

## **Field Artillery Branch**

### **1. Introduction**

a. Purpose. The mission of the Field Artillery is to destroy, neutralize, or suppress the enemy by cannon, rocket, and missile fires and to integrate and synchronize all fire support assets into operations.

b. The way ahead. The Field Artillery Branch develops officers who are uniquely qualified to support the Army, Joint Forces, and multi-national commanders. Field Artillery officers serve in every combined arms formation in the United States Army. They work directly for maneuver commanders in Infantry, Stryker, Armor, Airborne, Air Assault and Ranger units to coordinate, synchronize, and integrate Army, joint (Air Force, Navy, and Marine), and multinational assets or platforms to create effects on targets.

c. Unique functions performed by Field Artillery officers. Field Artillery officers are multi-functional professionals who are the Army's experts in the coordination, synchronization, and integration of joint and Army fires; they are leaders of Soldiers committed to providing precision, near precision, and area fire effects in Large Scale Ground Combat Operations (LSGCO). The Army develops Field Artillery officers to understand and employ the targeting process and show mastery in synchronizing collection and delivery assets.

d. Unique work features in the Field Artillery Branch.

(1) Command Field Artillery Battery, Battalion, Brigade, and Division Artillery (DIVARTY) formations.

(2) Command Battlefield Coordination Detachments (BCDs) in support of Army, Theater, and Joint Forces commanders to facilitate the synchronization of air and ground operations.

(3) Serve as Fire Support Officers (FSOs) responsible for planning, coordinating, synchronizing, and integrating joint and multi-national indirect fire capabilities through the operations and targeting processes.

(4) Serve in diverse broadening assignments within tactical and institutional organizations.

(5) Lead in positions requiring advanced joint and operational experience such as staff officers in the Army, special operations and joint headquarters, and activities requiring joint planning experience. Instruct at pre-commissioning programs, service and branch schools, and service colleges.

e. Branch eligibility. The Field Artillery Branch is open to all officers who meet the physical demands for accessions. The Field Artillery Proponent Office and the Field Artillery Branch Assignment Office are the best sources of current information about evolving assignment policies for officers.

### **2. Officer Characteristics Required**

General. Field Artillery officers must be physically fit and mentally tough leaders capable of managing multiple tasks and possess the capability to think critically within multiple dimensions. The Field Artillery Branch requires officers who are experts in the branch's core competencies,

and who can perform at the tactical, operational, and strategic levels. Field Artillery officers must be imaginative, agile, and adaptive leaders of Soldiers who possess the moral, intellectual, and interpersonal characteristics that enable organizational and individual success. Field Artillery officers must be proficient in the art and science of LSGCO while grounded in the Army Values and the Warrior Ethos. They must be team builders who are equally skilled in leading Soldiers and collaborating with leaders from other branches, services, and nations to enable mission success.

a. Competencies and actions common to all. Field Artillery officers are leaders, trainers, and planners. These competencies are developed and perfected through realistic training, strict adherence to standards, professional military education (PME), continual personal development, and service in the most demanding positions in the Field Artillery and across the Army and joint communities. The Field Artillery Branch values broad officers with experience serving in both operating and generating force assignments and in a variety of Army and joint assignments.

b. Skills unique to Field Artillery officers. Field Artillery officers lead cannon, rocket, and missile Field Artillery organizations in the delivery of fires and advise maneuver commanders on the employment and integration of joint fires as fire support officers. Maneuver commanders expect their Field Artillery officers to plan, coordinate, integrate, and synchronize fires. To effectively accomplish the mission, Field Artillery officers must:

- (1) Plan, coordinate, integrate, and synchronize Army and joint fires with maneuver.
- (2) Employ all indirect fire systems.
- (3) Employ surface-to-surface and multi-domain munitions. Understand and be able to communicate their effects.
- (4) Integrate sensors and mission command digital systems to quickly identify targets and process fire missions.
- (5) Facilitate the targeting process to integrate and synchronize the Fire Support System for the maneuver commander.

c. Desired Talent Priorities within the Field Artillery officer.

- (1) Physically Fit: Physically tough, gritty, and tenacious. Performs well even under extreme physiological duress. Committed to a lifestyle of physical fitness.
- (2) Mentally Tough: Stress tolerant and emotionally mature. Performs well even under extreme psychological duress.
- (3) Multi-Tasker: Rapidly processes and prioritizes multiple demands simultaneously. Takes appropriate action.
- (4) Communicator: Precise, efficient, and compelling in both written and spoken word.
- (5) Interdisciplinary: Synthesizes and applies knowledge from multiple disciplines into a coherent, overarching perspective.

d. Critical behaviors that Field Artillery officers possess but are not limited to are as follows: alert, charismatic, committed, communicator, confident, critical thinker, detail-focused,

disciplined, driven, physically and mentally fit, flexible, innovative, inspirational, mission oriented, multi-tasker, precise, problem solver, resilient, tenacious, and team oriented.

### **3. Officer development**

a. Assignments. Field Artillery officers have diverse assignment opportunities that provide a robust mix of options to serve in various Army formations at every echelon across Army, joint, operational force, and generating force formations. Field Artillery officers serve in a variety of duty positions that vary in scope and responsibility providing a solid foundation for continued growth, expanding responsibility, and experience. The Field Artillery Branch values diverse officers with broad assignment experience.

b. Field Artillery Officer Assignments are aggregated into three basic categories: developmental, key developmental (KD), and broadening. Developmental assignments are those assignments that enhance warfighting capability but are not deemed so fundamental to an officer's progression that they qualify as KD. All assignments are developmental. KD assignments are those assignments that are deemed fundamental to the development of an officer in their core branch. Field Artillery officers are considered branch-qualified upon the successful completion of KD assignments in each rank. The first KD assignment for Field Artillery officers is battery-level command, which occurs at the captain level. Broadening assignments are those assignments that provide a purposeful expansion of knowledge, capability, and understanding through assignment opportunities internal and external to the Army. These assignments are fundamental to the continued growth throughout the Field Artillery Officer's career lifecycle. Broadening opportunities are classified across three categories: tactical, institutional, and scholastic. Broadening often occurs following KD assignments.

(1) Tactical broadening may include Observer Coach/ Trainer (OC/T) at either JRTC, JMRC, NTC, or First Army, assignments to the 75th Ranger Regiment, 160th Special Operations Aviation Regiment, other Special Mission Units, and Security Force Assistance Brigades (SFAB).

(2) Institutional broadening allows officers to serve inside or outside their basic branch in critical generating force billets such as the Small Group Leader/Instructors, Reserve Officers' Training Corps, Human Resources Command, Recruiting Command, Army Commands, as well as many opportunities in regionally and/or functionally aligned headquarters. These positions broaden an officer's view of the Army and allow them to contribute at the enterprise level.

