MFO) –Sinai.
5. Consumer Food Safety Officer, Defense Logistics Agency.
6. Consumer Food Safety Officer, Defense Commissary Agency.
7. Training, Advising, and Counseling (TAC) Officer, Warrant Officer Career College
8. Senior Instructor/Writer, MEDCoE.

(3) *Chief Warrant Officer Three (CW3)*.

(a) CW3s are Field Grade level, tactical, and technical experts who should expect to serve in medium/large readiness healthcare platform-level positions, medical detachment veterinary service support units (MDVSS), and multifaceted agency staff positions. The focus during this phase is on providing leader development, mentorship, advice, and counsel to NCOs, warrant officers, Branch Officers, as well as reporting the status of food protection programs to Commanders.

(b) Typical assignments include:

1. Food Safety Officer, Public Health Activity.
2. Command Food Safety Officer, MDVSS.
3. Consumer Food Safety Officer, Defense Logistics Agency.

4. Research and Development Public Health Liaison, U.S. Army Natick Soldier Research Development Engineering Center.

5. Senior Food Protection Advisor, Joint Culinary Center of Excellence.

6. Senior Instructor/Writer, MEDCoE.

*(4) Chief Warrant Officer Four (CW4).*

(a) CW4s are Advanced Field Grade level, tactical, and technical experts who should expect to serve in large readiness healthcare platform-level positions, Regional Health Commands, and multifaceted agency staff positions. The focus during this phase is advising Commanders of the global impact of food protection on force health readiness. Senior Food Safety Officers should become familiar with general army organizational roles, functions, and missions at the ACOM staff levels to include the force management processes. CW4s should continue acquiring and refining advanced tactical, technical, management, and leadership skills. Additional roles include responsibilities in leader development, counseling, coaching, and mentoring of NCOs, warrant officers, Branch Officers, and Commanders.

(b) Typical assignments include:

1. Command Food Safety Officer, Regional Health Command.
2. Theater Food Safety Officer, U.S. Army Forces Command (FORSCOM).
3. Consumer Food Safety Officer, Defense Logistics Agency.
4. Senior Instructor/Writer, MEDCoE.

*(5) Chief Warrant Five (CW5).*

(a) CW5s are Senior Field Grade master-level, tactical, and technical experts who serve in strategic, advisory staff and nominative MOS positions. CW5s identify key areas in 640A accessions, development, and talent management/utilization to support greater integration and synchronization within the officer corps. As a CW5, Food Safety Officers oversee the efficiency and effectiveness of food protection programs and initiatives, and provide the emphasis and support necessary to secure resources and drive programs. In addition, CW5s drive policy and doctrinal changes for the accomplishment of strategic objectives in support of a globally responsive and regionally engaged Army. CW5s should be familiar with Army organizational roles, functions, and missions, especially at the ACOM/ASCC/DRU and Army secretariat/staff levels.

(b) Typical assignments include:

1. Deputy Chief, Food Protection Program Manager, U.S. Army Public Health Center.
2. Deputy Chief of Staff for Public Health, Office of the Surgeon General (OTSG).
3. Chief, Food Protection Interagency Liaison, Defense Health Agency (DHA).
4. Master Instructor/Writer, MEDCoE.

*(f) Life cycle model. See figure.*

(g) *Skills.* Skills enhancing the unique capabilities of MOS 640A include: 1H - Sexual Harassment/Assault Response & Prevention Level II, 1X - Lean Six Sigma, 6H - Public Safety Officer, 6P - Master Fitness Trainer, 6Q - Additional Duty Safety Officer, 6U - Agricultural Officer, 08-Instructor, 8R - Master Resilience Trainer, and W5 - Project Management Professional.

(h) *Professional affiliations, organizations, and associations.* Professional affiliations, organization, and associations include, but are not limited to, the Institute of Food Technologists (IFT), National Environment of Health Association (NeHA), American Society of Quality (ASQ), Global Food Safety Resource (GFSR), International Association for Food Protection (IAFP), Association of Food and Drug Officials (AFDO), International HACCP Alliance, and the Food Marketing Institute (FMI).

