

Reserve Component Foreign Area Officer Implementation Overview

Initial Establishment

The Reserve Component Foreign Area Officer (RC FAO), designator 1715, Community was announced on 13 August 2015 by CNO Message DTG 131210Z AUG15 (NAVADMIN 188/15). Rear Admiral Todd Squire, OPNAV N52 is both the Active Component (AC) Community Sponsor and the RC FAO Community Sponsor. RC FAO Community Officer Programmed Authorization was established at 53. The first RC FAO Captain re-designated to 1715 in January 2016 and the first re-designation board convened in February 2016. The board selected 22 Officers to transition into the RC FAO Community. Captain Hugh McFarlane is the RC FAO Community Lead (senior RC FAO)

Continued Transitions to RC FAO

The FY17 Accession Plan is expected to have in-quotas for Navy Veterans (NAVETS), AC FAOs transitioning to RC, to directly join the RC FAO Community; each transition is expected to require a recommendation from BUPERS-31. PERS-97, Career Transition Office (CTO), Transition Assistants will assist Officers transitioning from 1710 to 1715 for a smooth process which will result in no break in service. The second and final RC FAO re-designation board is scheduled to convene in February 2017.

Communication

A communication plan was devised to establish communication between the RC FAO Community Management Team, the RC FAOs, their Navy Reserve Units (NRU), and Combatant Command Operational Support Officers (OSO).

1. On 3 March 2016 the board results were signed and posted on the NPC Website. The same day, RDML Squire, FAO Community Sponsor sent a welcome email to all RC FAOs with AC FAOs cc'd. Ongoing communication between RC FAO Officer Community Manager (OCM), AC FAO OCM, RC FAO Community Lead and RC FAOs continues.
2. RC FAO Community Lead sent an email to the NRU COs with Officers selected to re-designate to RC FAO assigned to their units.
3. RC FAO Community Lead sent an email to NRU COs with billets that have been converted and/or have been identified for conversion to 1715.
4. Commander Naval Reserve Force, VADM Braun, sent welcome letters to RC FAOs.
5. Initial communication followed with OSOs from RC FAO OCM.

Utilization of 1715 Officers

RC FAOs will be assigned to RC Billets that were converted to the RC FAO community. Their priority work is not to fill the AC FAO Community Gaps but can assist when available.

1. In FY16, 1715 Officers will conduct their Annual Training (AT) as planned according to already established drill opportunities. The reservists will belong in the future to a relevant NRU in a relevant billet. The NRU CO's have support requirements that they already work through the COCOM OSOs to fund (ie. exercises); with this, contributory support that is relevant to a reserve FAO and to the NRU/supported command is expected. This is the AT period everyone is required to perform. As is standard practice to reserves the NRU CO will continue to work this through the OSO/supported command and the FAO assigned to him.
2. FY17 drill opportunities will be planned from February 2016 until September 2016 with COCOM OSOs based on what is already approved and authorized for AT drill opportunities.
3. FY18 drill opportunities will be planned from February 2016 into the future and funds will be requested with COCOM OSOs.
4. After FY18, full RC FAO utilization is planned to occur with the possibility of Active Duty for Special Work (ADSW) to support emergent projects and/or definite recalls to support AC FAO manning needs. ADSW orders are issued for a duration of 30 days or more in length and do not exceed 365 days. Orders do not cross fiscal year boundaries. Definite recall orders are issued for 12 to 36 months. Indefinite recalls (which transition 1715 Officers to 1710) are not planned and would only be considered if an Officer had a complete skill set required for the 1710 year group manning requirement.

Redesignation of Selected Officers from Parent Community to RC FAO

Redesignation of selected officers will occur on a case by case basis with coordination between the RC FAO OCM and the OCM of the Officer's Parent Community. In some cases this will occur soon after lateral transfer selection results are posted and in other cases there may be a significant delay due to parent community operational

necessities or individual officer career progression (i.e. selected for promotion). Questions should be forwarded to RC FAO OCM.

