**Security Cooperation Codes Definitions**

**Competency Definition** – A competency definition conveys the work required to perform job tasks and is typically written as a statement of an observable, measurable pattern of knowledge, skills, and abilities. Definitions should also include behaviors associated with job performance

**Key SC workforce Billet or Position definition**: “Key SCW billets or positions include duties and responsibilities which require the incumbent to issue guidance, make decisions, and/or direct SC activities that directly affect the execution of SC programs or activities.” *Provided by OSD/OGC* Positions/billets are nominated by the component for approval by the Director, Defense Security Cooperation Agency

**SC Certification Levels**

**Level 1** – Basic – General knowledge and understanding of Security Cooperation (SC).

**Level 2** – Intermediate -Builds on Basic level. Focus is on developing technical knowledge and understanding of one AoC in the context of broader SC.

**Level 3** – Advanced – Builds on Intermediate level. Focus is on increased technical mastery of one AoC in the context of broader SC.

**Level 4** – Expert -Builds on Advanced level. Focus is on developing a broader understanding of SC as an instrument of U.S. national security. Requires cross-training in a second AoC at the Intermediate level.

**Security Cooperation** – The full continuum of activities undertaken by the DOD to encourage and enable international partners to work with the United States to achieve strategic objectives.

**Security Cooperation Workforce** – Employees of USG agencies within the Security Cooperation community.

**Security Cooperation Workforce Competencies** – An inventory of DoD Security Cooperation competencies by functions that cut across occupational series, that are incorporated into the full range of life-cycle management practices (from accession through separation) and may be comprised of technical and non-technical competency requirements.

**Areas of Concentration**: Grouped similar SC functions to organize competency-based curriculum.

* **SC Planning, Oversight and Execution Management. Focus on:**Broad planning, policy development, oversight, and execution of SC activities and programs. Also includes management of SC programs, intelligence cooperation, mil-to-mil engagements and defense institution building.
* **SC Case Life Cycle Management. Focus on:**
Building partnership capacity/foreign military sales (BPC/FMS) case execution, including case development, management, and execution (financial, logistics, and training management).
* **SCO Operations and Management. Focus on:**
SC activities conducted by a security cooperation office (SCO). This would typically include most GS and military SCO staff and some CCMD staff.
* **SC Execution Support Management. Focus on:**
SC execution not in another AoC , including SC support staff, International Military Student Offices, State Partnership Program, etc.
* **SC Acquisition Management. Focus on:**
Acquiring defense articles and services using the DoD acquisition process for our international partners.

**Security Cooperation Commercial Activity Function Codes Structure**

Per the above guidelines, below are standard codes to be used across the SC community. SC codes include three fields (Key billet, Area of Concentration, and Certification Level) according to the below structure:



