

Foreign Area Officer (FAO)



Community Overview

December 2023

The Navy's globally-embedded strategic operators.



Foreign Area Officer Mission

WHO WE ARE	<p>Foreign Area Officers are the Navy’s all-domain strategic operators who leverage waterfront leadership, strategic thinking and human connections to deliver outcomes.</p> <p>Keeping the fight forward in today’s increasingly complex global security environment requires persistent forward presence, and FAOs are an indispensable human element of the Navy’s global posture. This requires leadership, strategic thinking, pol-mil expertise, local contact, and unity of effort from the low end of conflict (day-day competition) to the high end (war).</p>
MISSION	<p>Deliver a global geo-strategic advantage for the U.S. Navy, Joint Force, and our Allies & Partners so that together we can deter, disrupt, deny or defeat our adversaries and provide security & stability that enables prosperity.</p>
LINES OF EFFORT	<div><div><p>DEFENSE ATTACHE SERVICE</p><p>Accredited Naval Diplomats</p></div><div><p>SECURITY COOPERATION ENTERPRISE</p><p>The Navy’s certified uniformed security cooperation professionals</p></div><div><p>FLEET & MAJOR STAFF</p><p>Navy’s community of experts in international political-military affairs, cultural expertise, strategy, plans and policy</p></div></div>

STRATEGIC OPERATORS – COMPETING GLOBALLY – KEEPING THE FIGHT FORWARD



Who we are



Globally embedded: Working in foreign countries or closely with foreign countries in Navy fleets – anywhere in the world.

Persistently forward: Forward-operating mindset everywhere we serve.



Strategic operators: FAOs serve on the frontlines of Strategic Competition. FAOs develop the desired strategic outcomes and connect them all the way to tactical execution to deliver decisive effects.

Leaders: Tactical warfighters who transition to FAO are adept at leading complex interagency, joint, and multinational teams that thrive globally and advance Navy and Joint Force objectives.

Fleet-Centric Strategic Operators



What we do

FAOs pursue global geo-strategic advantage by delivering information advantage, influence advantage, access advantage and building capable and willing global naval lethality.

- **Assured global access and posture:** Access, basing, overflight, connection to foreign leaders, and information.
- **Interoperability with U.S. partners:** Foreign military sales, international military education & training, mil-mil cooperation, combined exercises.
- **Information and influence advantages:** Human intelligence, strategic messaging, strategic engagements & dialogue.
- **Combined lethality:** Developing Allies & Partners with the capability, capacity and will to conduct operations aligned with U.S. objectives.



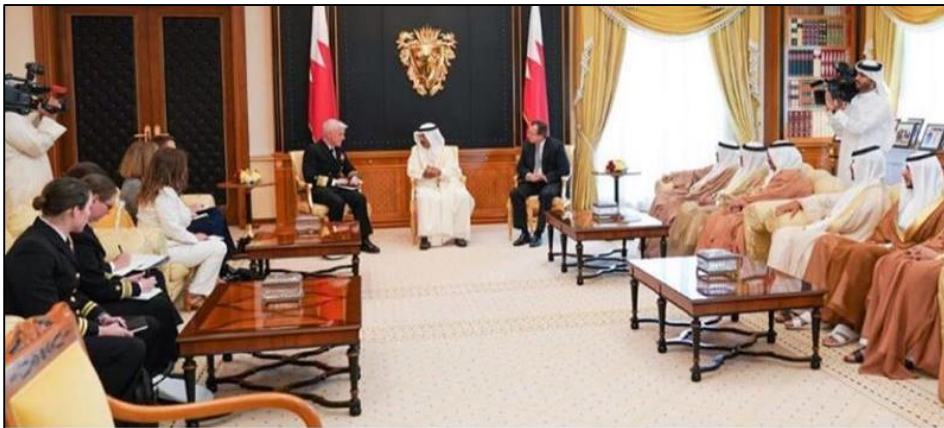
FAOs Design & Deliver global geo-strategic advantage for the U.S. Navy, Joint Force, and our Allies & Partners