## **9. Reserve Component officers**

The development objectives and qualifications for RC VC officers parallel those of their Regular Army counterparts, however, fewer training days are available to accomplish them.

a. *Education.* Upon being commissioned into the RC VC, priority should be given to completing AMEDD RC Basic Officer Leader Course (BOLC), Veterinary Service Operations (VSO C9) course, and achieving sanitary audit certification. This will afford the RC officer the basic skill sets provided in the "veterinary tracks" of their Regular Army counterparts. All RC VC officers are required to be clinically and surgically credentialed by their AC regional 64F in order to practice in MEDCOM veterinary facilities. In addition all RC VC officers are required to obtain credentialing to conduct commercial food plant audits. Sourced units or individuals should attend the RC Veterinary Medical Detachment Pre-deployment course (MDVS F12) or the Veterinary Support to a Theater of Operations (VSTO) course respectfully. VC officers

selected for command should complete the RC and AMEDD Pre-Command courses just prior to or upon taking command. Even though geographical considerations may limit some RC officers from certain assignments, all should strive to meet professional military educational requirements, attend skill development courses, and seek more challenging assignments (including command) to enhance their personal and professional development and remain competitive for career progression. To strengthen their military education, RC VC officers should also attend AMEDD CCC, the Veterinary Senior Captain Development Course, and ILE. Since the vast majority of RC VC officer billets are AOC 64A, 64B, and 64F the following additional Focus Area-Specific training is available per mission requirements:

- (1) For SOF, Civil Affairs, HA/DR, DSCA or other stability operations:
  - a. VSSO-Assessment and Production Systems (APS) – Phase 1
  - b. VSSO-Global Veterinary Medicine (GVM) – Phase 2
  - c. Military Veterinary Seminar – Defense Support of Civil Authorities (DSCA) course
  - d. Foreign Animal Disease Diagnostician (FADD) course
- (2) Installation Food Vulnerability Assessment course
- (3) Surveillance Food Laboratory course
- (4) Principles of Military Preventive Medicine/6A-F5(RC)
- (5) Other courses such as Joint Humanitarian Operations course (USAID) and Joint Medical Operations course and those courses mentioned in section 13-4 as mission dictates.
- (6) Officers are encouraged to acquire advanced joint professional military education as mission dictates.

**b. Assignments.**

(1) *Captain.* An RC VC officer's initial tour of duty is usually an assignment in a Medical Detachment Veterinary Service Support (MDVSS) unit or a veterinary detachment.

(2) *Major.* MDVSS Veterinary Plans Officer, or Veterinary Clinical Officer; Veterinary Detachment (TDA) Officer; Veterinary Preventive Medicine Officer at a Medical Training Support Battalion (MTSB); Civil Affairs (CA).

(3) *Lieutenant colonel.* LTCs can be expected to serve at similar positions as MAJs but in positions requiring higher levels of responsibility and expertise. Typical assignments include MDVSS Commander, Veterinary Detachment OIC, Civil Affairs, Individual Mobilization Augmentee (IMA), Medical Brigade staff, or branch immaterial command.