Method of Assigning Billets for RC FAOs

Officers with ranks of Lieutenant and Lieutenant Commander will apply for billets via the JO Apply process quarterly on line. Officers with ranks of Commander and Captain typically compete for a billet during the annual senior officer APPLY board which is held in August. RC FAO billets will be suppressed during the FY17 APPLY board and billet assignments will be handled outside of the APPLY process with coordination between the RC FAO OCM and Reserve Forces Command N12.

Changing of Billets from Prior Designators to 1715

FAO OCM created phasing plan is coordinated with BSOs to ensure smooth transition of billets. Many of the billets have been converted to 1715 and the RC FAO OCM is monitoring the progress of the remaining billets.

Training Policy and opportunities for RC FAOs

The FAO reservists have professional development needs. This includes FAO related training, AOR related familiarization training, and other opportunities that are relevant (i.e. the reserve national security course in DC, in-resident JPME or others), or required (Navy Reserve Unit Management). A list of most relevant, highest priority courses is being constructed and will be provided to the RC FAOs as most NRU CO's work with their reservists to develop an annual training plan that includes contributory support and professional development.

For the interim, the following training opportunities may be available to RC FAOs and must be coordinated with the NRU COs to ensure that funding for both travel and salary are available. AT can be used to attend the following training events in the event that a seat is available. The NRU CO has the first right of refusal to not allow the RC FAOs assigned to their unit to participate.

1. Joint FAO Phase I
2. Joint FAO Phase II (both regional and functional focused seminars are available)
3. Language sustainment training funding through OPNAV N13F is pending verification
4. Regionally Focused Courses

Identification of Demand for RC FAOs/Contributory Support for AC FAOs

If a Command is aware of work that a RC FAO is suited for, a demand signal should be forwarded to the COCOM OSO. Of note, there are other OSOs, but it is desired to have the communications centrally focused through the COCOM OSOs for clarity and reduction of duplication of efforts/demand signals. If an AC FAO is aware of work that a RC FAO is suited for, a demand signal should be forwarded to the FAO OCM and Senior AC FAO at the COCOM for coordination. If the opportunity supports both the COCOM's needs and the AC FAO Community's needs, it will be forwarded to the COCOM OSO for consideration (and presumably the NRU CO will support it). The opportunity then gets passed down as any other support requirement from the gaining command. It also requires outreach to the relevant gaining command OSOs if funding is required beyond 29 days AT. This requires daily effort up front and should be done with FY17/18 as the target for RC FAO support.

AC FAO OCM will conduct a survey in Spring 2016 to determine what kind of support, duration, frequency/timing is desired for any opportunities that AC FAOs are aware of- these opportunities will be discussed with the COCOM J4/J5s and then with the appropriate OSO's. This support may range from AT, Active Duty Training (ADT), and ADSW up to 365 days.

RC FAOs are able to check in with COCOM OSOs for FAO related work if they have a time frame available to satisfy an opportunity. A list of historical RC FAO type work will be available from the RC FAO OCM by August 2016. Future anticipated requirements will be available from the RC FAO OCM by August 2016.

Goals

1. FY 16
 - A. Place new selects into billets
 - B. Decision about FY 18 Promotion Board
 - C. Proof of Concept to change requirements for FAO type work with OSO to FAO designated work for future (RC FAO OCM has lead)
 - D. Redesignate support for a FY16 exercise to FAO
2. FY 17

- A. Identify person that could fill long term FAO work
3. FY 18
- A. Look into longer term support that the OSOs may approve

Points of Contact

RC FAO OCM: 901-874-3291

AC FAO OCM: 901-874-3694

RC FAO Community Lead via email

CENTCOM OSO: Tampa Florida: 813-529-1098

PACOM OSO: Camp Smith Hawaii 808-477-0555/477-9138

SOUTHCOM OSO: Doral, Florida 305-437-1255

EUCOM OSO: Stuttgart, Germany DSN 314-430-8870 Commercial 011-49-711-680-8870

DSN 314-430-6501 Commercial 011-49-711-680-6501 (BCNs ONLY)

AFRICOM OSO: Stuttgart, Germany DSN 314-421-3175 Commercial 011-49-711-729-3175

DSN 314-421-4484 Commercial 011-49-711-729-4484