

ENLISTED CAREER NOTES



INFANTRY BNCOC POI REVISED

As a result of a worldwide conference on the Career Management Field 11 Basic Noncommissioned Officer Course (BNCOC) held in November 1988, the Infantry School is refining the program of instruction for Infantry BNCOC.

The improvements to the present POI, scheduled for implementation this year,

include hands-on as well as written diagnostic testing, M16 qualification before graduation, a train-the-trainer module for infantry squad weapons, a live-fire situational training exercise (STX), shared training, certification STXs for 11B, 11C, 11H, and 11M military occupational specialties based on the new mission training plans (MTPs).

M16 RIFLE QUALIFICATION FOR ANCOG

Qualifying with the M16 rifle is now a prerequisite for graduation from the Advanced Noncommissioned Officer Course (ANCOG).

Beginning the third quarter of Fiscal Year 1989, the same prerequisite will apply to Basic Noncommissioned Officer Course (BNCOC) graduation.

RESERVE COMPONENT NOTES

ATTENDING ACTIVE ARMY SERVICE SCHOOLS

When an AGR soldier's requested training is approved by the Army Reserve Personnel Center (ARPERCEN), he is obligated to attend that training. If he fails to attend without a valid reason and a proper excuse from the Enlisted Management Division, he will not be granted a subsequent quota.

An AGR soldier should notify his commander when he finds that he cannot attend the training. His commander will then immediately notify the soldier's personnel manager (Toll Free 1-800-325-4119), and follow up in writing through the chain of command stating why he could not attend the approved training.

resident Active Army service schools tend to have a difficult time meeting course standards.

Soldiers who attend skill level 3 training are either extended in the present course, recycled to a skill level 1 course for retraining in skill qualification, or returned to their units as academic failures.

Soldiers should review their SQT results with their commanders or unit trainers to determine areas that need improvement and then enroll in the ACCP in accordance with DA Pamphlet 351-20.

agrees that he will take action, if necessary, to adjust his expiration term of service (ETS) or release from active duty (REFRAD) date to provide for the fulfillment of the obligation he incurs. Promotion to staff sergeant or sergeant first class incurs a one-year AGR obligation, and promotion to master sergeant or sergeant major incurs a two-year AGR obligation.

During the term of the incurred obligation, a soldier cannot apply for nondisability retirement, but he can be released from active duty for reasons provided in AR 635-200. Ordinarily, a soldier will not be released from active duty for ETS or termination of an AGR tour order during the term of the incurred obligation, because he will have taken action to adjust his ETS/REFRAD date.

ARMY CORRESPONDENCE COURSE PROGRAM

Active Guard Reserve (AGR) soldiers are encouraged to use the U.S. Army Correspondence Course Program (ACCP) to improve their SQT scores and their chances for successfully completing a resident Active Army service school.

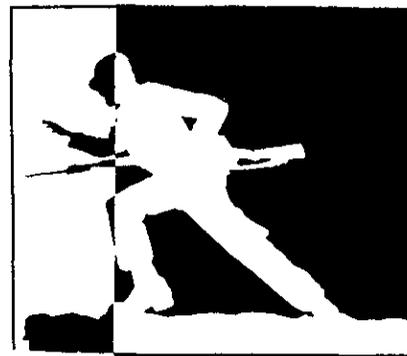
In some cases, AGR soldiers attending

AGR SERVICE OBLIGATION

The purpose of the U.S. Army Reserve's Active Guard Reserve Enlisted Promotion System is to fill AGR non-commissioned officer requirements with soldiers who have demonstrated their ability to function in the next higher grade.

The promotion system is not intended as a reward for faithful service on release from active duty, discharge, or retirement.

By accepting a promotion, a soldier



OFFICERS CAREER NOTES



OFFICER ASSIGNMENTS: The NTC

Infantry Branch, PersCom

EDITOR'S NOTE: This article is the first in a series that will concentrate on assignment opportunities for branch qualified Infantry captains. The intent of the series is to inform officers on the type of

duty positions available and to describe each assignment briefly. This information will help officers select assignments and discuss them intelligently with their assignment officers.