**Security Cooperation Commercial Activity Function Codes List**

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| --- | --- |
| **Code** | **SC Code Description** |
| SC2A1 | Key Civilian, Policy and Resourcing, Awareness/Foundational |
| SC2A2 | Key Civilian, Policy and Resourcing, Practitioner |
| SC2A3 | Key Civilian, Policy and Resourcing, Expert/Advanced |
| SC2A4 | Key Civilian, Policy and Resourcing, Executive |
| SC2B1 | Key Civilian, Foreign Military Sales and Financing, Awareness/Foundational |
| SC2B2 | Key Civilian, Foreign Military Sales and Financing, Practitioner |
| SC2B3 | Key Civilian, Foreign Military Sales and Financing, Expert/Advanced |
| SC2B4 | Key Civilian, Foreign Military Sales and Financing, Executive |
| SC2C1 | Key Civilian, Security Cooperation Organization, Awareness/Foundational |
| SC2C2 | Key Civilian, Security Cooperation Organization, Practitioner |
| SC2C3 | Key Civilian, Security Cooperation Organization, Expert/Advanced |
| SC2C4 | Key Civilian, Security Cooperation Organization, Executive |
| SC2D1 | Key Civilian, Support Enablers, Awareness/Foundational |
| SC2D2 | Key Civilian, Support Enablers, Practitioner |
| SC2D3 | Key Civilian, Support Enablers, Expert/Advanced |
| SC2D4 | Key Civilian, Support Enablers, Executive |
| SC2E1 | Key Civilian, Acquisition, Awareness/Foundational |
| SC2E2 | Key Civilian, Acquisition, Practitioner |
| SC2E3 | Key Civilian, Acquisition, Expert/Advanced |
| SC2E4 | Key Civilian, Acquisition, Executive |
| SC2F1 | Key Civilian, Building Partner Capacity/DoD Train and Equip, Awareness/Foundational |
| SC2F2 | Key Civilian, Building Partner Capacity/DoD Train and Equip, Practitioner |
| SC2F3 | Key Civilian, Building Partner Capacity/DoD Train and Equip, Expert/Advanced |
| SC2F4 | Key Civilian, Building Partner Capacity/DoD Train and Equip, Executive |
| **Code** | **SC Code Description** |
| SC2G1 | Key Civilian, Advise, Train, and Educate, Awareness/Foundational |
| SC2G2 | Key Civilian, Advise, Train, and Educate, Practitioner |
| SC2G3 | Key Civilian, Advise, Train, and Educate, Expert/Advanced |
| SC2G4 | Key Civilian, Advise, Train, and Educate, Executive |
| SC2H1 | Key Civilian, State Partnership Program, Awareness/Foundational |
| SC2H2 | Key Civilian, State Partnership Program, Practitioner |
| SC2H3 | Key Civilian, State Partnership Program, Expert/Advanced |
| SC2H4 | Key Civilian, State Partnership Program, Executive |
| SC2I1 | Key Civilian, Assessment, Monitoring, and Evaluation, Awareness/Foundational |
| SC2I2 | Key Civilian, Assessment, Monitoring, and Evaluation, Practitioner |
| SC2I3 | Key Civilian, Assessment, Monitoring, and Evaluation, Expert/Advanced |
| SC2I4 | Key Civilian, Assessment, Monitoring, and Evaluation, Executive |
| SC3A1 | Key Military, Policy and Resourcing, Awareness/Foundational |
| SC3A2 | Key Military, Policy and Resourcing, Practitioner |
| SC3A3 | Key Military, Policy and Resourcing, Expert/Advanced |
| SC3A4 | Key Military, Policy and Resourcing, Executive |
| SC3B1 | Key Military, Foreign Military Sales and Financing, Awareness/Foundational |
| SC3B2 | Key Military, Foreign Military Sales and Financing, Practitioner |
| SC3B3 | Key Military, Foreign Military Sales and Financing, Expert/Advanced |
| SC3B4 | Key Military, Foreign Military Sales and Financing, Executive |
| SC3C1 | Key Military, Security Cooperation Organization, Awareness/Foundational |
| SC3C2 | Key Military, Security Cooperation Organization, Practitioner |
| SC3C3 | Key Military, Security Cooperation Organization, Expert/Advanced |
