



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO

OPNAVINST 1301.10
N3/N5
23 APR 1997

OPNAV INSTRUCTION 1301.10

From: Chief of Naval Operations
To: All Ships and Stations (less Marine Corps field addressees
not having Navy personnel attached)

Subj: NAVY FOREIGN AREA OFFICER PROGRAM

Ref: (a) NAVPERS 15559A
(b) OPNAVINST 7220.7D
(c) OPNAVINST 1520.23B

Encl: (1) Application Procedures

1. Purpose. To establish procedures for the management of the Navy Foreign Area Officer (FAO) Program.

2. Background

a. The United States is a maritime nation with important security interests at virtually every point of the globe. U.S. military forces have historically fulfilled a crucial role in protecting those interests, and also in providing U.S. representation and presence to foreign nations overseas. Critical regional expertise is a growing need as our national security focuses on the principles of global engagement. The rotational, forward-deployed nature of our Navy will assume a greater part of this engagement policy in the future. The Navy's Politico-Military (pol-mil) Subspecialty Community has served and will continue to serve us well. However, there is also a genuine need for a separate, select group of officers who, in the course of their careers, become regional Politico-Military experts.

b. The Foreign Area Officer (FAO) Program is designed to train and develop commissioned officers to meet worldwide Navy requirements for officers possessing foreign area expertise. It ensures selected officers develop the skills required to manage and analyze politico-military activities with an in-depth



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understanding of underlying economic, social, cultural, psychological and political factors. Using their unique combination of professional military skills, regional expertise, language competency, and pol-mil awareness, FAOs will advance U.S. interests in a country or region, and enhance the effectiveness of Navy interactions with foreign navies, military, and foreign affairs organizations.

c. FAOs will be appropriately apportioned among four regions: Middle East/Africa/ South Asia; East Asia/Pacific; Western Hemisphere; and Europe/Eurasia. FAO career progression will include language training, regional experience tours or postgraduate education, and service in billets such as defense or naval attaché, security assistance officer, foreign war college student or staff, personnel exchange officer, politico-military staff officer and politico-military intelligence analyst within large, regionally oriented interagency, service and joint staffs.

3. Policy

a. Eligibility. Active duty officers from the unrestricted, restricted line, and staff corps communities in the grades of O-3 through O-6 are eligible to apply for the FAO Program. Overseas assignability as defined in reference (a) is a prerequisite for the FAO Program. Completion of a medical overseas screening is not, however, required to be FAO Program eligible.

b. Selection Procedures

(1) The FAO Program Selection Board will be convened annually by the CHNAVPERS (PERS-00) and sponsored by the Deputy Chief of Naval Operations (Plans, Policy and Operations) (N3/N5).

(2) Applicants in the grades of O-3 through O-6 will submit their requests via their commanding officer to CHNAVPERS (PERS-442C) in compliance with enclosure (1). Selection will be based upon the officer's overall professional performance, foreign language proficiency or aptitude, politico-military and

area studies education, and regional experience. Officers having graduate education in foreign area studies or international affairs, foreign language proficiency or aptitude, or regional/in-country experience (e.g., Olmsted Scholars, Personnel Exchange Program (PEP) Officers, foreign service college graduates, Naval Postgraduate School (NPS) - National Security Affairs Area Studies graduates) with or without the attendant regional pol-mil subspecialty code (XX18, XX21, XX22, XX23, or XX24) are highly encouraged to apply.

(3) Each officer selected to the FAO Program will be awarded a FAO designation code specifying a region of expertise e.g., Middle East/ Africa/ South Asia, East Asia and Pacific, Western Hemisphere, or Europe/Eurasia) and language proficiency. The designation code will also be used to indicate the officer's progress toward attaining requisite FAO skills: (1) language proficiency; and (2) pol-mil education associated with the officer's designated region, or actual regional experience.

c. Career Progression and Assignment. When not serving in billets essential to their officer community, FAOs will serve in FAO-designated billets requiring regional pol-mil expertise. Career paths and billets (grades O-4 through O-6) to which these officers will be assigned will be specified by the Deputy Chief of Naval Operations (Plans, Policy and Operations) (N3/N5), in conjunction with the Director of Naval Intelligence (N2) and CHNAVPERS officer community managers. O-3 FAO-designees will be assigned, when possible, to specified FAO training billets during shore rotations in order to gain either language training and regional experience, or postgraduate education, in order to be fully FAO-qualified as an O-4. CHNAVPERS distribution functions (placement/detailing) will monitor the professional development of the individual officer both within that officer's community and within the FAO Program.

d. Foreign Language Proficiency Pay (FLPP). FAOs will be eligible to receive continuous FLPP regardless of their current

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assignment, provided they maintain language proficiency meeting the eligibility criteria contained in reference (b).

4. Action

a. Deputy Chief of Naval Operations (Manpower and Personnel)
(N1)

(1) Coordinate with the OPNAV FAO Program Officer in N3/N5 and the Office of Naval Intelligence (ONI-1) in managing the FAO Program to ensure optimum FAO development and utilization.

(2) Assign a Bureau of Naval Personnel (BUPERS) FAO Program Placement Officer to coordinate FAO closed loop distribution functions (placement/detailing) and to closely monitor the professional development and assignment of FAOs. Provide the OPNAV FAO Program Officer on a continuing basis the personnel information needed for N3/N5 to monitor FAO assignments, and for N2 to make attaché nominations. Ensure appropriate precept language is contained in applicable promotion board guidance to maintain FAO Program career progression potential.