(3) Scholastic broadening programs are great opportunities, but they are secondary to tactical and institutional broadening assignments. Scholastic broadening opportunities include the Joint Chiefs of Staff Intern Program, the Congressional Fellowship, the Olmsted Scholarship, and a wide variety of advanced civilian schooling opportunities with a follow-on assignment to the United States Military Academy and other highly selective branch and/or functional area positions as determined by proponents. Officers and their leadership need to visit the Army's Broadening Opportunity Programs (BOPs) site (<https://www.hrc.army.mil/bop>) to stay abreast on the current opportunities for qualified leaders.

c. Warrant Officer Development.

(1) The Field Artillery Warrant Officer is the command's advisor and subject matter expert on areas regarding 1) the selection of targets, 2) the prioritization of targets, 3) the

pairing of capabilities to targets, and 4) the presentation of targeting information, for situational awareness or decision (when applicable), through the utilization of tradecraft, automated means, and products.

(2) Unique attributes of Field Artillery warrant officers. FA Targeting Technicians possess specialized tradecrafts that other FA professionals do not and enhance fire support planning by incorporating technical skills required for multi-domain operations. Target Coordinate Mensuration (TCM), Collateral Damage Estimation (CDE), Weaponing, target development functions (e.g., target list management), data-entry and record maintenance, kill-chain/web creation and maintenance, target acquisition sensor management, and indirect fire analysis are highly specialized skills developed through institutional education and assignment experience and often maintained through rigorous certification/qualification mandates and oversight programs.

(3) The 131A is well-rounded in all forms of fires. Although primarily school-trained for specific aspects of planning and employment of lethal means, the 131A possesses all the skills necessary for the synchronization and coordination of all forms of fires. The FA Targeting Technician understands information-related capabilities, and their accompanying complexities (authorities, policy, permissions, employment considerations, etc.) to make informed recommendations to the command and implement their effects in the OE.

#### d. Role and functions.

(1) The FA Targeting Technician's tradecraft and expertise grow through exposure to both higher Army echelons and joint environments. Through each assignment, their tradecraft and proficiency expand to accommodate the complexity of higher commands' increased responsibility and span of control. Expertise in targeting and fires-related joint and service doctrine, methodologies, tools, and processes is the unequalled contribution the 131A brings to their command. FA Warrant Officers enhance organizations by performing the functions/tasks listed below:

(a) Facilitate the targeting process in combined arms and joint operations at all levels through continually increasing degrees of technical and tactical expertise. Provide technical and tactical expertise in the coordination of the targeting process in combined arms or joint operations at all levels.

(b) Assist in the integration of Army/Joint fires with maneuver.

(c) Assist in the management and employment of Field Artillery target acquisition radars and coordination of collection assets at echelon.

(d) Manage unit precision fires program.

(e) Provide technical and tactical expertise in target coordinate mensuration, weaponing, and collateral damage estimation (CDE) methodologies to enable advanced target development.

(f) Coordinate and integrate with intelligence elements to facilitate targeting information and sensor management synchronization.

(g) Teach targeting and target acquisition asset employment at service schools and combat training centers (CTCs).

e. Warrant officer one development.

(1) Education.

(a) Upon graduation from Warrant Officer Candidate School (WOCS) and/or appointment to WO1, all Warrant Officers must attend 30 weeks of Warrant Officer Basic Course (WOBC) at Fort Sill, OK. National Guard Warrant Officers have the option to attend a two-phased WOBC. The first phase is 14 weeks of target acquisition training followed by 16 weeks of targeting training. These two phases must be completed within 3 years of Warrant Officer service.

(b) The purpose of the FA WOBC is to certify Warrant Officers as technically and tactically competent officers able to serve at the tactical level with a heavy focus on the brigade combat team. Warrant Officers in WOBC must be qualified to conduct weaponeering and CDE procedures while certifying to conduct target mensuration only (TMO).

(2) Assignments. After WOBC, WO1s are assigned to CW2 positions. No FA positions are coded for WO1. WO1s should be assigned to FA BNs as Targeting Officers or FAIOs or assigned to Field Artillery Brigades / Division Artillery as Targeting Officers, FAIOs, Counterfire Officers (CFO), or Assistant Counterfire Officers (ACFO). WO1s may be assigned to echelons above brigade (EAB) for their first unit of assignment based on Active Component Manning Guidance or needs of the Army. The 131A Career Manager must attempt to fill EAB CW2 authorizations with experienced CW2s when possible.

(3) Self-development. Self-development during this phase should focus on the integration of target acquisition assets, sensor management, organizational maintenance, leadership skills, and civilian education. (Note: Figure 11-2 of this section shows a list of recommended assignment-oriented training and functional courses relevant to the echelon at which the Warrant Officer is serving)

(4) Desired experience. Tactical and technical competence in Field Artillery systems, information collection assets, Military Decision-Making Process (MDMP), and the targeting methodology. WO1s should maintain their currency in Target Mensuration Only (TMO) and strive to certify as a TMO Instructor for unit-level Precision Fires Programs.

f. Chief warrant officer two development.

(1) Education. It is highly recommended that CW2s attend the Warrant Officer Advance Course (WOAC) once they have reached 3-4 years-in grade (TIG). WOAC is a 12-week course focused on preparing senior CW2s with advanced concepts of Army and Joint Doctrine, including duties as a staff officer at the BCT, division, and Corps. WOAC produces technically and tactically competent Warrant Officers capable of making independent assessments in complex, foreign, and Joint, Interagency, Intergovernmental, and Multi-national (JIIM) environments to accomplish any mission in Unified Land Operations (ULO) through mission focused leadership and critical thinking.

(2) Assignments. CW2s are normally assigned as Targeting Officers in FA battalions, reconnaissance squadrons, combat aviation brigades, divisions, DIVARTYs, FABs, and corps. They are also assigned as FAIOs in BCT, DIVARTY, and FAB. Additionally, they can expect an assignment as a Counterfire Officer in a DIVARTY, FAB, and Multi-Domain Task Force (MDTF).

All FA Warrant Officer assignments require access to multiple sources of intelligence that reside within Sensitive Compartmentalized Information Facilities (SCIF) or Analysis Control Element (ACE), as such, they require a Top Secret/Sensitive Compartmented Information (TS/SCI) clearance. Select Warrant Officers in the grade of CW2 can also expect to receive assignments that broaden their skills and may serve in a generating force capacity including:

- (a) National Guard Observer/Coach/Trainer
- (b) Assignments within Cyber
- (c) Assignments within Special Operations
- (d) TAC Officer

Upon completion of a broadening assignment, Warrant Officers should expect to receive an operational assignment for their next tour of duty. Warrant Officers should complete a normal tour of duty (36 months) in an operational assignment before seeking another broadening assignment.

(3) Self-development. CW2s should attend functional courses that enhance their ability to perform assigned duties at the current organization. Completion of an associate degree is a recommended goal prior to becoming eligible for promotion to CW3. (Note: Figure 11-2 of this section shows a list of recommended assignment-oriented training and functional courses relevant to the echelon at which the Warrant Officer is serving)

(4) Desired experience. As a CW2, the focus is acquiring and refining the technical and tactical knowledge to effectively enable targeting efforts, contribute to systems integration, and facilitate counterfire operations. CW2s should acquire the knowledge, skills, and certification to perform advanced target development.

g. Chief warrant officer three development.

