

# ENLISTED CAREER NOTES



## DRILL SERGEANT AND DETAILED RECRUITER PROGRAMS

The Infantry Assignments Branch at the Total Army Personnel Agency (TAPA) is looking for volunteers to meet the continuing need for non-commissioned officers in the ranks of sergeant through sergeant first class/platoon sergeant to participate in the Drill Sergeant and Detailed Recruiter Programs. Both programs offer excellent career development opportunities and are extremely competitive.

The requirements for the Drill Sergeant Program can be found in Section II, Paragraph 8-17, AR 614-200. Personnel who are overseas should apply eight to ten months before their DEROS (date eligible for return from overseas). Personnel who are currently in the continental United States (CONUS) must be stationed at an installation that has requirements for Infantry drill sergeants or must have the necessary four years time on station to be eligible for a CONUS-to-CONUS reassignment. The Drill Sergeant Program is still a two-year commitment with the option to take a third year.

The requirements for the Detailed Recruiter Program can be found in Section II, Paragraph 2-4, AR 601-1. Personnel who are overseas should apply eight to ten months before DEROS, and those who are currently in CONUS must have at least 24 months time on station to be eligible to apply for reassignment. The Detailed Recruiter Program offers the opportunity to reclassify to PMOS 00R.

Further information is available from Commander, TAPA, ATTN: DAPC-EPK-I (SFC Gensler or SFC Waldroup), 2461 Eisenhower Ave-

nue, Alexandria, VA 22332-0400.

## NEW NCO EVALUATION REPORT

The new Noncommissioned Officer Evaluation Reporting System is still scheduled for implementation in January 1988.

The new system consists of the NCO Evaluation Report (NCO-ER) and the NCO Counselling Checklist. This system differs from the current one in the following ways:

- A new form has been designed.
- The rating chain has new roles. The rater will focus primarily on evaluation and performance and will be responsible for performance counselling. The senior rater (new name for indorser) will focus primarily on evaluating potential and will be responsible for monitoring and for watching over the performance evaluation process. The reviewer will make comments only if he disagrees with the rater or senior rater and will be responsible for rating safeguard overwatch.
- The duty description narrative is divided into three parts (daily duties and scope, areas of special emphasis, and appointed duties). Counselling dates concerning duties must be marked on the form.
- Values and NCO requirements and responsibilities are used as the sole focus for evaluating performance.
- Specific justification is required for each "excellent" and "needs improvement" rating.
- Numbers have been eliminated and the emphasis is on the use of the "success" rating as the performance norm. This is the rating most NCOs will receive in most values and responsibilities in Part IV. The

goal is to counsel NCOs so that they can achieve "success" ratings.

• Bullet comments are used. Rigid narrative rules will emphasize results and excellence, highlight significant performance, make it easier for selection boards to review them by using only the necessary words, and minimize the effect of a rater's writing ability on a rating.

• The total score for overall performance and potential has been eliminated.

• "Potential" ratings require a rater to check a box for promotion and service potential and to recommend specific future positions for the rated NCO. The senior rater will rate overall performance and potential and must provide a choice of alternatives for the NCO's future assignments and schooling.

• Face-to-face performance counselling is mandatory for all NCOs, corporal through command sergeant major. The rater must conduct initial counselling within the first 30 days of each rating period and at least every quarter after that. Counselling dates must be recorded on the form.

• The counselling checklist/record must be used in counselling all NCOs in the rank of corporal through sergeant first class.

The education process on the new evaluation reporting system will include a series of news releases and messages. TAPA is preparing training packets for TRADOC schools and for field use.

To ensure a standardized and equitable transition from the current to the new system, the Army will close out the current Enlisted Evaluation Reporting System, and most NCOs will get final reports under the old system.

# OFFICERS CAREER NOTES



## CONGRESSIONAL FELLOWSHIP PROGRAM

Infantry officers, along with officers of other branches, have an opportunity to compete for assignments in the Congressional Fellowship Program. The fellows serve for one year as congressional aides to gain a working knowledge of the U.S. legislative branch.

An applicant must:

- Hold the rank of major or lieutenant colonel.
- Be a graduate of a command and staff college.
- Be interested in the legislative process and public affairs.
- Be adaptable to diverse working environments.

Interested officers should submit their requests to compete to their career management divisions at TAPA. Infantry officers should send their requests to Commander, TAPA, ATTN: DAPC-OPE-I, 200 Stovall Street, Alexandria, VA 22332-0400.

Once permission has been granted by branch career managers, officers must send fellowship applications to TAPA, ATTN: DAPC-OPB-D, at the same address, to arrive by 5 January 1988.

A fellowship application must include:

- A statement on the relevance of congressional experience to the applicant's career goals and wishes for utilization.
- A request to compete with endorsements from immediate superiors.
- A Standard Form 171, Personal Qualifications Statement.

Final selection of congressional fellows will be made by 1 June 1988, and the year-long fellowship

begins in September.

More information on the program is available from Linda Hakenson, AUTOVON 221-3140, commercial (202) 325-3140.

## FUNCTIONAL AREAS

The functional area designation process began last summer for more than 3,800 captains in year group 1981.

Functional area designation has replaced the additional specialty designation process. Under the revised Officer Personnel Management System, most commissioned officers will be assigned to both a branch and a functional area.

All year group 1981 officers have been asked to indicate their preferences for four functional areas from the following list:

### CODE FUNCTIONAL AREA

- 18 Psychological Operations/Civil Affairs
- 41 Personnel Management
- 45 Comptroller
- 46 Public Affairs
- 48 Foreign Area Officer
- 49 Operations Research/Systems Analysis
- 50 Force Development
- 51 Research and Development
- 52 Nuclear Weapons
- 53 Systems Automation Officer
- 54 Operations, Plans and Training
- 97 Procurement

Officers eligible for single tracking—in Engineer, Combat Support, and Combat Service Support branches—may indicate their preference by listing the branch as their first choice of functional area.

TAPA career managers will consider education, training, experience, job performance, and personal preference in determining which func-

tional area designation will best serve the Army and the officer.

TAPA will announce final designations for year group 1981 in February 1988.

## SCHOLARSHIP PROGRAM

Each year, the George and Carol Olmsted Foundation awards scholarships to three outstanding Army officers—two U.S. Military Academy graduates and one officer commissioned from another source.

Olmsted scholars spend 9 to 12 months at the Defense Language Institute in Monterey, California, and then go abroad for two years to study in the fields of social and political science or international relations. They follow the overseas study with one year at a university in the United States, earning a master's degree. (The year of study in the U.S. does not have to come right after the overseas period.)

To be eligible to compete for one of these scholarships, an officer must:

- Be Regular Army.
- Be branch qualified.
- Have between three and seven years of commissioned service.
- Have a minimum Graduate Record Examination score of 1200, or have an undergraduate grade average of B+ or higher.
- Be in compliance with AR 600-9, The Army Weight Control Program.

Officers who want to be nominated to compete should contact their career managers. More details on the Olmsted Scholarship Program are available from Linda Hakenson, AUTOVON 221-3140, commercial (202) 325-3140.