| SC3C4 | Key Military, Security Cooperation Organization, Executive |
| SC3D1 | Key Military, Support Enablers, Awareness/Foundational |
| SC3D2 | Key Military, Support Enablers, Practitioner |
| SC3D3 | Key Military, Support Enablers, Expert/Advanced |
| SC3D4 | Key Military, Support Enablers, Executive |
| SC3E1 | Key Military, Acquisition, Awareness/Foundational |
| SC3E2 | Key Military, Acquisition, Practitioner |
| SC3E3 | Key Military, Acquisition, Expert/Advanced |
| SC3E4 | Key Military, Acquisition, Executive |
| SC3F1 | Key Military, Building Partner Capacity/DoD Train and Equip, Awareness/Foundational |
| SC3F2 | Key Military, Building Partner Capacity/DoD Train and Equip, Practitioner |
| SC3F3 | Key Military, Building Partner Capacity/DoD Train and Equip, Expert/Advanced |
| SC3F4 | Key Military, Building Partner Capacity/DoD Train and Equip, Executive |
| SC3G1 | Key Military, Advise, Train, and Educate, Awareness/Foundational |
| SC3G2 | Key Military, Advise, Train, and Educate, Practitioner |
| SC3G3 | Key Military, Advise, Train, and Educate, Expert/Advanced |
| SC3G4 | Key Military, Advise, Train, and Educate, Executive |
| SC3H1 | Key Military, State Partnership Program, Awareness/Foundational |
| SC3H2 | Key Military, State Partnership Program, Practitioner |
| SC3H3 | Key Military, State Partnership Program, Expert/Advanced |
| SC3H4 | Key Military, State Partnership Program, Executive |
| SC3I1 | Key Military, Assessment, Monitoring, and Evaluation, Awareness/Foundational |
| SC3I2 | Key Military, Assessment, Monitoring, and Evaluation, Practitioner |
| SC3I3 | Key Military, Assessment, Monitoring, and Evaluation, Expert/Advanced |
| SC3I4 | Key Military, Assessment, Monitoring, and Evaluation, Executive |
| SC4A1 | Non-Key Civilian, Policy and Resourcing, Awareness/Foundational |
| SC4A2 | Non-Key Civilian, Policy and Resourcing, Practitioner |
| SC4A3 | Non-Key Civilian, Policy and Resourcing, Expert/Advanced |
| SC4A4 | Non-Key Civilian, Policy and Resourcing, Executive |
| SC4B1 | Non-Key Civilian, Foreign Military Sales and Financing, Awareness/Foundational |
| SC4B2 | Non-Key Civilian, Foreign Military Sales and Financing, Practitioner |
| SC4B3 | Non-Key Civilian, Foreign Military Sales and Financing, Expert/Advanced |
| SC4B4 | Non-Key Civilian, Foreign Military Sales and Financing, Executive |
| SC4C1 | Non-Key Civilian, Security Cooperation Organization, Awareness/Foundational |
| SC4C2 | Non-Key Civilian, Security Cooperation Organization, Practitioner |
| SC4C3 | Non-Key Civilian, Security Cooperation Organization, Expert/Advanced |
| SC4C4 | Non-Key Civilian, Security Cooperation Organization, Executive |
| SC4D1 | Non-Key Civilian, Support Enablers, Awareness/Foundational |
| SC4D2 | Non-Key Civilian, Support Enablers, Practitioner |
| SC4D3 | Non-Key Civilian, Support Enablers, Expert/Advanced |
| SC4D4 | Non-Key Civilian, Support Enablers, Executive |
| SC4E1 | Non-Key Civilian, Acquisition, Awareness/Foundational |
| SC4E2 | Non-Key Civilian, Acquisition, Practitioner |
| SC4E3 | Non-Key Civilian, Acquisition, Expert/Advanced |
| SC4E4 | Non-Key Civilian, Acquisition, Executive |
| SC4F1 | Non-Key Civilian, Building Partner Capacity/DoD Train and Equip, Awareness/Foundational |
| SC4F2 | Non-Key Civilian, Building Partner Capacity/DoD Train and Equip, Practitioner |
| SC4F3 | Non-Key Civilian, Building Partner Capacity/DoD Train and Equip, Expert/Advanced |
| SC4F4 | Non-Key Civilian, Building Partner Capacity/DoD Train and Equip, Executive |
| SC4G1 | Non-Key Civilian, Advise, Train, and Educate, Awareness/Foundational |