(1) Education. WOAC should be completed no later than 1 year time in grade as a CW3 if not completed as a CW2. The subsequent Professional Military Education (PME) course is Warrant Officer Intermediate Level Education (WOILE) which provides Warrant Officers with the education and influential leadership skills necessary to integrate their technical expertise in support of leaders as staff officers, trainers, managers, systems integrators, and leaders at the tactical and operational levels of Army, Joint, Interagency, Intergovernmental, and Multinational (JIIM) organizations executing Unified Land Operations through Decisive Action. WOILE consists of three phases: Phase 1 – Distance Learning, Phase 2 – Resident Course at Fort Rucker, AL, and Phase 3 – Resident Follow-On focusing on Targeting roles at Corps and echelons above Corps at Fort Sill, OK. WOILE should be completed once the Warrant Officer has reached 3-4 years-in grade as a CW3.

(2) Assignments. CW3s must be assigned as brigade combat team (BCT), FAB, DIVARTY, MDTF, Theater Fires Command (TFC), division, or corps Targeting Officers. Additionally, they must be assigned as division/corps Field Artillery Intelligence Officers. Select Warrant Officers in the grade of CW3 can also expect to receive assignments that broaden their skills and may serve in the following:

- (a) CTC Observer/Coach/Trainer

- (b) WOBC Instructor
- (c) Combat Developer
- (d) Training/Doctrine Developer
- (e) Assignments within Cyber
- (f) Assignments within Special Operations
- (g) Security Force Advisor
- (h) Long-Range Fires Assurance Team

Upon completion of a broadening assignment, Warrant Officers should expect to receive an operational assignment for their next tour of duty. Warrant Officers should complete a normal tour of duty (36 months) in an operational assignment before seeking another broadening assignment.

(3) Self-development. Assignment-oriented training must be focused on future positions that enhance the officer's duty performance. Completion of a baccalaureate degree is a recommended goal prior to consideration for CW4. (Note: Figure 11-2 of this section shows a list of recommended assignment-oriented training and functional courses relevant to the echelon at which the warrant officer is serving).

(4) Desired experience. CW3s should serve as a BCT/FAB/DIVARTY Targeting Officer prior to serving as a division or corps Targeting Officer and/or Field Artillery Intelligence Officer. CW3s should focus on refining their knowledge and skills while enhancing their proficiency to perform advanced target development.

#### h. Chief Warrant Officer Four Development.

(1) Education. WOILE should be completed prior to reaching 1 year time in grade as a CW4 if not completed as a CW3. The last level of PME for Warrant Officers is the Warrant Officer Senior Service Education (WOSSE) course which provides Warrant Officers with the education, knowledge, and influential leadership skills necessary to apply their technical expertise in support of leaders on strategic level joint, interagency, intergovernmental, and multinational (JIIM) organizations executing Unified Land Operations through Decisive Action. CW4s should attend WOSSE once the Warrant Officer has reached 1 year time in grade.

(2) Assignments. CW4s must serve as Field Artillery Intelligence Officers (FAIO) and Targeting Officers in positions at division, Corps, and higher echelons. Select CW4s can also expect to receive broadening or nominative assignments consistent with the needs of the Army, such as:

- (a) Defense Threat Reduction Agency Targeting Officer
- (b) WOBC/WOAC/WOILE Follow-On Instructor
- (c) Combat Developer
- (d) Training/Doctrine Developer
- (e) CTC Observer/Coach/Trainer

- (f) AMTC
- (g) Assignments in Cyber
- (h) Career Manager, HRC (Nominative)
- (i) Field Artillery Proponent Warrant Officer (Nominative)
- (j) Long Range Precision Fires- Cross Functional Team (LRPF-CFT)
- (k) Assignments within Special Operations

Upon completion of a broadening assignment, Warrant Officers should expect to receive an operational assignment for their next tour of duty. Warrant Officers should complete a normal tour of duty (36 months) in an operational assignment before seeking another broadening assignment.

(3) Self-development. Assignment oriented training must be focused on future positions that enhance the officer's duty performance. CW4s should devote time to obtaining a graduate-level degree. (Note: Figure 11-2 of this section shows a list of recommended assignment-oriented training and functional courses relevant to the echelon at which the warrant officer is serving)

(4) Desired experience. CW4s should have targeting experience at the BDE and/or Division prior to being assigned to a BCD, Corps, or ASCC.

i. Chief warrant officer five development.

(1) Education. WOSSE should be completed by 1 year time in grade as a CW5.

(2) Assignments. CW5s must serve as targeting officers in MDTFs, Corps, Multi-Domain Fires Element, and Theater Fires Command. Select CW5s can also expect to receive broadening or nominative assignments consistent with the needs of the Army, such as:

- (a) Warrant Officer Instruction Branch Course Manager (Nominative)
- (b) USANCA Joint Nuclear Targeting Officer
- (c) Chief Warrant Officer of the Field Artillery (Nominative)
- (d) Army Multi-Domain Targeting Center Army Targeting Officer

(3) Self-development. CW5s should continue self-development efforts to master expertise in all aspects of targeting to include joint and combined operations. CW5s should devote time to obtaining a graduate-level degree. (Note: Figure 11-2 of this section shows a list of recommended assignment-oriented training and functional courses relevant to the echelon at which the warrant officer is serving).

(4) Desired experience. CW5s should have targeting experience at all levels and have maintained master proficiency throughout their careers.

j. Nominative assignment processes

(1) As outlined in previous paragraphs, the 131A career field currently has four nominative assignments. Nominative assignments must adhere to the traditional hiring practices



that have been normalized over multiple years of AIM Marketplace execution. All four positions require extensive dialogue with, vetting, and concurrence from the Chief Warrant Officer of the Field Artillery and Field Artillery Commandant or his designated representative. File assessments compiled by the FA Warrant Officer Career Manager for competitive officers must be provided to those involved in the hiring process.

(2) The Field Artillery Commandant serves as the hiring authority for the following positions: CWOB, Field Artillery Proponent Warrant Officer, and Warrant Officer Instruction Branch Course Manager. The 1-30th Field Artillery Battalion Commander and Field Artillery Proponent Office Director may be involved in the hiring process for the Course Manager and Proponent Warrant Officer as deemed necessary or directed.

(3) The Field Artillery Warrant Officer Career Manager must be vetted through the CWOB and Field Artillery Commandant, however, the Commander, Human Resources Command must serve as the hiring authority. The HRC assigned, Field Artillery Branch Chief must play a significant role in the hiring of personnel for this position.

(4) The Tour length of the four positions is 24 months with an option for an additional 12 months if directed/requested by the Field Artillery Commandant.

k. Assignment oriented training. All FA warrant officers need to continue to seek assignment-oriented training to maintain expertise in all aspects of joint fires and special skill areas.