How we do it

Successful FAOs deliver outcomes through three main lines of work:

- 1) Security Cooperation/Liaison Officers:** Navy's certified uniformed security cooperation professionals working in partner countries
- 2) Defense Attaché Service:** Accredited naval diplomats assigned to U.S. Embassies
- 3) Strategic Planners:** Navy, Joint, or Inter-Agency Strategy, Plans & Policy



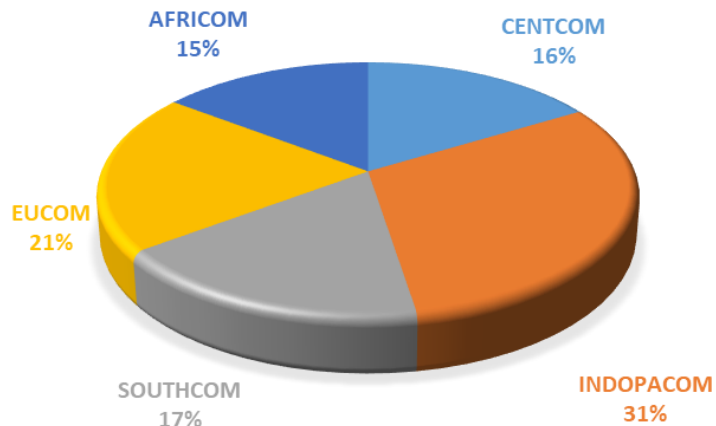
FAO Life of Service Connecting the Strategic to the Tactical



FAO Community Overview

Personnel: Over 400 FAOs assigned to five regions

Specialization by Region

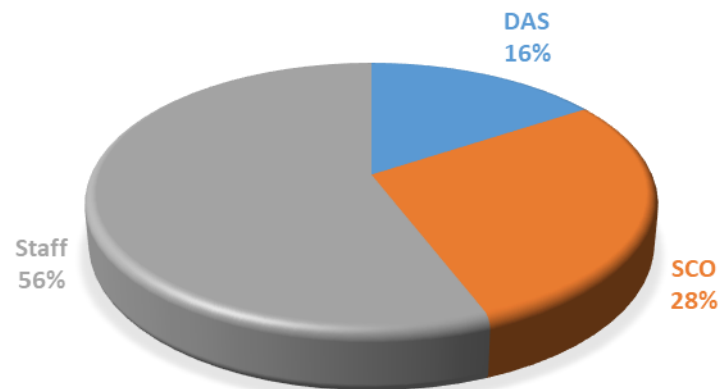


High accessions standards

- Sustained Superior Performance
- Language / Education / Clearance Requirements
- Overseas Screening / Family considerations

Billets: 449 from O-3 to O-7 in 82 countries

Billets by Line of Work



- 2/3 of billets are overseas
- Many Joint billets
- Lengthy training requirements

Rapid growth from 32 officers in 2006 to over 400 officers today



FAO Embassy Presence

★ Security Cooperation Office (SCO) and Naval Attaché Billets: 145 Overseas Billets

SOUTHCOM (FA3)

- Argentina (1/0)
- Bahamas (0/1)
- Brazil (3/0)
- Chile (2/1)
- Colombia (2/0)
- Dominican Rep (1/0)
- Ecuador (1/1)
- El Salvador (1/0)
- Guatemala (1/0)
- Guyana (1/0)
- Honduras (1/1)
- Mexico (2/1)
- Panama (1/1)
- Paraguay (1/0)
- Peru (1/2)
- Suriname (1/0)
- Trinidad (2/0)
- Uruguay (1/0)

AFRICOM (FA5)

- Cameroon (0/1)
- Cape Verde (1/0)
- Cote D'Ivoire (1/0)
- Djibouti (1/1)
- Gabon (1/0)
- Ghana (1/1)
- Kenya (0/1)
- Madagascar (1/1)
- Mauritius (1/0)
- Morocco (1/1)
- Mozambique (1/0)
- Nigeria (1/1)
- Senegal (2/0)
- South Africa (0/1)
- Tunisia (2/1)

