

MILPERSMAN 1301-207

OFFICER SPECIAL ASSIGNMENTS – DEFENSE ATTACHE' SERVICE (DAS) : ATTACHE' ASSIGNMENTS

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References	(a) SECNAVINST 1300.16 (b) OPNAVINST 1301.11, Defense Attaché Service (c) DIAR 100-5, Defense Attaché System, 28 Aug 2001 (NOTAL) (d) DGM #402-1404, Priority for Assignment of Officers to Billets (e) DIAD 1350.100, Duration of Tours at Attaché Stations, of 24 Apr 2014 (f) NAVSO P-6034, Joint Federal Travel Regulations, Volume I (g) BUMED 1300.2A, Suitability Screening, Medical Assignment Screening, and Exceptional Family Member Program Identification and Enrollment (h) OPNAV 6110.1J (i) MCO 6100.13
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1. **Purpose.** To publish policies, information, and guidance pertaining to U.S. Navy participation in the Defense Attaché Service (DAS), and **establish prerequisites and the nomination selection process** for naval officers to DAS. References (a) through (g) are provided as general guidance and education. Exhibits (1) and (2) are germane.

2. **Background**

a. The U.S. Defense Intelligence Agency (DIA) is the executive agent for DAS and is responsible for providing military attachés to foreign governments.

(1) In 1949 the Department of Defense (DoD) established the need for each branch of the military to establish its own attaché system in coordination with the State Department. From July 1951 to March 1952 the Secretary of Defense (SECDEF), at the urging of Joint Chiefs of Staff, established a limited executive agent system in support of attaché operations. The DoD's Office of Special Operations (OSO) negotiated with the Department of State for opening the attaché systems. Upon the activation of the DIA and the subsequent disestablishment of OSO, DIA assumed responsibility.

(2) On 1 July 1965, the DAS officially came under the Director (DIR) DIA. As the executive agents and managers of the attaché system, the Services now manage, operate, and support their individual attaché programs under the auspices of the DIA.

(3) The objectives of the DAS under DIA are twofold:

(a) To provide a more efficient system for the collection of intelligence information for DoD Components; and

(b) To preserve a channel for service-to-service and DoD representational matters of common interest.

b. Reference (a) provides guidance governing Department of the Navy support to the Defense Attaché System; reference (b) provides **policy** on the Navy's Attaché Program; and reference (c) contains policy and guidance for the **operation and management** of the system, and includes definitions of the status, functions, relationships, selection, and training of attaché personnel.

c. The U.S. Navy participates in DAS by providing qualified personnel to serve in the following positions:

(1) **Senior Defense Official/Defense Attaché (SDO/DATT)**. An SDO/DATT is a senior military officer specifically appointed by the Secretary of Defense to represent DoD to the host country. The SDO/DATT is generally responsible for the defense attaché and security assistance offices in the embassy; specific responsibilities and authorities vary. The SDO/DATT is the Chief of Mission's principal military advisor on defense and national security issues, the senior diplomatically accredited DoD military officer assigned to a diplomatic mission, and the single point of contact for all DoD matters involving the embassy or DoD elements assigned to, or working from, the embassy;

(2) **American Legation, U.S. Navy Attaché (ALUSNA)**. The ALUSNA is an officer assigned to the Defense Attaché Office (DAO) and so designated by the DIR DIA. When designated in writing by the DIR DIA, the ALUSNA may serve as **the SDO/DATT's deputy for attaché operations** (as required);

(3) **Assistant ALUSNA (A/ALUSNA)**. An A/ALUSNA is a naval officer assigned to the DAO who performs attaché duties in support of the SDO/DATT, and ALUSNA; and

(4) **Operations Coordinators (OPSCO)**. An OPSCO is an officer, warrant officer, or senior petty officer (E-8 or E-9) assigned as a member of the diplomatic staff of the Chief of Mission to a foreign country as **office manager of U.S. Defense Attaché Office (USDAO) or U.S. Defense Liaison Office (USDLO)**.

3. Policy

a. **Voluntary**. No officer will be ordered to a DAO unless he or she has been briefed on all expected hardships of the particular post (financial, cultural, health, schooling, etc.), and he or she expresses a willingness to accept the assignment with full knowledge of these hardships.

b. **Requisite Information**. Navy Personnel Command (NAVPERSCOM), Information Officer Dominance Corps/Foreign Area Officer (FAO) Branch (PERS-47) will provide requisite information from the Office of the Chief of Naval Operations (OPNAV), Attaché Affairs (N2/N6 IX2) to assignment officers when posting for attaché billets.

c. **Language**

(1) Language fluency is normally a requirement prescribed by the DIA. Instruction to obtain language fluency will be programmed for all prospective attachés. Though not required by DAS, language training is recommended for spouses accompanying the Service member to station.