The National Training Center (NTC) at Fort Irwin, California, has become the premier training facility for mechanized infantry units based in the continental United States. And with the recent concept of mixed light and heavy forces, the NTC has also become the focal point for the development of light/heavy operations.

Infantry Branch at the Total Army Personnel Command (PersCom) views an assignment to the NTC as critical to future Army readiness. Each Infantry officer selected for duty at the NTC is therefore personally screened by the Infantry Branch Chief, and the officer's experience and performance determine his suitability for this duty.

Every captain being considered for assignment to the NTC must be branch qualified (see Figure 1). Since most of the units that train at Fort Irwin are mechanized, prior company command in a mechanized unit is desired. With the addition of light infantry units on rotation at the NTC, however, there is also a growing requirement for officers with light infantry company command experience.

Previous duty performance is the primary consideration. Because these officers will probably serve as company trainers (observer-controllers) during their tours at the NTC, it is imperative that only the best infantry officers be selected. For this reason, only officers who have consistently high officer evaluation reports are competitive for selection.

Because of the current stabilization policy of 48 months for CONUS assignments, officers normally serve four years at the NTC. An exception to this policy is an assignment known as Project Warrior, which is designed to export the knowledge and experience gained at the NTC to the TRADOC service schools. Under this option, an officer is assigned to the NTC for two years, then reassigned to a service school (the Infantry or Armor School, for example) where he serves as a small group instructor or develops and writes doctrine.

An assignment to the NTC has two distinct advantages over other "away from troops" assignments. First, an officer can remain tactically and technically proficient and can actually influence future

doctrine. Second, the knowledge he gains from observing units in training puts him in an excellent position for an assignment as a battalion S-3 or executive officer when he returns to troops. In fact, commanders in Europe are now specifically requesting officers with NTC experience to fill these key positions.

Duty at the NTC is extremely demanding. An officer who is assigned as a trainer spends an average of 200 days in the field each year. Field time is not unusual for most infantrymen, of course, but when they are serving in "away from troops" assignments, it is often the exception rather than the rule.

During an assignment to the NTC, an Infantry captain serves in several different duty positions. Typically, his initial position is as an operations analyst at battalion or company level. In this capacity, he is responsible for providing a detailed technical analysis of company and battalion operations. The information he gains during the force-on-force engagements is given to the company trainers to use in preparing after-action reviews.

In addition, analysts are responsible for the following tasks:

- Assist units in conducting MILES equipment checks.
- Analyze the task force operations order.
- Analyze the company operations order.
- Prepare training aids for the after-action review—audio-visual equipment, sandtable, and charts.
- Monitor company maneuver during force-on-force engagements.

Once an officer has served as an analyst, he is ready to perform the duties of a company trainer. A company trainer's main responsibility is to observe and control the rotational companies during their tactical missions, 24 hours a day.

A typical task force rotation is shown in Figure 2. The specific duties of a com-