### 131A Professional Development Model

		WO	TIS	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
<b>PME</b>		WOB	C	WOAC				WOAC				WOILE				WOSSE								
		WO1 / CW2		WO1 / CW2				WO1 / CW2				WO1 / CW2				WO1 / CW2								
<b>Assignments</b>		Operational		Broadening		Operational		Broadening		Operational		Broadening		Operational		Broadening		Operational		Broadening				
		<ul style="list-style-type: none"> <li>FA BN / BCT</li> <li>BN Targeting Officer</li> <li>SQDN Targeting Officer</li> <li>FA Intelligence Officer</li> <li>DIVARTY / FA BDE</li> <li>FA Intelligence Officer</li> <li>CFO</li> <li>Assistant CFO</li> <li>Lethal Effects</li> <li>LNO</li> <li>DIV / CORPS / MDTF / TFC / MDFE</li> <li>Targeting Officer</li> </ul>		<ul style="list-style-type: none"> <li>ACRC OC-T</li> <li>CYBER</li> <li>SOF</li> <li>WOCC TAC</li> </ul>		<ul style="list-style-type: none"> <li>BCT Targeting Officer</li> <li>FAB/DIVARTY Targeting Officer</li> <li>DIV/CORPS/ASCC Targeting Officer</li> <li>DIV/MDFE FAIO</li> <li>TFC/MDFE Targeting Officer</li> <li>MDTF Targeting Officer</li> </ul>		<ul style="list-style-type: none"> <li>AMTC</li> <li>CTC / OC-T</li> <li>CYBER</li> <li>LRFAT</li> <li>SFAB</li> <li>SOF</li> <li>WOIB</li> </ul>		<ul style="list-style-type: none"> <li>CCMD Targeting Officer</li> <li>ASCC Targeting Officer</li> <li>Division Targeting Officer</li> <li>Division FAIO</li> <li>Corps FAIO</li> <li>BCD Targeting Officer</li> <li>AAMDC Targeting Officer</li> </ul>		<ul style="list-style-type: none"> <li>AMTC</li> <li>CTC / OC-T</li> <li>CYBER</li> <li>DOT-D</li> <li>DTRA</li> <li>JTS</li> <li>LRPF-CFT</li> <li>SOF</li> <li>WOIB</li> </ul>		<ul style="list-style-type: none"> <li>Corps Targeting Officer</li> <li>TFC Targeting Officer</li> <li>MDFE Targeting Officer</li> <li>MDTF Targeting Officer</li> </ul>		<ul style="list-style-type: none"> <li>AMTC</li> <li>USANCA</li> </ul>								
<b>Self Development</b>		Associates Degree				Baccalaureate Degree				Graduate Degree				Graduate Degree										
		Maintain proficiencies in Core Competencies: FS, Targeting, Counterfire Operations, MC Systems Integration, TMO, Weaponneering, CDE, and Advanced Target Development																						
<b>Functional Courses</b>		<b>Battalion/Brigade</b> <ul style="list-style-type: none"> <li>Joint Firepower Course</li> <li>ADAM/BAE Course</li> <li>AFATDS Operator Course</li> </ul>				<b>Division</b> <ul style="list-style-type: none"> <li>EABAC</li> <li>JOFEC</li> <li>JAOC2C</li> <li>Tactical IO Planners Course</li> <li>JADOC'S OP and ADMIN Course</li> </ul>				<b>Corps</b> <ul style="list-style-type: none"> <li>Joint Targeting School (Staff Course, Battle Assessment, Target Application)</li> <li>TMP</li> <li>JITD</li> <li>STO Planners Course</li> <li>JOFEC</li> </ul>				<b>Multi-Domain Task Force</b> <ul style="list-style-type: none"> <li>JITD</li> <li>Cyber Course</li> <li>Space Cadre Course</li> <li>JOFEC</li> </ul>				<b>Echelons Above Corps</b> <ul style="list-style-type: none"> <li>Joint Targeting School</li> <li>TMP</li> <li>JITD</li> <li>STO Planners Course</li> <li>Joint MILDEC Training Course</li> <li>JOFEC</li> </ul>						
		Assignment Oriented Training: Digital Intel System Master Gunner Course, Mission Command Digital Master Gunner, Theater Nuclear Ops Course, NATO Joint Targeting School, CENTCOM CDE Certification Course, Army Space Control Planning, Common Faculty Development-Instructor Course																						

Figure 11-2 AA Field Artillery Warrant Officer Development Model

- ADAM/BAE – Airspace Management/Brigade Aviation Element
- AFATDS – Advanced Field Artillery Tactical Data System
- EABAC – Echelons Above Brigade Airspace Course
- JOFEC – Joint Operational Fires & Effects Course

- JAOC2C – Joint Air Operations Command and Control Course
- TMP – Target Material Production
- TMO – Target Mensuration Only
- JADOCS – Joint Automated Deep Operations Coordination System
- JITD – Joint Intermediate Target Development
- STO – Special Technical Operations
- MILDEC – Military Deception

I. Lieutenants. The professional objective for this phase of an officer's career is to develop Field Artillery branch skills. Specifically, lieutenants must focus on platoon-level leadership skills, technical and tactical competencies, physical fitness, combined arms fire support integration, and team building. Lieutenants must certify cannon, rocket, or missile platoon tactics and procedures. Lieutenants serving in Brigade Combat Teams (BCTs) must also certify company fire support tactics and procedures. All lieutenants must serve in challenging leadership assignments to expand their confidence and capability to lead Soldiers. Every lieutenant should attempt to gain experience and knowledge in all three Field Artillery branch positions for lieutenants in a BCT: PLT FDO, Company FSO, and Platoon Leader, and in an FA BDE: Platoon Leader, Ammo Platoon Leader, and Battery Operations Officer.

(1) Education.

(a) Basic Officer Leaders Course B. Field Artillery BOLC B is an 18-week, 4-day course. This initial training for Field Artillery lieutenants is designed to produce leaders competent in fire support and Field Artillery tactics. There are 10 modules of instruction in BOLC-B that cover gunnery, fire support and combined arms, and platoon leader/battery commander skills.

(b) Other schooling opportunities. Various additional school opportunities exist for Field Artillery BOLC B graduates. These include but are not limited to Airborne, Air Assault, Ranger, and Joint Fires Observer (JFO).

(2) Assignments. Field Artillery lieutenants must serve in a variety of positions across the Army. Most assignment opportunities in the operating force must reside within Infantry, Stryker or Armored BCTs, FA Brigades, and DIVARTY formations. Some lieutenants must be assigned to an initial military training platoon leader position within basic training brigades. Field Artillery commanders must ensure that these lieutenants receive other job opportunities (FDO, FSO) to develop their branch skills. The senior field artillery commander must closely manage lieutenants coming out of basic training brigades.

(a) Due to the formative nature of this career phase, lieutenants do not have significant opportunities for broadening assignments. Commanders must actively manage their lieutenants to grow talented officers who possess a breadth of fire support and technical skills.