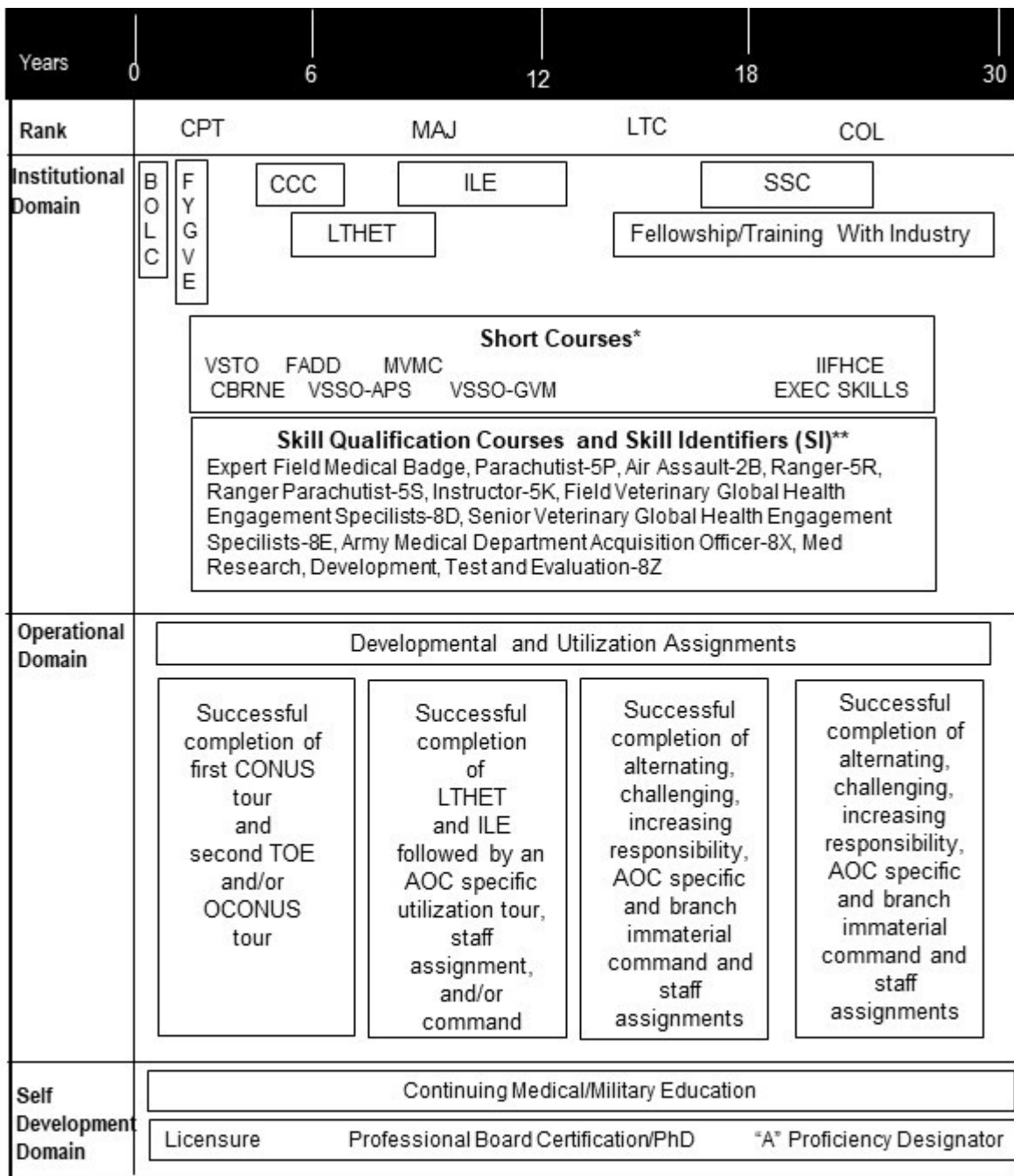
(4) *Colonel.* Medical Command (Deployment Support) staff, Army Reserve Medical Command staff, MTSB, various IMA assignments, Assistant to the Corps Chief, or branch immaterial commander or section chief.

(5) *Warrant officer.* Warrant officers in the Reserves typically serve in similar positions and attend the same professional military education as their Active Component counterparts. Education requirements are located in paragraph 7c(1) of this document. WO1s and CW2s are generally assigned MDVSS units or Medical Brigades. CW3s are assigned to MDVSS units or Veterinary Detachments (TDA) units as the command's Staff Food Safety Officer or Quality Assurance Officer. Senior warrant officers may serve as the Food Safety Officer at the DRU, ACOM, ASCC or DoD level upon mobilization or the USAR 640A Liaison to the Warrant Officer Consultant. Civilian education and other government agency sponsored training is necessary for WOs to sustain proficiency in this field and to remain competitive for career progression.

**c. Additional Information.** Officers should reference AR 135-155 for military education requirements. For more information on Reserve Component AMEDD officers, refer to chapter 6 of DA PAM 600-4.