CENTCOM (FA1)

- Bahrain (1/0)
- Iraq (1/0)
- Israel (1/1)
- Jordan (1/0)
- Kuwait (5/0)
- Oman (1/0)
- Pakistan (1/1)
- Qatar (2/1)
- Saudi Arabia (4/1)
- UAE (3/1)
- Egypt (4/0)

EUCOM (FA4)

- Albania (0/1)
- Azerbaijan (1/1)
- Bulgaria (1/1)
- Denmark (1/0)
- Estonia (0/1)
- France (1/1)
- Germany (1/0)
- Greece (1/1)
- Italy (1/1)
- Montenegro (1/0)
- Netherlands (1/1)
- Poland (1/1)
- Portugal (1/0)
- Romania (0/1)
- Russia (0/2)
- Spain (2/1)
- Turkey (2/1)
- Ukraine (0/1)
- UK (1/0)

I-PACOM (FA2)

- Australia (1/0)
- Brunei (1/0)
- Burma (0/1)
- China PRC (0/2)
- China HK (0/2)
- Fiji (0/1)
- India (2/1)
- Indonesia (1/1)
- Japan (1/1)
- Laos (1/0)
- Malaysia (1/1)
- Micronesia (0/1)
- Palau (1/0)
- Philippines (3/0)
- Singapore (1/1)
- South Korea (0/1)
- Sri Lanka (1/0)
- Thailand (1/0)
- Taiwan (1/1)
- Vietnam (0/1)

Numbers of in country SCO- 92 / Attachés - 51

- 95% of all Navy SCO billets & 100% of Navy SCO Chief billets are FAO billets
- 50% of Naval Attaché and 78% of the Navy's Senior Defense Officials are FAO billets
- * Five 1712 Flying FAOs (Attaché billets only: Ghana, Kenya, Honduras, Morocco and Turkey)



FAO Staff & PEP Presence

★ Regional and Community Support: 190 Billets

PEP - 7

- Germany
- Italy
- Korea
- Japan
- UK
- Brazil
- Argentina

NCR

- OSD (2)
- State Department (7)
- JCS (4)
- DIA (5)
- DSCA (2)
- NIPO (12)
- OPNAV (20)
- NIA (1)
- CHINERSUP (3)
- DUSN (1)
- INTERAMER DEF BD (1)
- UNPKO (2)
- DPA East (1)
- USCYBERCOM (3)
- DTRA (1)

Norfolk, VA

- FLTFORCOM (2)
- COMSECONDFLT (2)

Miami, FL

- SOUTHCOM (4)
- SOC SOUTH (1)

Tampa, FL

- CENTCOM (3)

Mayport, FL

- NAVSO (3)

San Diego, CA

- COMTHIRDFLT (2)

Monterey, CA

- NPS (1)

Millington, TN

- BUPERS (1)

- NAVPERS (2)

Honolulu, HI

- USINDOPACOM (5)

- PACFLT (8)

- DSCA APC (2)

Dayton, OH

- DISAM (2)

Little Creek, VA

- NSWG 10 REG P&A (4)

Col. Springs, CO

- USNORTHCOM (1)

- USSPACECOM (1)

Annapolis, MD

- USNA (1)

New York, NY

- UN HQTRS (1)

Regional Support

- COCOM HQs
- State Dept & UN
- DUSN & JCS
- DSCA & NIPO
- NCCs & # Fleets
- DIA
- SOCOM

Community Support

- Navy Senior Lang. Authority N13F
- OPNAV N52
- NPC Millington
- NPS Monterey

Foreign War Colleges

Korea (Senior)	Jan 25 – Dec 25
Brazil (Intermediate)	Jan 25 - Dec 25
France (Intermediate)	Feb 25 - Jun 26
Japan (Intermediate)	Apr 25 - Sep 25