(b) Field Artillery lieutenants can expect to be assigned as battery XOs and operations officers, PLs, Ammunition Platoon leaders, FDOs, company/troop FSOs, and

staff officers within their respective organizations. Every lieutenant assigned to a BCT Field Artillery battalion must perform duty as an FSO and serve in at least one assignment in a firing battery. Every lieutenant assigned to a Field Artillery Brigade must perform duties in at least two of these positions to develop their knowledge and skills.

(c) Geographical dispersion and other extreme circumstances may, from time to time, prevent every lieutenant from serving in both fire support and firing battery assignments. Lieutenants initially assigned to generating force training brigades can expect rewarding developmental assignments that enable their professional growth and the development of leadership skills. These officers must be intensively managed and provided an opportunity to serve in an operational force unit to ensure the development of their technical and tactical skills during their formative years.

(3) Self-development. As aspiring professionals, lieutenants must focus their self-development on the three broad criteria that identify Army professionals: character, competence, and commitment.

(a) Character. Field Artillery officers must maintain a moral character that is beyond reproach. Mission success in the Field Artillery is dependent upon precision and accuracy. Our maneuver counterparts trust that we must deliver timely and accurate fires. Their trust is gained through the repeated demonstration of our character.

(b) Competence. Lieutenants should focus on developing Field Artillery and fire support technical and tactical skills, refining their troop-leading skills, and gaining an in-depth knowledge of training management, organizational maintenance, supply operations, and administrative operations.

(c) Commitment. Field Artillery lieutenants must take the initiative to gain knowledge and experience to prepare for assignment as a captain. Structured and continuous self-development must contribute to lifelong success and honorable service in the branch.

(4) Desired experience. Field Artillery officers should complete their time as lieutenants with a portfolio of technical, tactical, and procedural artillery skills, fire support employment skills, and troop-leading skills. Specifically, Field Artillery lieutenants should have a fundamental grasp of section certification and qualification programs, command maintenance discipline program (CMDP), command supply discipline program (CSDP), troop leading procedures, risk management, safety, fire control, gunnery, digital communications, and fire support.

(5) Lieutenant Broadening: As a Senior Lieutenant in the Field Artillery Branch, you must be allowed to apply for various positions in Lieutenant Broadening Markets. The intent of these positions is to be filled by Senior Lieutenants who are proficient in their job skills.

(a) 434 FA BDE and 428 FA BDE at Ft Sill, OK – Various positions must be filled in these two Brigades to include PL and XO. (12-month position)

(b) Senior LT Positions in Korea – must serve as senior mentors and PL to young 2LTs filled PL positions straight out of BOLC. (12-month position)

(c) Patton Project – serves in HBCUs (Historical Black College/University's) - must serve as an ambassador of the Field Artillery to aid in recruiting candidates into Combat Arms Branches. (18-month position)

(d) Cavazos Project – serves in Colleges/Universities with a large Hispanic population. Ability to speak Spanish is required. Must serve as an ambassador of the Field Artillery to recruit candidates into the Military (12–18-month position)

(e) USAREC/MEPS positions – serve as XOs at various USAREC and MEPS sites across the US. (12-month positions)

(f) Serve as the face of field artillery while visiting and recruiting universities. (12–18-month positions)

m. Captains. The professional objective for this phase of an officer's career is to build upon past experiences, develop additional experience and expertise as a battalion fire support officer, and prepare for battery command. Upon completion of the command, captains must have opportunities for other assignments in broadening and developmental positions.

(1) Education.

(a) Captain Career Course. DIVARTY, FA BDE, or senior Commanders, in coordination with HRC, must determine the best time for an individual to attend school based on Army requirements, the needs of the unit, the continued professional development requirements of the officer, and the officer's individual preferences. Promotable lieutenants are eligible to attend career courses while captains must attend the course no later than 60 months upon commissioning.

(b) The Field Artillery Captains Career Course (FACCC) is a 24-week, 606-hour academic course consisting of 74 lessons across eight blocks: Gunnery, Joint and Intelligence Capabilities Primer, Army Profession, Mission Command, Army Operations and Fire Support Operations, Field Artillery Planning, Battery Operations, and Capstone events. The mission is to train and professionally develop US Army, US Marine Corps, and international officers to become experts in the integration and application of Fires knowledge, tactics, and techniques; become well-grounded in Joint and combined arms operations, doctrine, and tactics; to support the maneuver commander and/or lead in the conduct of LSGCO at the battalion, brigade, and division levels; and to polish the necessary Field Artillery problem-solving skills as future battery commanders.

(2) Assignments. Field Artillery captains have opportunities to serve within every assignment category: KD, developmental, and broadening. HRC must attempt to assign officers who served in Field Artillery brigades as lieutenants to BCTs. This diversity of experience is designed as a purposeful expansion of every officer's Field Artillery knowledge and skills. Field Artillery company grade officers must grow experience and develop skills across the breadth of formations and weapon systems in the Field Artillery and the Army.

(a) Developmental assignments. Field Artillery captains are afforded a variety of challenging developmental assignments. Upon completion of CCC, most captains must be assigned to Field Artillery cannon or rocket battalions. Success in the assignments

listed below must prepare captains for command opportunities and further success within the Field Artillery.

- (1) Battalion FSO
- (2) Battalion FDO
- (3) Battalion Assistant S3
- (4) DIVARTY/Brigade/Battalion Staff Officer Broadening assignments.

(b) KD assignments. Battery/Company/Troop command is the KD assignment for Field Artillery captains. Command is a privilege, not a right. DIVARTY, brigade, and battalion commanders must assess the knowledge, skills, attributes, and readiness of their Field Artillery officers and must afford command to those officers who are ready. A minimum of 12 months is required to be considered branch qualified. Some captains may be afforded a second command opportunity. Second command opportunities are usually reserved for commands that present a unique and more diverse challenge (where the unit and Soldiers would benefit significantly by having a commander with previous command experience). Officers who command more than once should complete their total command time in 24 months.

(c) Broadening may occur following, but never in place of KD assignments. Field Artillery captains have opportunities to serve in numerous broadening assignments within every category. The assignment of post-battery command officers is an important process that integrates the input from the officer's chain of command, the needs of the Army, and the desires of the officer. Two of the most important post-battery command assignments are service as small group instructors (SGIs) and CTC observers/trainers. Select officers must be allowed to serve with special operations forces. Some of the more noteworthy broadening opportunities follow and are in general order of importance to best support our Army and our Branch.