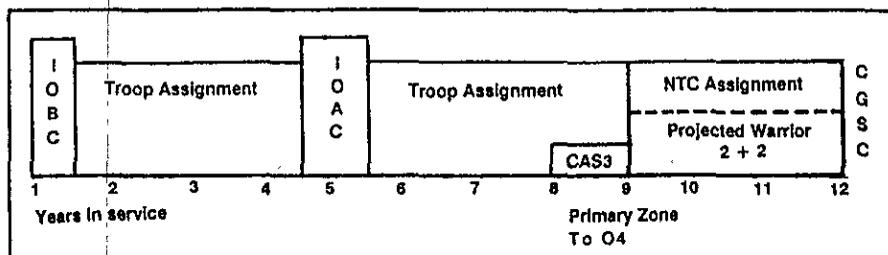


Figure 1

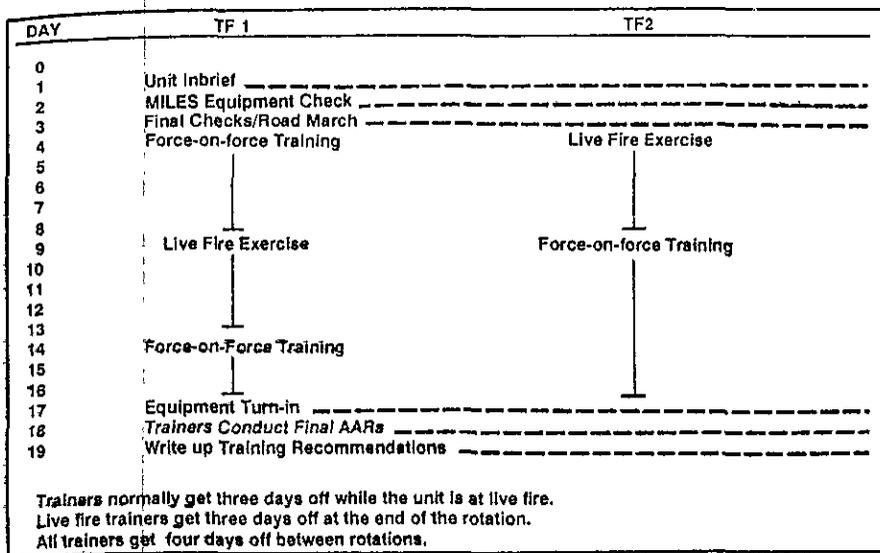


Figure 2

pany trainer include the following:

- Provide a tactical briefing to the commander before the rotation begins.
- Conduct an after-action review after each mission.

- Coach the company commander on doctrinal principles and applications at the company/team level.
- Debrief the senior combat trainer on the unit's planning, preparation, and ex-

ecution of force-on-force engagements.

Finally, an Infantry captain may serve in the Plans and Operations Division at the NTC. In that assignment officers are responsible for developing the scenarios used by the units on rotation. In addition, they portray the NTC's 52d Infantry Division staff and develop orders, analyze intelligence reports, and provide each force with the information it needs to conduct simulated combat training.

The assignment officers at Infantry Branch understand the nature and the importance of the demanding duty at the National Training Center and will continue to assign the best-qualified Infantry officers available to serve there.

Branch-qualified Infantry captains who are interested in an assignment to the NTC should contact Captain Tom Schoenbeck, Captain Vince Brooks, or Captain Steve Barclay at AUTOVON 221-5596/5520.

SPECIAL FORCES SELECTION BOARD

In June, Special Forces Branch will consider all applications for transfer to Special Forces from Year Group 86 Infantry officers. The deadline for applications is 2 June 1989.

Interested officers should forward their application packages to Commander, PersCom, ATTN: TAPC-OPE-SF, 200 Stovall Street, Alexandria, VA 22332-0411.

RECORDS UPDATE

Officers frequently complain that their orders for decorations and skill badges do not appear on their Official Military Personnel Files (OMPFs) as quickly as they would like. The reason these orders are sometimes delayed is that the office that handles them also handles OERs, and the OERs are given priority.

Officers should allow up to six months for the processing of documents other than OERs.

FA DESIGNATION, YEAR GROUP 84

Functional area (FA) designation for officers in Year Group 84 will take place in the Fall of 1989. Year Group 84 con-

sists of officers whose date of rank is between 1 October 1987 and 1 February 1988.

Infantry Branch will write directly to each of these officers to solicit their functional area preferences and undergraduate

INFANTRY BRANCH POINTS OF CONTACT (Effective 15 June 1989)

ASSIGNMENT AREAS	NAMES	TELEPHONE (AUTOVON)*
Branch Chief	LTC(P) Hook	221-7823
Branch XO	MAJ(P) Chamberlain	221-7823
LTCs Assignments	MAJ(P) Crosby MAJ(P) Leahy	221-7823
MAJs Assignments	MAJ Johnson MAJ Roberts	221-5511
CPTs Assignments	CPT(P) Brooks CPT Barclay CPT McNulty	221-5520
LTs Assignments (IOBC and LTs to Ranger Rgt)	CPT(P) Forrest	221-0207
(IOAC and CPTs to Ranger Rgt)	CPT(P) Rush	
Readiness Officer	CPT(P) Kirsch	
Branch Representative USAIS, Ft. Benning	CPT Bunting	835-3611

*For commercial calls, use area code 202 and the prefix 325 (instead of 221) for PersCom; area code 404 and the prefix 545 for Fort Benning.

transcripts. Officers should begin now requesting their undergraduate records, Graduate Record Examination scores, and language test scores for forwarding to Infantry Branch.