Oberammergau, DE

- NATO NSO (1)
- MARSH CENTER (1)

Stuttgart, DE

- EUCOM HQ (4)
- AFRICOM HQ (10)
- SOCEUR (1)

Naples, IT

- HQ JFC (1)
- C6F (19)

Bahrain

- FIFTHFLT (9)

Yokosuka, Japan

- CNFJ (3)
- COMSEVENTHFLT (10)

Seoul, Korea

- USFK (2)

Pyeongtaek, Korea

- HQUNC HQROKUSFC (1)
- USFK FWD (1)

JSA, Korea

- HQUNC HQROKUSFC (1)

Busan, Korea

- CNFK (5)

Singapore

- COMDESRON 7/MSE (1)

Rome, IT

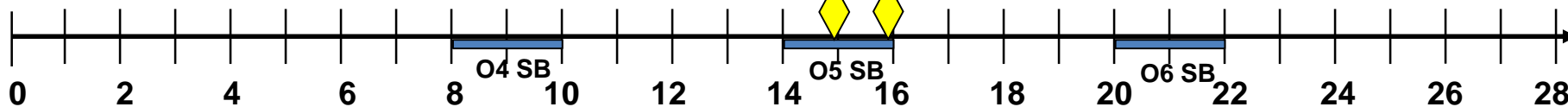
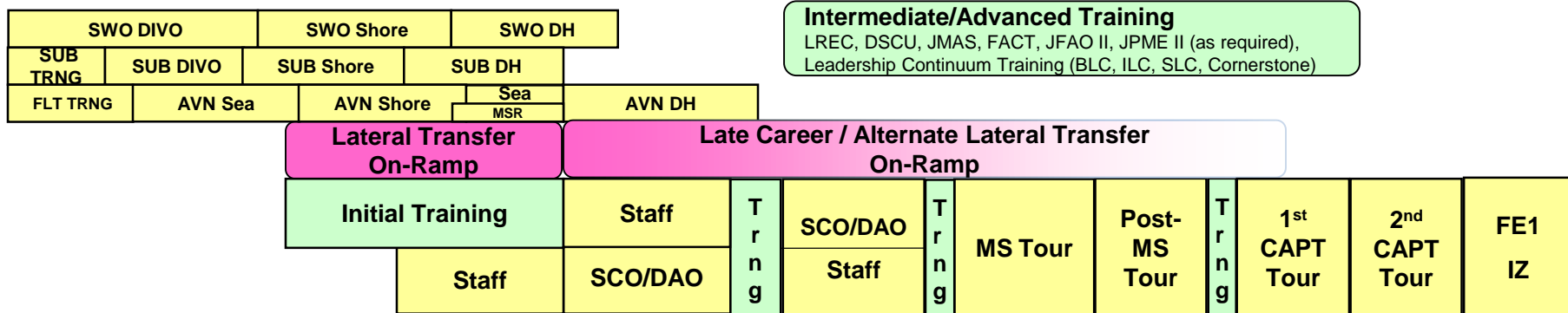
- CNE/CNA LNO (1)



Foreign Area Officer Career Path

Career Path

Depicts three primary source communities
All communities eligible to lateral transfer



Warfare qualification
Competitive FITREPs

Grad Ed
Language
In-Theater
JPME I
JFAOC I
"FAO Q"

NCC/Fleet
CCMD
OPNAV
Joint Staff
NIPO
PEP
Foreign War College
SCW Certification

Security Cooperation Office
– SCO Chief, Navy Program
Manager, Dep. Prgm Mgr,
Operations Officer
Defense Attaché Office
– Senior Defense
Official/Defense Attaché,
Naval Attaché, Asst. Naval
Attaché

CCMD
OPNAV
JS
DSCA
NIPO
State

SCO
SDO
NATT

NCC
Fleet
DIA
NIPO

OPNAV
OSD
JS

Alt On-Ramp: LCDRs should have at least 1 of the following 3: 6 months in region, 2/2 in regional language, regionally focused Master's Degree
LCDRs with 3 or more years TIG should have all 3.