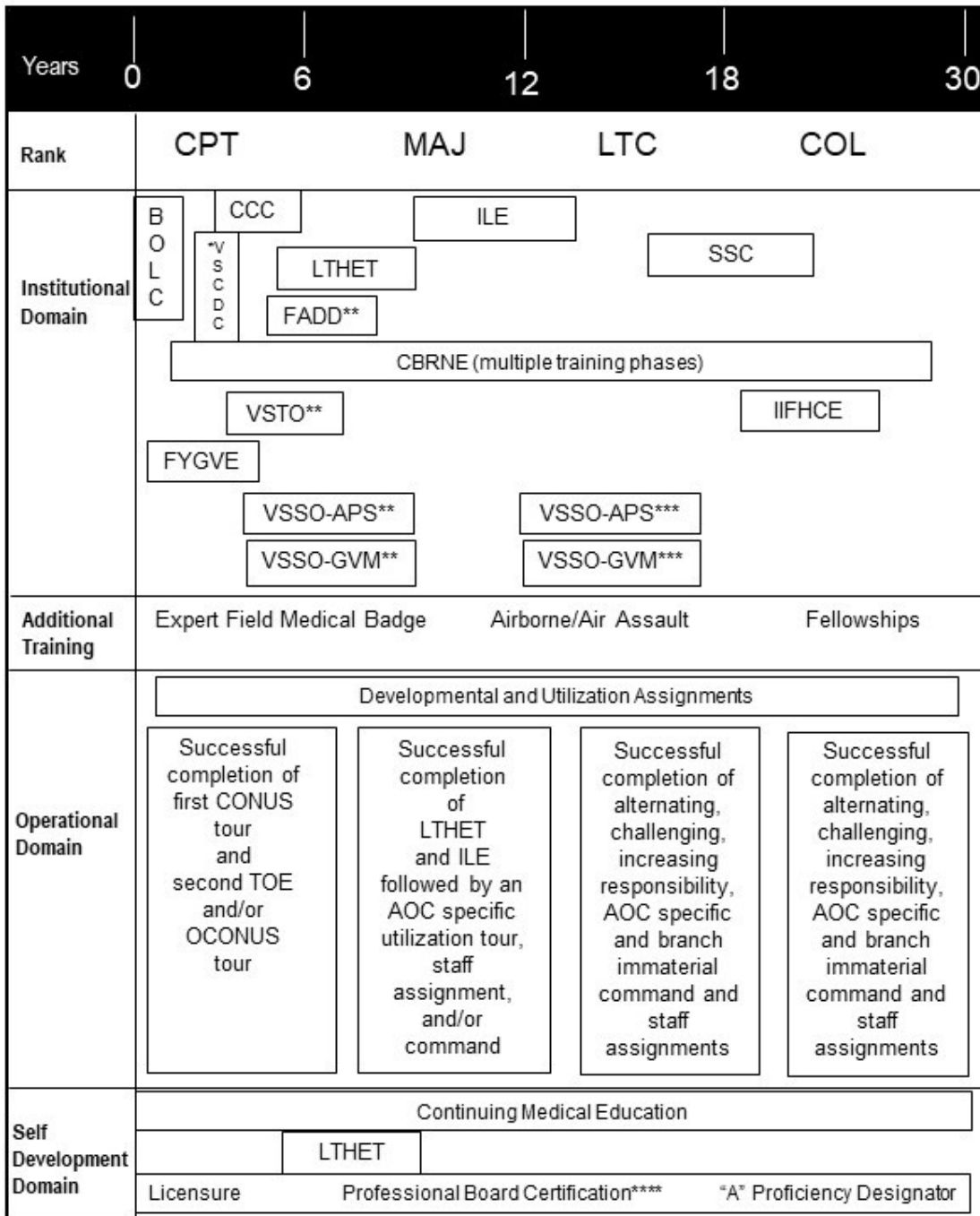
## **10. Veterinary Corps life cycle models**

See figures 1 through 4 for AC and RC life cycle models. The life cycle model serves only as a general framework for each individual officer's career plan. The model is not prescriptive, but serves to inform officers as to typical VC officer career milestones. The life cycle models do not include the entirety of available education, training and position opportunities that vary from year to year.



\* Short courses as required for duty assignment may include: Veterinary Support Theater Operations (VSTO), Military Vet Medical Course (MVMC), Foreign Animal Disease Diagnostician (FADD), Veterinary Support to Stability Operations (VSSO) Assessment and Production System (APS); VSSO-Global Veterinary Medicine (GVM); Interagency Institute For Federal Health Care Exec (IIFHCE), or Medical Executive Skills Course. \*\*Skill Qualification Courses/SI as required for duty assignment.

**Figure 1. Veterinary Corps Regular Army life cycle development and utilization**



\*VSCDC one week prior to or following CCC      \*\*If required for duty assignment      \*\*\*For senior strategic leaders or VCOs going into GCC/ASCC positions      \*\*\*\*64E requires PhD rather than board certification