- (1) CTC Observer/Trainer
- (2) FA BOLC/CCC Small Group Instructor
- (3) Nominative Broadening Opportunities (Aide-de-Camp, JCS/OSD Internships, Fellowships, USAREC staff, Ranger BN FSO)
- (4) Recruiting Company Commander
- (5) SFAB Advisor
- (6) Mission Command Training Program (MCTP) Operations Officer
- (7) Foreign Exchange Officer
- (8) Instructor positions (USMA faculty, ROTC, branch, and service schools)
- (9) Ground Liaison Officers (BCD)

(3) Self-development. All captains should dedicate time to professional reading to gain a historical perspective on tactical and leadership challenges. Field Artillery captains should

consider beginning work on an advanced degree. Officers interested in the types of advanced civil schooling programs and eligibility requirements are encouraged to begin an early dialogue with their branch representative and command team. Field Artillery captains are also encouraged to consider applying for any of several formal internships, scholarships, and fellowships sponsored by the Army. A few of the more prominent opportunities include the Arroyo Fellowship, congressional fellowships, the U.S. Army Cyber Command Scholarship Program, Defense Advanced Research Projects Agency and Service Chiefs' Fellow Program, General Wayne A. Downing Scholarship, Joint Chief of Staff, OSD, and the Department of Army Staff Intern Program, Olmsted Scholarship Program, Strategic Education and Development Program, and the White House Fellowship.

(4) Desired experience. During this phase, captains should have completed battery command and sought out a challenging fire support assignment. Captains must have gained experiences in battalion-level staff operations, combined arms operations, fire support certification, planning and integration, battery certification and qualification programs, unit administration processes, CMDP, CSDP, troop leading procedures, risk management, fire control, gunnery, and mission command system integration. Commanders of Field Artillery Battalions must ensure that captains within their organization receive coaching and the necessary repetitions to develop a fundamental understanding of the military decision-making process and development of the fighting documents used by the branch per FM 3-09.

n. Majors. There are two primary objectives for this phase of an officer's career; contribute experience and expertise to the organizations to which the officer is assigned and broaden their knowledge and skills about Army and joint operations. Field Artillery majors are expected to be technically, tactically, and procedurally proficient in all aspects of fire support coordination and integration, Field Artillery gunnery, and risk management. Majors should expect to be assigned as a battalion S3, battalion XO, brigade FSO, or a combination of these duty positions.

(1) Education.

(a) Majors are required to complete ILE. ILE develops leaders who train and fight at the tactical and operational levels of war. Upon graduation from ILE, majors are prepared to assume duties as field grade staff officers. Field Artillery officers attend ILE as soon as possible IAW board results. Majors not selected for resident or satellite ILE should enroll in distance learning ILE Common Core and Advanced Operations Course (AOC) as soon as possible.

(b) Other School Opportunities. Majors have many other specialty schools that they may attend. One example is the highly competitive Advanced Military Studies Program (AMSP). The AMSP is a graduate-level education program of the School of Advanced Military Studies (SAMS). The AMSP prepares officers to serve in the most challenging planning jobs in the Army and Joint community. Graduates of the AMSP are required to serve a 12 to 24-month utilization tour in a position coded for a SAMS planner. Utilization Assignments must be broken into two Tiers: Tier I Pre-KD SAMS planner and Tier II Post-KD SAMS planner.

(2) Assignments. Field Artillery majors serve in a variety of KD, developmental, and broadening positions. As field grade officers, they apply mission command at the operational level to accomplish the mission of their commanders. They are team mentors, builders, leaders, trainers, and sustainers. They are stewards of the Army profession and the Army's resources.

(a) Developmental assignments. Upon completion of ILE, Field Artillery majors have numerous developmental assignment opportunities. Developmental assignments enable majors the ability to develop knowledge and skills to succeed in a branch qualifying assignment. Some of the noteworthy developmental assignments follow:

- (1) Staff Officer, DIVARTY/Division/Corps
- (2) Staff Officer, ASCC
- (3) BCD assistant operations officer
- (4) Field Artillery Brigade Fire Control Officer

(b) KD assignments. The goal of the Field Artillery branch is to provide majors the opportunity to serve 24 months in KD positions. Broad and diverse experiences obtained by serving in multiple field grade positions provide the best professional growth for majors. A major must spend 12 months in one or more KD positions to be considered branch qualified. While 12 months is the minimum standard, a Field Artillery major must normally serve 18 to 24 months in KD assignments and receive two Officer Evaluation Reports. Strong performance in these positions is the clearest indicator of potential to serve as a Battalion Commander. KD assignments for Majors include Battalion S3, Battalion XO, BCT/CAB FSO, Field Artillery Brigade S3, DIVARTY S3, Field Artillery Brigade XO, and DIVARTY XO. The following positions can be considered additional KD if the officer has completed BN/BDE S-3/XO and/or CAB/BCT FSO: SF Group FSO, SFAB S-3/XO and MDTF S-3/XO/BDE FS Coordinator. SFAB FSO and Field Artillery Brigade Fire Control Officer are not considered KD assignments. To ensure the most qualified officers are assigned to the most demanding positions, commanders should assign their best and senior officers to the Brigade FSO position. Brigade FSO should not be an officer's singular KD assignment, or they must be at risk for promotion. Brigade FSO must be sequential to S3 or XO assignments to leverage skills gained in these positions and to be considered competitive for promotion. Commanders should also consider assigning their best officers with experience as a Battalion S3 or XO to the positions of DIVARTY S3/XO, FA BDE S3/XO, or BCT S3/XO. Broad and diverse experiences obtained by serving in multiple field grade positions provide the best professional growth for majors.

(c) Broadening assignments. After completion of key developmental assignments, majors become available for broadening assignments across the Army and Joint Forces. Where possible, individual officers, in coordination with HRC, should seek assignments that coincide with their career objectives and goals. A few of the more noteworthy post-KD assignments are service on the joint or Army staff, CTC Observer Trainer, and special operations formations. These assignments are nominative. Highly competitive officers may receive joint assignments, also referred to as JDAL assignments. Some of the more noteworthy broadening opportunities follow and are in order of importance to best support our Army and our Branch.

- (1) CTC or MCTP Observer/Trainer
- (2) Instructor Positions, branch, and service schools

(3) Joint/NATO Positions, Army Staff Positions, Nominative Positions (Aide-de-Camp)

(4) Multi-Domain Task Force (MDTF) or Theatre Fires Command (TFC)

(5) ASCC/Army Command staff officer

(6) Ranger or SF FSO

(7) ROTC/USMA Faculty

(3) Self-development. Majors should continue self-development and lifelong learning efforts to become experts in all aspects of fire support coordination including joint and multinational operations. Self-development should include correspondence courses, civilian education, and institutional training. Officers should devote time to a professional reading program to broaden their perspectives.

(4) Desired experience. Field Artillery majors should be branch-qualified via successful performance in their respective KD assignments. Officers at this grade must have served in key developmental positions of the previous ranks and various developmental and broadening assignments. Majors must be technically, tactically, and procedurally proficient in all aspects of Field Artillery planning, certification, gunnery, fire support coordination, targeting, and risk management. Majors must demonstrate proficiency in LSGCO to the greatest extent possible. Field Artillery majors should be masters of the military decision-making process at the completion of their key developmental time. Field Artillery majors should seek assignments and schooling providing unique joint perspectives and experiences.

o. Lieutenant Colonels. The professional objective for this phase of an officer's career is twofold. First, they must demonstrate excellence in tactical skills and technical proficiency, risk management, and master the art of warfare. Secondly, they are called on to mentor, lead, train, motivate, and care for Soldiers in both command and staff environments. Field Artillery lieutenant colonels are leaders in the branch as well as in the Army and Joint communities. They plan and integrate fires in support of LSGCO and are leaders who serve in Joint and Combined commands.