In addition, these officers are encouraged to read DA Pamphlet 600-3, Commissioned Officer Professional Development and Utilization.

Officers who correspond with Infantry Branch about functional area designation should use the following address: Commander, PersCom, ATTN: TAPC-OPE-I (FADSP-84), 200 Stovall Street, Alexandria, VA 22332-0414.

IOBC STUDENTS MAY BRING FAMILIES

Married Infantry Officer Basic Course (IOBC) students are encouraged to bring their wives and families to Fort Benning during their IOBC attendance. The course has an active wives program that includes an orientation on Fort Benning, a briefing to acquaint them with the role they will fulfill, coffees, luncheons, and the Commandant's Reception. Wives will also have an opportunity to observe training and thereby gain an appreciation for their husbands' responsibilities.

An officer's decision to bring his wife

and family to Fort Benning is a personal one, though, and may depend to a great extent on his financial condition. Normally, a student will not receive additional temporary duty funds for non-availability of quarters. This may make the decision even harder.

Prospective IOBC students who want more specific information (including an IOBC Welcome Packet if they have not already received one), should call the Personnel and Administration Center, 2d Battalion, 11th Infantry at (404) 545-3014/2824/4023 or AUTOVON 835-3014/2824/4023.

RESERVE COMPONENT NOTES

ROTC ASSIGNMENTS

About 60 ROTC Assistant Professor of Military Science positions (for majors) will be available during 1989.

Basic criteria include a 2.5 undergraduate grade point average, completion of an advanced course, and meeting height and weight requirements. Lower GPAs may be accepted if the applicant has a graduate degree or other qualifications that are useful in the position; for example, a local connection or recruiting experience.

Interested captains and junior majors may call their personnel management officers or the ROTC coordinator at (314) 263-9501 or toll-free 1-800-325-4118. An applicant must be prepared to provide copies of all his college transcripts and a good official photograph.

The nomination process takes from 45 to 60 days, and a permanent change of station usually occurs between May and August.

CAS³

All Army Reserve Active Guard Reserve (AGR) majors and captains with less than 13 years of active commissioned service must complete the Combined Arms and Services Staff School (CAS³)

course conducted at Fort Leavenworth, Kansas.

This mandatory training may be waived only for those officers who enrolled in or completed the Command and General Staff Course (any version) as of 1 October 1986. Officers who have credit for CGSC or its equivalent and who want to improve their overall professional development and potential on a voluntary basis may participate in the Reserve Component CAS³ course taught by the U.S. Army Reserve Forces (USARF) schools.

More information is available from personnel management officers.

KEEP RECORDS UP TO DATE

One of the most important things an Active Guard Reserve officer can do for himself is to keep his official military personnel file (OMPF) up to date.

Since AGR officers are scattered around the world, many of them may not be able to visit the Army Reserve Personnel Center (ARPERCEN) to review their military records. How do they make sure their records are current?

First, an officer should order a copy of his OMPF from ARPERCEN. The OMPF contains all of the authorized documents pertaining to his military

career that are on file at ARPERCEN. The OMPF may be in either microfiche or hard-copy form. If it is in microfiche, a local library usually will have a microfiche viewer an officer can use. Viewers may also be found at military facilities and Reserve centers. If an officer's file is in hard copy, copies will be made and mailed to him.

He may request his OMPF by writing to the Commander, ARPERCEN, ATTN: DARP-PSA-EVO, 9700 Page Blvd., St. Louis, MO 63132-5200. All requests for the OMPF must include full name, social security number, and signature.

After reviewing the file, if an officer determines that some items are missing, he should mail copies of these documents to the Commander, ARPERCEN, ATTN: DARP-PRR-PMP, 9700 Page Blvd., St. Louis, MO 63132-5200. (AR 640-10, Table 4-1, "All Ranks Personnel" UPDATE lists the documents that are authorized to be in an OMPF.)

All documents received at ARPERCEN must have the officer's name, social security number, and primary area of concentration indicated prominently on them.

