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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-screening Phase
- Application submission (once invited post pre-application screening) Phase
  - 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)

### **August Panel Pre-Screening Applicant Phase**

**\*\*\*Submission time frames: 28 April – 16 June\*\*\***

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

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

After reviewing the pre- screening 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.

### **August Panel Application Phase Requirements (only for those invited from the Pre-Screening Phase)**

**\*\*\*Submission time frames: 26 June – 31 July\*\*\***

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 (ePHDRA showing suitability for overseas assignment, NAVPERS 1300/16 Report of Suitability for Overseas Assignment, Suitability Screening Memo, or Memo from Medical Representative)
- 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>.

### **August Panel Package Submission Windows:**

- Pre-Screening : 28 April – 16 June only\* (notifications estimated by 23 June)
- Application (only if invited from pre-screening phase) 28 June – 31 July only\*(notifications estimated late September)

\*pre-screening and applications received prior to this window will not be reviewed early. Packages received after the end dates will not be accepted.

### **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](mailto:channell.a.brown.mil@us.navy.mil)

RC FAO Recruiting Lead, CDR Allison Ashe-Arriola, [Allison.m.ashe-arriola.mil@us.navy.mil](mailto:Allison.m.ashe-arriola.mil@us.navy.mil)

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