(1) Education. Lieutenant colonels do not have a PME requirement. Lieutenant colonels selected for command must complete one or more pre-command courses and may be selected to attend a Senior Service College (SSC). After command, officers selected for joint assignments must complete JPME training.

(2) Assignments. Lieutenant colonels can expect to serve in a wide variety of professionally challenging and personally rewarding assignments in the operating and generating forces. Officers at this rank have opportunities to serve in command and staff positions across the Army and Joint Forces. In addition to the various command and staff opportunities, lieutenant colonels have numerous tactical, scholastic, and institutional broadening opportunities.

(a) KD assignments. The highly selective KD assignment for officers at this rank is battalion command. Field Artillery lieutenant colonels selected for CSL command may be assigned to commands in the following categories:

(1) Field Artillery Operations



- (2) Field Artillery Training
- (3) Branch Immaterial Installation
- (4) Branch Immaterial Operations
- (5) Branch Immaterial Recruiting
- (6) Branch Immaterial Strategic Support
- (7) Combat Arms Installation
- (8) Combat Arms Training
- (9) Combined Arms Training

(b) Broadening and Developmental assignments. There are many non-command assignments for Field Artillery lieutenant colonel. These broadening and developmental positions provide invaluable experience and exposure that contribute to the continued expansion of fundamental knowledge and skills to leverage in future assignments. Lieutenant colonels in coordination with HRC should seek assignments that coincide with their career objectives and goals. Some of the broadening and developmental assignments available to lieutenant colonels are:

- (1) Deputy FSCOORD
- (2) Division FSO
- (3) Special Operations Fires Assignment
- (4) BCD Chief of Plans
- (5) OC/T Mission Command Training Program (MCTP)
- (6) Fires assignments in TRADOC as staff or instructors
- (7) Fires assignments in Army Futures Command
- (8) ROTC/USMA Faculty
- (9) NATO staff, combatant command staff (Former Battalion Commanders)
- (10) Joint or Army Staff Positions (Former Battalion Commanders)
- (11) Senior fire support OC at one of the CTCs (JMRC, JRTC, NTC) (former Battalion commanders)

Note: Former Battalion Commanders (FBCs) must be assigned to specific billets for FBCs. All FBC assignments are individually coordinated with the Field Artillery Commandant, in consultation with the officer's chain of command.

(3) Self-development. Self-development should be focused on mastering mentoring and managerial skills, continuing development of warfighting and fire support skills, and growing capabilities to serve as strategic leaders for the Army and Joint Forces.

(4) Desired experience. Lieutenant colonels should have a broad array of knowledge, skills, and experience gained through assignments in command, staff, joint, and broadening opportunities. Officers at this grade must have served in key developmental positions of the previous ranks. They are expected to be multi-faceted leaders, strategic and creative thinkers, builders of leaders and teams, and competent warfighters. Their technical and tactical skills and knowledge of combined arms and joint operations enable tremendous opportunities for assignment and contribution throughout the Army and joint communities.

p. Colonels. The professional objective for this phase of an officer's career is the employment of the leadership, managerial, and executive talents developed throughout the officer's career. Colonels are expected to be multi-skilled leaders, strategic and creative thinkers, builders of leaders and teams, and competent warfighters. Similar to how Majors run a brigade and division staff; Colonels run the Army. Field Artillery colonels contribute to the Army by serving in crucial assignments in command and senior staff positions. The critical task during this phase is to fully develop the broad skills and competencies required of an agile and adaptive leader while maintaining branch competency (warfighting skills). It is important to note that an overwhelming majority of Colonels must not serve in a 13-coded position during their tenure as an O-6.

(1) Education. While colonels do not have a military education requirement, some must be selected for SSC attendance. Selection for resident SSC attendance is a highly competitive process and not all officers selected for promotion to colonel must attend a resident course. Officers selected for CSL commands must complete SSC. Officers selected for command must attend one or more pre-command courses.

(2) Joint Qualification. The most competitive Colonels must complete the requisite joint experience and Joint Professional Military Education. Officers can complete a joint experience as a Major, Lieutenant Colonel, or Colonel. If a Colonel has not completed a joint experience, it is most likely he/she must be assigned to a joint position before commanding at the Colonel level. See Chapters 3-13 Joint Officer Professional Development for additional detail on joint qualification.

(3) Assignments. Colonels serve in a wide variety of leadership positions across the Army. There are multiple options for KD assignment completion at this rank in addition to numerous developmental and broadening opportunities. Colonels must encounter a variety of assignments where their fire support, operational, and strategic experience must enable success.

(a) KD assignments. The highly selective KD assignment for officers at this rank is brigade, DIVARTY, or other O6 equivalent CSL commands. Field Artillery colonels selected for CSL commands may be slated to command in the following categories:

- (1) Field Artillery Operations
- (2) Field Artillery Training
- (3) Branch Immaterial Installation
- (4) Branch Immaterial Recruiting and Training
- (5) Branch Immaterial Strategic Support
- (6) Combat Arms Installation

- (7) Combat Arms Maneuver Operations
- (8) Combat Arms Maneuver Training
- (9) Combat Arms Strategic Support
- (10) Combat Arms Training
- (11) Field Artillery/Air Defense Artillery Strategic Support
- (12) TRADOC Capabilities Manager

(b) Developmental assignments. Developmental assignments for officers at this rank provide opportunities to impart knowledge and skills at echelons above brigade assisting commanders and staff in the execution of a broad array of strategic war-fighting functions. Some of the developmental assignments for colonels follow.

- (1) Corps or ASCC chief of fires
- (2) Division chief of staff
- (3) Corps or ASCC assistant chief of staff, deputy chief of staff, G-3/5/7, or staff officer

(c) Broadening assignments. Colonel broadening opportunities provide officers with options to strategically shape and influence material development, training and operations, organizational design, and broader Army and joint staff operations. Upon completion of CSL command, Colonels are expected to use their CSL exposure in multiple challenging former BDE command positions. Some of the broadening assignments available for colonels follow:

- (1) Army Targeting Center Director (Former Brigade Commander)
- (2) Assistant Commandant of the Field Artillery School (Former Brigade Commander)
- (3) CTC operations group commander/chief of staff (Former Brigade Commander)
- (4) MCTP commander or chief of operations groups (Former Brigade Commander)
- (5) Department Director, U.S. Army Fires Center of Excellence
- (6) HQDA or joint staff
- (7) ASCC, MACOM staff officer
- (8) Field Artillery Training
- (9) XO to a general officer (Former Brigade Commander)
- (10) ROTC/USMA Faculty

(3) Self-development. Field Artillery colonels continue their career learning efforts by maintaining their branch skills and currency on all issues that affect the Soldiers and units that

they command. They must continue to develop themselves in the strategic skills of governance, statesmanship, and diplomacy.

