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FY25 Reserve Component (RC) Foreign Area Officer (FAO) Community Change of Designator Opportunity

Summary:

- The Reserve FAO Community will conduct redesignation panels in March & August 2025.
- Well-qualified O3 and O4s with regionally-focused education/training and civilian and military experience are encouraged to apply. Additional requirements are outlined below. Interested applicants may also review the [RC FAO page](#), [OPNAVINST 1301.10C](#), Chapter 9 of [BUPERSINST 1001.39F](#) and [MILPERSMAN 1212-010](#) for eligibility requirements.
- Selection shall be based on the current needs of the RC FAO community and available quotas.

Targeted Applicants:

- Rank: O3 and O4 (O4s with less than 36 months of time-in-grade preferred)
- Designator: unrestricted line (URL) officers preferred; other designators may be considered on a case-by-case basis subject to needs of the RC FAO Community.
- Regionally focused international relations or strategic studies master's degree
- Valued skills and experiences: U.S. and foreign military operations; U.S. foreign policy; security cooperation objectives; interagency and nongovernmental organization capabilities; and cultural experience gained from working and living in a specified region.

Eligibility Requirements:

- Tentative community release via their RC Officer Community Manager (OCM)
- Completion of primary qualification in source designator
- Possess in-theater duty experience of at least one year in the region of specialty
- Eligible for TS/SCI security clearance
- Completed NAVPERS 1300/16 Suitability for Overseas Screening with favorable determination
- Ability to speak at least one foreign language as documented by either the Defense Language Proficiency Test or the Oral Proficiency Interview – minimum scores of 2, 2, 1+ for L, R, and S, respectively, within the last 3 years
- Possess a regionally focused international relations or strategic studies master's degree. Constructive Credit Waivers (CCW) to the master's degree requirement may be considered on a case-by-case basis for applicants with significant regional expertise from military or civilian employment
- No PRT failures within the last 3 years

Change of Designator Process:

The Reserve Change of Designator process is extensive and may take at least three months to complete. The process includes the following steps:

- Pre-application screen
- Application submission
- FAO Community Leadership interview
- Recommendation by BUPERS-351 (RC FAO OCM)
- Routing and approval of PERS-911d
- RC scrolling approval – if not currently URL/RL (up to three months)

Pre-Application:

The change of designator process begins with a pre-application. Please send copies of the following items to any of the POCs listed at the bottom of this message to begin the pre-application process.

- Officer Summary Record (OSR)
- Performance Summary Record (PSR)
- Military Bio (follow Navy Flag Bio guidelines)
- Statement of Motivation

After reviewing the pre-application materials, the RC FAO Recruiting Lead will invite competitive individuals to submit a formal application for a change of designation. The additional materials are listed in the next section.

Application Requirements:

Visit the [RC FAO page](#) for application templates, checklists, guides, references, and community overview.

- Tentative Release from OCM dated within six months of application submission (email accepted)
- Commanding Officer's Endorsement
- Last four FITREPs
- Proof of TS/SCI clearance eligibility (see 'Template for SSO Letter' on [RC FAO page](#))
- In-Theater Breakdown (see 'Checklist and Applicant Information' on [RC FAO page](#))
- Approved Navy Suitability for Global Assignment screening determination (NAVPERS 1300/16 Report of Suitability for Overseas Assignment, Suitability Screening Memo, Memo from Medical Representative, or PHDRA showing suitability for overseas assignment)
- Documentation of DLPT or OPI scores (within 3 years)
- Officer Summary Record (OSR)
- Performance Summary Record (PSR)
- Military Bio (follow Navy Flag Bio guidelines)
- Civilian Resume
- Statement of Motivation

Package Routing:

- Packages are required to be routed via 1) Unit CO, and 2) Navy Reserve Activity (NRA) CO.
- Once the NRA CO endorses the package, it may be forwarded by encrypted email to the RC FAO OCM, LCDR Brown or via DoD SAFE, <https://safe.apps.mil>.

Package Submission Window:

- Panel 1: Due NLT 1 Mar 2025 (notifications estimated late April)
- Panel 2: Due NLT 1 Aug 2025 (notifications estimated late September)

FAO Leadership Interview Process:

- Each applicant will be interviewed by a panel of three 1715 officers
- RC FAO Recruiting Lead will schedule all interviews
- Interviews will be conducted in Mar 2025 & Aug 2025

Points of Contact:

RC FAO Officer Community Manager, LCDR Channell Brown, channell.a.brown.mil@us.navy.mil

RC FAO Recruiting Lead, CDR Allison Ashe-Arriola, Allison.m.ashe-arriola.mil@us.navy.mil

RC FAO Recruiting AO, LCDR Bieu Tran bieu.b.tran.mil@us.navy.mil