(2) For all attaché applicants, language aptitude and or proficiency must be listed and proven prior to consideration for acceptance into the DAS.

d. **Assignment Criteria.** In addition to language proficiency and Exhibit 2 requirements, criteria for assignment include the following:

(1) **Performance.** Sustained superior performance in a variety of sea and shore assignments is required. Only officers that are due course will be considered for assignment to the DAS. For the purposes of this MILPERSMAN article, due course officers are those who have not declined a promotion for which they were selected, or failed to select for promotion twice. Waivers may be considered by OPNAV N2/N6 IX2 on a case-by-case basis with strong justification.

(2) **Obligation.** No officer within 5 years of statutory retirement will normally be considered. Exceptions can be made by NAVPERSCOM, Attaché Affairs (PERS-474B) and the assignment officer under special circumstances. Officers are required to complete the fully prescribed tour length for each respective assignment.

4. **Nomination Process and Procedures**

a. **Assessment and Selection.** Naval officers interested in the Attaché Program must first contact **NAVPERSCOM (PERS-474B)** to assess their qualifications and eligibility for an attaché post.

(1) If approved by NAVPERSCOM (PERS-474B) and with the release from the cognizant assignments officer (no exceptions), a nomination package is provided to the prospective candidate for submission to **OPNAV N2/N6 IX2** for interview scheduling and service-level selection.

(2) **Service nominees** are forwarded to **DIR DIA** for final selection approval.

b. **NAVPERSCOM Protocol for Attaché Assignment.** To maintain the high quality of officers nominated for attaché duty, the following procedures will be followed:

(1) **Billet Identification.** The attaché placement officer will identify all attaché billets for which nominations are required at least 18 months in advance of commencement of attaché training. An updated billet listing will be periodically posted on the Navy Personnel Command Web site. A listing of urgent fills will be provided to the assignment division directors via NAVPERSCOM (PERS-47) Director;

(2) **Nominate.** When requirements for specific expertise or designator have been attached to an attaché billet, the community with primary fill responsibility will nominate at least one qualified officer. Officers with designators that are not consistent with the designator requirement attached to the billet will also be considered for nomination on the basis of sustained superior performance, demonstrated language aptitude, graduate level education, and motivation to serve in a DAS assignment. Assignment division directors shall assign personnel under their cognizance to attaché assignments per reference (d);

(3) **Unrestricted Line (URL) Nomination.** Each URL community is encouraged to nominate **one** officer for 1000 or 1050 designated billets. Nominations from restricted line and staff corps communities will also be considered in order to maintain a competitive selection process desired by the Secretary of the Navy per reference (a);

(4) **Multiple Applicants.** NAVPERSCOM (PERS-474B) will screen applicants submitted by the respective warfare communities, and will forward to OPNAV (N2/N6 IX2) for consideration. To the maximum extent possible, NAVPERSCOM (PERS-474B) will provide at least two applicants for any given position;

(5) **Time Frame.** Once a Service member is identified as a viable attaché applicant by NAVPERSCOM (PERS-474B), the member is considered "nondetailable" until final selection is made. All attaché applicants will be required to submit a nomination package to NAVPERSCOM (PERS-474B) and adhere to the application deadline date provided by NAVPERSCOM (PERS-474B). Late submission of the attaché application will serve as grounds for removal as an applicant. The timely submission of the application package is absolutely essential to allow for the interview process and formal nomination to occur.

5. **Training.** Attaché training consists of 12 weeks of Joint Military Attaché School (JMAS) at DIA, Washington, DC. Officers who successfully complete this course are then available for assignment to their assigned country. Country-specific language training is required for most billets and can range from 2 to 8 weeks (refresher training) to the full language training complement of up to 63 weeks.

6. **Training Length.** All attaché assignment tour lengths are established, per reference (e), and may deviate from the tour lengths prescribed by reference (f).

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DEFINITION OF TERMS AND ACRONYMS

1. **Defense Attaché System (DAS)**. A centralized system established as an organizational function of the **Defense Intelligence Agency (DIA)**.

(a) It is directed, operated, and maintained by:

(1) DIR DIA;

(2) Military departments; and

(3) Other DoD Components, as directed by SECDEF.

(b) The DAS consists of all:

(1) **Military** personnel assigned as members of diplomatic staff of a mission for the performance of Armed Forces attaché duties; and

(2) **Civilian** personnel assigned to **DATT Offices (DAO)** and **Defense Liaison Offices (DLO)**.