(4) Desired experience. Field Artillery colonels are expected to be strategic and creative thinkers, builders of leaders and teams, competent warfighters, and fire supporters, and skilled in governance, statesmanship, and diplomacy. They influence policy within the Army and the Department of Defense.

#### **4. Assignment preferences**

The goal of the Field Artillery branch is to grow a Field Artillery expert who is technically and tactically prepared to lead Soldiers, serve on staffs, and command units in combat. Assignments in joint and combined Army organizations must develop the officer's overall ability to achieve that goal. Assignments are based on Army requirements, the officer's professional development needs, and the officer's skills. Field Artillery officers are prepared to assume roles as operational and strategic leaders in our Army and Joint Forces. Field Artillery officers prepare for these roles because of the quantity and variety of joint and combined assignments that Field Artillery officers fulfill.

#### **5. Duration of critical officer life-cycle assignments**

The Field Artillery officer must serve in several KD, developmental, and broadening positions to develop a joint and expeditionary mindset, tactical and technical expertise in combined arms warfare, and a firm grounding in Field Artillery operations. There is no substitute for service in key leadership positions. The Field Artillery officer professional development model exists to enable the best possible decisions for the development of each officer. The goal of the Field Artillery officer professional development model is to provide the Field Artillery officer with a series of leadership and staff positions to round out their knowledge to achieve success in positions of leadership at successively higher levels. The professional development model is designed to prepare the greatest population of officers to excel in platoon leadership, battery command, KD assignments, battalion, brigade, and DIVARTY level command and staff positions, in planning, coordinating, and integrating fire support for our maneuver counterparts at every echelon. Figure 1 shows how PME, key developmental, developmental, broadening assignments, and self-development fit together to support the Field Artillery branch's goal of growing agile and adaptive leaders. It is important to note that there is a balance between Army requirements; officer preferences, skills, and experiences; and chain of command input when receiving follow on assignments.

Figure 1. AA Field Artillery Officer Development Model

YEARS	0		10		20					
Rank	LT		CPT		MAJ		LTC		COL	
Professional Military Education	BOLC		CCC		ILE		SSC			
Additional Training	Joint Fires Observer Air Assault / Airborne / Ranger				AMSP/SAMS		PCC		PCC	
<b>KEY DEVELOPMENTAL, DEVELOPMENTAL AND BROADENING ASSIGNMENTS</b>										
Typical Assignments	<ul style="list-style-type: none"> <li>Platoon Leader</li> <li>Company FSO</li> <li>Platoon FDO</li> <li>Bn Ammo Officer</li> <li>Bn Staff Officer</li> </ul> <p><i>Note: Ideally, lieutenants will serve in at least two of the assignments above</i></p>		<ul style="list-style-type: none"> <li>Battery CDR*</li> <li>Battalion FSO</li> <li>Battalion FDO</li> <li>Battalion Staff</li> <li>DIVARTY LNO</li> <li>DIVARTY Staff</li> <li>Small Group Instructor</li> <li>CTC O/C/T</li> <li>Ground Liaison Officer</li> <li>Ranger / SOF FSO</li> <li>Advanced Civil School</li> <li>USAREC</li> <li>ROTC/USMA</li> <li>Cross Component Service Trainer</li> <li>Scholarship / Fellowship</li> </ul> <p><b>Denotes KD</b></p>		<ul style="list-style-type: none"> <li>DIVARTY / Brigade XO *</li> <li>DIVARTY / Brigade S3 *</li> <li>Brigade FSO *</li> <li>Battalion XO *</li> <li>Battalion S3 *</li> <li>BCD Asst. Ops Officer</li> <li>Joint or Army Staff</li> <li>Ranger or SOF FSO</li> <li>MCTP O/C/T</li> <li>CTC O/C/T</li> <li>Div / Corps Asst. FSO</li> <li>Bde / Div / Corps Staff</li> <li>ROTC/USMA</li> <li>Scholarship / Fellowship</li> </ul> <p><b>Denotes KD</b></p>		<ul style="list-style-type: none"> <li>Battalion CDR *</li> <li>DIVARTY / Brigade XO</li> <li>Joint / Army Staff</li> <li>ASCC Staff</li> <li>COCOM Staff</li> <li>CTC Senior O/C/T</li> <li>Corps / EAC Fires</li> <li>ROTC PMS</li> <li>Service School Staff</li> <li>SOF FSO</li> <li>Nominative Assignments</li> </ul> <p><b>Denotes KD</b></p>		<ul style="list-style-type: none"> <li>DIVARTY CDR*</li> <li>Brigade CDR *</li> <li>BCD CDR *</li> <li>Div / Corps / ASCC Chief of Fires</li> <li>MCTP O/C/T</li> <li>Installation / Div CoFS</li> <li>MACOM / DA / Joint Staff</li> <li>TRADOC Capabilities Manager</li> <li>ROTC/USMA Faculty</li> </ul> <p><b>Denotes KD</b></p>	
Self Development	Online/Distance Learning, Professional Reading or Self-Study									
	Baccalaureate Degree		Graduate Degree							

## 6. Key officer life-cycle initiatives

a. Structure. Most assignment opportunities in the operating force must reside within Infantry, Stryker, Armored BCTs, DIVARTY, or Field Artillery brigades. As an officer progresses in rank, there are greater opportunities to serve in the generating force.

b. Acquire. The Field Artillery branch must identify and actively pursue the most talented cadets to become Field Artillery officers. Accessions are based on the needs of the Army and the officer's preference. Officers must continue to be accessed through USMA, ROTC, and OCS. The branch must also remain a recipient of branch detail officers from other branches. Branch detailed officers return to their commissioning branch upon their selection to captain and assignment to their branch transition course.

c. Distribute. The assignment process supports the Field Artillery officer's professional development model. Specifically, the model is designed to ensure that all officers have the broadest exposure to the variety of systems, tactics, techniques, and procedures that exist within the branch. This broadened exposure enables the greatest opportunity to develop a branch of highly skilled joint fire experts. Field Artillery officer assignment patterns must vary according to Army requirements, unit timelines, individual officer development requirements, and individual officer preferences.

d. Deploy. The purpose of the U.S. Army is to fight and win our Nation's wars. All Field Artillery officers must remain fully deployable in support of ULO.

e. Sustain. Field Artillery technical and tactical skills are maintained through institutional training, assignments in warfighting units, and self-development.

(1) Promotion. Field Artillery officers compete for promotion within the operations functional category and are selected for promotion based on recognized performance and identified potential.

(2) Command. Lieutenant colonel and colonel-level commanders must be selected through a centralized selection board process. Field Artillery officers are competitive in all command categories.

(3) Develop. Field Artillery officers are expected to be experts in the employment of all joint Fires. To achieve this, officer development must occur across the spectrum of progressive assignments in operational and generating forces, specific PME, integrated leader and peer development, and self-development. To lead in a rapidly changing global environment, Field Artillery officers must engage in a continuum of cultural and foreign-language training that spans the duration of their careers.