2x Looks for Milestone Screen (M/S)
Held at Year of Selection and Year of Selection +1
O5 ~ 50-55% (*% adjusted to meet requirements)

SCO: Security Cooperation Office; DAO: Defense Attaché Office; SDO: Senior Defense Official; NATT: Naval Attaché; JFAOC: Joint Foreign Area Officer Course; SCW: Security Cooperation Workforce; NIPO: Navy International Program Office; DSCA: Defense Security Cooperation Agency



FAO Training Pipeline

- A fully-qualified FAO has met the following criteria:
 - Regionally-focused POL/MIL Master's degree
 - Language proficiency in a major language of assigned region at a minimum level of 2, in 2 of 3 modalities (Listening, Reading and Speaking)
 - In-theater duty experience of 1 year in the region of specialty
- Upon transfer to the FAO community, training track will be designed in order to complete graduate education and language proficiency qualification requirements
 - Graduate education: Naval Postgraduate School, Naval War College, Foreign War College
 - Language training: Defense Language Institute
 - Regional experience: In-region FAO assignment

A fully qualified FAO draws on operational expertise combined with advanced language, regional experience, and cultural skills in support of U.S. maritime interests



Bonus Pays

- As career linguists, FAOs receive Foreign Language Proficiency Bonus pay based on language proficiency
 - Stepped increases based on proficiency level, up to \$1000 per month
 - Requires annual testing to maintain pay
- FAOs are eligible for Sea Pay, Hazardous Duty Incentive Pay, Imminent Danger Pay, etc. depending on posting
- Authorized Hazardous Duty Incentive Pay for Aviation Qualified FAOs while in a flying attaché billet
- Additional Cost of Living Allowance (COLA) and tax-free status depending on posting



Naval Aviation Qualified FAO (AFAO)

“Develop a program similar to the Aeromedical Dual Designator Program, which will enable the Navy to safely utilize its cadre of FAOs previously designated as aviators, and leverage the unique [LREC] skills that these officers bring to the DAS.”

Secretary of the Navy, 28 Oct 2013

- Policy
 - Previously designated 1310s ONLY
 - 1710 Designator + FFQ Additional Qualification Designator = AFAO
 - Aeronautically Designated Personnel per NATOPS
- Billets
 - AFAOs fill 5 of the 13 Navy flying attaché billets
- Personnel
 - ~ 60 AFAOs



How to Join: Lateral Transfer

- **Two lateral transfer boards a year: August and February**
 - NAVADMIN released every year in November
 - Applications due approximately 60 days prior to board
 - Requirements
 - 4 YCS, warfare qualification, 110 DLAB, 2.60 GPA, overseas screening for member and dependents to NSA Bahrain standards, TS-SCI eligible
 - FAO panel interview: Scheduled by OCM after application received
- **SWO to FAO Tailored Community Transition**
 - June: SWO DH board, results released in late June/early July
 - July: DH-selects notified by SWO OCM of opportunity to apply for TCT
 - October: Deadline to apply for FAO TCT to FAO OCM
 - October – November: FAO TCT Interviews
 - December: Selects notified
- **Post-selection region assignments**
 - Member preferences
 - Community need (by year group and community-wide)
 - Career timing: path to qualification and competitive for future promotion

Navy FAO Community Accesses Waterfront Leaders through Lateral Transfer



“Today’s increasingly complex global security environment requires persistent forward presence, and FAOs are an indispensable human element of the Navy’s global posture. They are on the front lines of strategic competition countering malign influences across geography and across domains and strengthening our worldwide network of allies & partners.”

—ADM Mike Gilday, CNO

“It’s clear that Allies and Partners are a center of gravity in our strategy. FAOs are national assets -- experienced warfighters who work across domains, theaters, and the spectrum of conflict, serving as a bridge between strategy and tactics at friction points across the globe.”

—ADM Lisa Franchetti, CNO



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