(3) Maintain administrative responsibility for the FAO Program Selection Board. Maintain records of selection board actions and provide notification of selectees.

(4) Receive FAO Program applications, conduct initial screening of applicants for completeness, and forward applications for selection board action.

(5) Following FAO Selection Board action, assign appropriate FAO designation codes to officers selected for the FAO Program.

(6) Establish eligibility requirements and administer certification procedures for FAOs to qualify for FLPP. Maintain an accurate data base of FAO foreign language skills.

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(7) Provide funding resources to fully support FAO eligibility for FLPP.

(8) Update FAO-designated codes as experience, education, and language qualifications change.

b. Deputy Chief of Naval Operations (Plans, Policy and Operations) (N3/N5)

(1) Serve as FAO Program Sponsor.

(2) Issue policy guidance and directives as required.

(3) Serve as FAO Program Selection Board Sponsor, including Board membership approval and briefings.

(4) Identify FAO and FAO training billets and, with the concurrence of the cognizant Joint and Navy commands, assign each a FAO designation code.

(5) Assign an OPNAV FAO Program Officer to manage the FAO Program through close coordination with BUPERS (PERS-442C) and the Office of Naval Intelligence (ONI-1).

(6) In conjunction with BUPERS (PERS-442C), designate career paths that provide for development of full FAO qualification (POL-MIL education associated with the officer's designated region, regional experience, and language proficiency), and ensure proper FAO utilization in accordance with DOD Directives.

(7) Establish criteria for the assignment of FAO designation codes.

(8) In conjunction with BUPERS, participate in the assignment of officers to FAO and FAO training billets so as to support the best use of billets and individuals in developing and utilizing requisite FAO skills.

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(a) For FAO-designated billets, N3/N5 shall promulgate waiver policy and criteria to be applied by BUPERS (PERS-442C) to non-FAO candidates proposed to fill such billets.

(b) The OPNAV FAO Program Officer will monitor non-community, non-FAO assignments of O-3 FAO trainees and O-4 FAO-designated officers.

(9) In coordination with BUPERS, select FAOs for nomination to the Director of Naval Intelligence for further nomination to the Defense Intelligence Agency as attachés.

(10) Develop, issue, and maintain FAO educational skill requirements (ESR). Revise as necessary and reissue biennially in conjunction with national security affairs (NSA) curricula and billet reviews.

(11) In conjunction with the Superintendent, Naval Postgraduate School (NPS), review and approve NSA curricula equivalents at accredited civilian universities and colleges.

(12) Coordinate with the OPNAV staff (N2 and N7) and Superintendent, NPS, to plan, program, and fund postgraduate level studies (Master's and Doctorate) at civilian universities.

c. Director of Naval Intelligence (N2)

(1) Provide funding resources to support FAO language training requirements.

(2) Coordinate with the OPNAV FAO Program Officer and BUPERS (PERS-442C) to effectively manage intelligence requirements for the FAO Program to ensure optimum FAO development and utilization within the intelligence community.

(3) Nominate intelligence community-designated FAO officers for duty as attachés.

d. Director of Naval Training (N7). Provide resource sponsorship and claimancy for NPS funding resources in accordance with reference (c) to fully support FAO graduate Education Skill Requirements.

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e. Superintendent, NPS. Review NPS Area Studies curricula in conjunction with biannual curriculum reviews to ensure compliance with Educational Skill Requirements in support of the FAO Program.

5. Report. The reporting requirement contained in paragraph 4a(2) is exempt from reports control by SECNAVINST 5214.2B.


J. O. ELLIS
Vice Admiral, U.S. Navy
Deputy Chief of Naval Operations
(Plans, Policy and Operations) (N3/N5)

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APPLICATION PROCEDURES

1. Request designation as a Navy Foreign Area Officer (FAO) by letter, via the appropriate chain of command to PERS-442C. Send a copy to your cognizant detailer. The commanding officer's endorsement should comment on the suitability of the applicant for designation and assignment as a FAO.

2. The FAO Program Selection Board will convene annually in November to select accessions to the program. Applications for consideration by the selection board must reach PERS-442C not later than 5 weeks prior to the board convening date.

3. Requests should be submitted using the following format:

From: (Grade, Full Name, SSN/Designator)
To: Chief of Naval Personnel (PERS-442C)
Via: (Commanding Officer or Immediate Senior)

Subj: REQUEST FOR DESIGNATION AS FOREIGN AREA OFFICER

Ref: (a) OPNAVINST 1301.10

Encl: (1) Any relevant material documenting qualifications

1. In accordance with reference (a), I request to be selected as a Navy Foreign Area Officer (FAO) and assigned the FAO designation code for the (specify either Middle East/Africa/South Asia; East Asia and Pacific; Western Hemisphere; or Europe/Eurasia) region based on my following qualifications:

a. Academic background in foreign area studies and/or international affairs (include copy of graduate transcript) -

b. In-country and/or staff-level regional experience - (explain)

c. Foreign language proficiency or aptitude (include documentation of most recent Defense Language Proficiency Test (DLPT) or Defense Language Aptitude Battery (DLAB) results) -

Enclosure (1)

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d. Politico-military subspecialty code(s) held -

2. I certify that I (and my family, if applicable) am (are) worldwide assignable, and that I will immediately notify the Bureau of Naval Personnel (PERS-442C) if this situation changes.

3. My principal reason(s) for requesting designation as a Foreign Area Officer are