| SC4G2 | Non-Key Civilian, Advise, Train, and Educate, Practitioner |
| SC4G3 | Non-Key Civilian, Advise, Train, and Educate, Expert/Advanced |
| SC4G4 | Non-Key Civilian, Advise, Train, and Educate, Executive |
| SC4H1 | Non-Key Civilian, State Partnership Program, Awareness/Foundational |
| SC4H2 | Non-Key Civilian, State Partnership Program, Practitioner |
| SC4H3 | Non-Key Civilian, State Partnership Program, Expert/Advanced |
| SC4H4 | Non-Key Civilian, State Partnership Program, Executive |
| SC4I1 | Non-Key Civilian, Assessment, Monitoring, and Evaluation, Awareness/Foundational |
| SC4I2 | Non-Key Civilian, Assessment, Monitoring, and Evaluation, Practitioner |
| SC4I3 | Non-Key Civilian, Assessment, Monitoring, and Evaluation, Expert/Advanced |
| SC4I4 | Non-Key Civilian, Assessment, Monitoring, and Evaluation, Executive |
| SC5A1 | Non-Key Military, Policy and Resourcing, Awareness/Foundational |
| SC5A2 | Non-Key Military, Policy and Resourcing, Practitioner |
| SC5A3 | Non-Key Military, Policy and Resourcing, Expert/Advanced |
| SC5A4 | Non-Key Military, Policy and Resourcing, Executive |
| SC5B1 | Non-Key Military, Foreign Military Sales and Financing, Awareness/Foundational |
| SC5B2 | Non-Key Military, Foreign Military Sales and Financing, Practitioner |
| SC5B3 | Non-Key Military, Foreign Military Sales and Financing, Expert/Advanced |
| SC5B4 | Non-Key Military, Foreign Military Sales and Financing, Executive |
| SC5C1 | Non-Key Military, Security Cooperation Organization, Awareness/Foundational |
| SC5C2 | Non-Key Military, Security Cooperation Organization, Practitioner |
| SC5C3 | Non-Key Military, Security Cooperation Organization, Expert/Advanced |
| SC5C4 | Non-Key Military, Security Cooperation Organization, Executive |
| SC5D1 | Non-Key Military, Support Enablers, Awareness/Foundational |
| SC5D2 | Non-Key Military, Support Enablers, Practitioner |
| SC5D3 | Non-Key Military, Support Enablers, Expert/Advanced |
| SC5D4 | Non-Key Military, Support Enablers, Executive |
| SC5E1 | Non-Key Military, Acquisition, Awareness/Foundational |
| SC5E2 | Non-Key Military, Acquisition, Practitioner |
| SC5E3 | Non-Key Military, Acquisition, Expert/Advanced |
| SC5E4 | Non-Key Military, Acquisition, Executive |
| SC5F1 | Non-Key Military, Building Partner Capacity/DoD Train and Equip, Awareness/Foundational |
| SC5F2 | Non-Key Military, Building Partner Capacity/DoD Train and Equip, Practitioner |
| SC5F3 | Non-Key Military, Building Partner Capacity/DoD Train and Equip, Expert/Advanced |
| SC5F4 | Non-Key Military, Building Partner Capacity/DoD Train and Equip, Executive |
| SC5G1 | Non-Key Military, Advise, Train, and Educate, Awareness/Foundational |
| SC5G2 | Non-Key Military, Advise, Train, and Educate, Practitioner |
| SC5G3 | Non-Key Military, Advise, Train, and Educate, Expert/Advanced |
| SC5G4 | Non-Key Military, Advise, Train, and Educate, Executive |
| SC5H1 | Non-Key Military, State Partnership Program, Awareness/Foundational |
| SC5H2 | Non-Key Military, State Partnership Program, Practitioner |
| SC5H3 | Non-Key Military, State Partnership Program, Expert/Advanced |
| SC5H4 | Non-Key Military, State Partnership Program, Executive |
| SC5I1 | Non-Key Military, Assessment, Monitoring, and Evaluation, Awareness/Foundational |
| SC5I2 | Non-Key Military, Assessment, Monitoring, and Evaluation, Practitioner |
| SC5I3 | Non-Key Military, Assessment, Monitoring, and Evaluation, Expert/Advanced |
| SC5I4 | Non-Key Military, Assessment, Monitoring, and Evaluation, Executive |