**Figure 2. Veterinary Corps Reserve Component life cycle development and utilization**

## 640A (AC)

WO YRS SVC	0	2	7	12	17	30
<b>Rank</b>	WO1	CW2		CW3	CW4	CW5
	Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer	
<b>Institutional Domain</b>	WOCS	WOBC	WOAC	WOILE	WOSSE	
<b>Civilian Education</b>	<b>AMEDD LTHET</b>					
	ASSOCIATE DEGREE			BACCALAUREATE DEGREE		
<b>Civilian Certification and Training</b>	cGMP / FSMA Course ServSafe Food Protection Manager HACCP Certification FDA PMO Course Better Process Controls Certified Professional – Food Safety Certified Professional Food Manager			Advanced Dairy Training Continuous Flow Aseptic Training Slaughter Operations Certified HACCP Auditor Certified in Global Food Safety Initiative Audit Schemes (i.e. SQF, BRC, ISO 22000)		Certified Quality Auditor Certified Food Scientist Global Food Engagements DSCAs
	<b>GRADUATE DEGREE</b>					
<b>Operational Domain</b>	<b>ASSIGNMENTS</b>					
	FUNCTIONAL		OPERATIONAL		STRATEGIC	EXECUTIVE
	WO1 24 MO Functional Tour (TDA Branch-level)	CW2 36-48 MO Progressive Tour (BDE/MDVSS/PHA)		System/Skills Integration (PHA/PHC/BDE/USARCENT)		Strategic Staff/Consultant/CWOB MEDCOM/DHA/HRCoE /APHC
	<b>BROADENING/ NOMINATIVE ASSIGNMENTS</b>					
		Staff - HRCoE/DeCA  Broadening - WOCC/TRADOC	Staff - HRCoE/DeCA/AAFES//DLA/NATICK /JCCoE  Broadening - WOCC/TRADOC		Branch Immaterial Broadening - TRADOC/CAC/USAREC	
<b>Self Development Domain</b>	- 1H, Sexual Harassment/Assault Response & Prevention Level II - 6H, Public Safety Officer - 6Q, Additional Duty Safety Officer - 08, Instructor - W5, Project Management Professional			- 6P, Master Fitness Trainer - 6U, Agricultural Officer - 8R, Master Resilience Trainer		- 1X, Lean Six Sigma - AMEDD "A" Designator
<b>Professional Affiliations</b>	- Institute of Food Technologists (IFT) - American Society of Quality (ASQ) - International HACCP Alliance - Food Marketing Institute (FMI)		- National Environment of Health Association (NeHA) - Global Food Safety Resource (GFSR) - International Association for Food Protection (IAFP) - Association of Food and Drug Officials (AFDO)			

**Figure 3. Veterinary Corps Regular Army Food Safety Warrant Officer life cycle development and utilization**



## 640A (RC)

WO YRS SVC	0	2	8	14	30
Rank	WO1	CW2	CW3	CW4	
	Company Grade Warrant Officer		Field Grade Warrant Officer	Senior Field Grade Warrant Officer	
Institutional Domain	WOCS WOBC	WOAC	WOILE	WOSSE	
Civilian Education	ASSOCIATE DEGREE		BACCAULAUARATE DEGREE		GRADUATE DEGREE
Civilian Certification and Training	ServSafe Food Protection Manager Certified Professional – Food Safety Certified Professional Food Manager HACCP Certification FSMA Course		Better Process Controls School PMO Course Certified HACCP Auditor Certified in Global Food Safety Initiative Audit Schemes (i.e. SQF, BRC, ISO 22000)	Certified Quality Auditor Certified Food Scientist	
Operational Domain	ASSIGNMENTS				
	FUNCTIONAL	OPERATIONAL	STRATEGIC		
	WO1 24 MO Functional Tour (MDVSS/ME D BDE)	CW2 36-48 MO Progressive Tour (BDE/MDVSS/RC TDA to PHA )	System/Skills Integration (BDE/USARCENT)		Strategic Staff/Consultant/CWOB  Branch Immaterial Broadening TRADOC/WOCC/CAC/ USAREC
Self Development Domain	- 1H, Sexual Harassment/Assault Response & Prevention Level II - 6H, Public Safety Officer - 6Q, Additional Duty Safety Officer - 08, Instructor - W5, Project Management Professional		- 1X, Lean Six Sigma - 6P, Master Fitness Trainer - 6U, Agricultural Officer - 8R, Master Resilience Trainer		
Professional Affiliations	- Institute of Food Technologists (IFT) - American Society of Quality (ASQ) - International HACCP Alliance - Food Marketing Institute (FMI)		- National Environment of Health Association (NeHA) - Global Food Safety Resource (GFSR) - International Association for Food Protection (IAFP) - Association of Food and Drug Officials (AFDO)		

**Figure 4. Veterinary Corps Reserve Component Food Safety Warrant Officer life cycle development and utilization**