2. **Senior Defense Official (SDO)/Defense Attaché (DATT)**. The senior military officer assigned to a DAO and so designated by the SECDEF and DIR DIA. In special circumstances, the DIR IA may recommend that an officer other than the most senior officer assigned to a DAO be designated as the SDO/DATT.

3. **Defense Attaché Office (DAO)**. The office consisting of personnel, materiel, activities, and facilities for which the SDO/DATT has operating responsibilities. The DAO is a component element of a U.S. diplomatic mission.

4. **Defense Liaison Officer (DLO)**. The office of the DLO consists of personnel, materiel, activities, and facilities for which the DLO has operating responsibilities. It is usually established in newly opened U.S. diplomatic missions that have not yet been elevated to full U.S. embassy status.

5. **Service Attaché**. An officer of a military service assigned to a DAO, designated by the DIR DIA, as an Army, Navy, Marine, or Air attaché; **or** Assistant Army, Navy, or Air Attaché.

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DEFINITION OF TERMS AND ACRONYMS

6. **Foreign Area Officer (FAO)**. A commissioned officer who is a regionally focused expert in political-military operations (17xx designator). FAOs serve in Service, joint, and interagency assignments that involve significant interaction with foreign governments, their militaries, and international organizations.

7. **Acronyms Used**

ALUSNA - American Legation, U.S. Navy Attaché

A/ALUSNA - Assistant ALUSNA

DAO - Defense Attaché Office

DAS - Defense Attaché System

DATT - Defense Attaché

DIA - Defense Intelligence Agency

DIR - Director

DLAB - Defense Language Aptitude Battery

DLO - Defense Liaison Office or Defense Liaison Officer

DoD - Department of Defense

FAO - Foreign Area Officer

JMAS - Joint Military Attaché School

NAVPERSCOM - Navy Personnel Command

OPNAV - Office of the Chief of Naval Operations

OPSCO - Operations Coordinator

OSO - Office of Special Operations

SDO/DATT - Senior Defense Official/Defense Attaché

SECDEF - Secretary of Defense

URL - Unrestricted Line

USDAO - United States Defense Attaché Office

USDLO - United States Defense Liaison Office

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**PREREQUISITES FOR ASSIGNMENT WITHIN THE
DEFENSE ATTACHÉ SYSTEM**

1. **Selection and Nomination Procedures**

a. **General.** Assignment of the highest qualified personnel ensures success in accomplishing the mission within the DAS. This exhibit provides the prerequisites for assignments to the DAS.

b. **Responsibility.** OPNAV N2/N6, Attaché Affairs is responsible for the service-level nomination of Navy officers for assignment within the DAS. Initial recruiting, coordination and Bureau-level nomination responsibilities have been discharged to NAVPERSCOM (PERS-474B).

2. **Mandatory Qualifications for Prospective Attachés**

a. Demonstrate outstanding reliability, initiative, military performance, and ability to adapt to unfamiliar situations;

b. Possess the ability to express oneself well, both orally and in writing;

c. Attaché and family must possess the ability to adapt to foreign cultures and societies, and must be prepared to tolerate differences and hardships associated with living and working overseas;

d. Possess a "top secret" DoD security clearance or have a special background investigation current within the last 4 ½ years, and be eligible for access to sensitive compartmented information. All attaché nominees must also pass a counterintelligence polygraph before reporting to their ultimate duty station;

e. Candidates shall be in full compliance with reference (h) (Physical Readiness Program) and or reference (i) (Marine Corps Physical Fitness Program);

f. Possess social and moral qualities reflecting credit upon the U.S. Navy:

g. Be a U.S. citizen and be free of any family, commercial, or other influences from within any foreign country;

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h. If foreign language ability is required, attain a minimum score of 100 on the defense language aptitude battery (DLAB) exam;

i. Successfully complete the overseas screening process, per reference (g), for the location to which the candidate is applying;

j. Family members accompanying the attaché to station must also successfully complete the overseas screening per reference (g); and

k. If a spouse is accompanying the Service member to station, he or she must be a U.S. citizen and or naturalized. Spouse must be able to garner a "secret" level security clearance even if he or she is not accompanying the Service member to his or her ultimate duty station.

3. Desired Qualifications

a. Previous embassy, overseas assignment, intelligence, DAS, or security assistance officer experience is highly desired for applicants seeking SDO or DATT tours;

b. FAO, Olmsted scholar, or an exchange officer experience;

c. Country and regional area experience;

d. Intelligence related work experience;

e. Master's degree and or professional military education;

f. Able to speak intelligently about the U.S. Navy as the senior representative in the country of assignment;

g. Language ability and cultural knowledge of the designated region and or country of assignment; and

h. Be physically qualified to perform all duties and present a proper appearance in military and civilian dress.