

## **Field Artillery Branch**

### **1. Introduction**

a. Purpose. The mission of the Field Artillery is to destroy, defeat, or disrupt the enemy with integrated fires to enable maneuver commanders to dominate in unified land operations.

b. The way ahead. The Field Artillery branch develops officers who are uniquely qualified to support Army, joint forces and multi-national commanders. Field Artillery officers serve in every combined arms formation in the United States Army. They work directly for maneuver commanders in infantry, Stryker, armor, airborne, air assault and Ranger units to coordinate, synchronize, and integrate Army, joint (Air Force, Navy, and Marine), and multinational assets to create effects on targets.

c. Unique functions performed by Field Artillery officers. Field Artillery officers are multi-functional professionals who are the Army's experts in the coordination, synchronization and integration of joint and Army fires; they are also leaders of Soldiers committed to providing precision, near precision and area fire effects in support of unified land operations (ULO). Throughout their career, Field Artillery officers are developed into being the Army's synchronizers and integrators of fires.

d. Unique features of work in the Field Artillery Branch

(1) Command Field Artillery battery, battalion, brigade, and Division Artillery (DIVARTY) formations.

(2) Command BCDs in support of Army, Theater, and Joint forces commanders to facilitate the synchronization of air and ground operations.

(3) Command BCTs, and brigade equivalent formations.

(4) Serve as fire support officers (FSOs) responsible for planning, coordinating, synchronizing and integrating joint and multi-national indirect fires capabilities through the operations and targeting processes.

(5) Serve in diverse broadening assignments within tactical and institutional organizations.

(6) Lead in positions requiring advanced joint and operational experience such as staff officers in Army, special operations and joint headquarters and activities requiring joint planning experience. Instruct at pre-commissioning programs, service and branch schools, and service colleges.

e. Branch eligibility. The Field Artillery branch is open to all officers who meet the physical requirement for accessions. The Field Artillery proponent office and the Field Artillery branch assignment office are the best sources of current information about evolving assignment policies for officers.

### **2. Officer characteristics required**

General. Field Artillery officers must be physically fit and mentally tough leaders capable of managing multiple tasks and with the capability to think in multiple dimensions. The Field Artillery Branch requires officers who are experts in the branch's core competencies, who can perform at the tactical, operational and strategic levels. Field Artillery officers must be imaginative, agile and adaptive leaders of Soldiers who possess the moral, intellectual and interpersonal characteristics that enable organizational and individual success. Field Artillery officers must be proficient in the art and science of unified land

operations, grounded in Army Values and the Warrior Ethos; team builders who are equally skilled in leading Soldiers and collaborating with leaders from other branches, services, and nations to enable mission success.

a. Competencies and actions common to all. Field Artillery officers are leaders, trainers and planners. These competencies are developed and perfected through realistic training, strict adherence to standards, professional military education (PME), and service in the most demanding positions in the Field Artillery and across the Army and joint communities. The Field Artillery branch values broad officers with experience serving in both operating and generating force assignments, and in a variety of Army and joint assignments.

b. Skills unique to Field Artillery officers. Field Artillery officers lead cannon and rocket/missile Artillery organizations in the delivery of fires. Maneuver commanders expect their Field Artillery officers to plan, coordinate, integrate and synchronize fires. To effectively accomplish the mission, Field Artillery officers must:

- (1) Integrate and synchronize Army and joint fires with maneuver.
- (2) Employ all indirect fire systems.
- (3) Employ surface-to surface and cross-domain munitions.
- (4) Integrate sensors and mission command digital systems to quickly identify targets and process fire missions.
- (5) Execute the targeting process to integrate and synchronize fires in support of ULO.

### **3. Officer development**

a. Assignments. Field Artillery officers have diverse assignment opportunities that provide a robust mix of options to serve in various Army formations at every echelon across Army, joint, operational force and generating force formations. Field Artillery officers serve in a variety of duty positions that vary in scope and responsibility providing a solid foundation for continued growth, expanding responsibility and experience. The Field Artillery branch values diverse officers with broad assignment experience.

b. Field Artillery officer assignments are aggregated into three basic categories: key developmental (KD), developmental, and broadening. KD assignments are those assignments that are deemed fundamental to the development of an officer in their core branch. Field Artillery officers are considered branch qualified upon the successful completion of KD assignments in a given rank. The first KD assignment for Field Artillery officers is battery command, which occurs at the captain level. Developmental assignments are those assignments that enhance warfighting capability, but are not deemed so fundamental to an officer's progression that they qualify as KD. All assignments are developmental. Broadening assignments are those assignments that provide a purposeful expansion of knowledge, capability and understanding through assignment opportunities internal and external to the Army. These assignments are fundamental to the continued growth throughout the Field Artillery officer's career lifecycle. Broadening opportunities are classified across three categories; tactical, institutional and scholastic. Broadening often occurs following, but never in place of KD assignments.

(1) Tactical broadening may include assignments to 75<sup>th</sup> Ranger Regiment, 160<sup>th</sup> Special Operations Aviation Regiment, and other Special Mission Units.

(2) Institutional broadening allows officers to serve inside or outside their basic branch in critical generating force billets such as the Combat Training Centers, Mission Command Training Program, Small Group Leader/Instructors, Reserve Officers' Training Corps, Human Resources Command, Recruiting Command, Army Commands, as well as many opportunities in regionally and/or functionally aligned headquarters. These positions broaden an officer's view of the Army and allow them to contribute at the enterprise level.

(3) Scholastic broadening opportunity programs include the Joint Chiefs of Staff Intern Program, the Congressional Fellowship, the Olmsted Scholarship, and a wide variety of advanced civilian schooling opportunities with follow-on assignment to the United States Military Academy and other highly selective branch and/or functional area positions as determined by proponents.

c. Lieutenants. The professional objective for this phase of an officer's career is to develop Field Artillery branch skills. Specifically, lieutenants will focus on platoon-level leadership skills, technical and tactical competencies, physical fitness, combined arms fire support integration, and team building. Lieutenants will certify on cannon, rocket, or missile platoon tactics and procedures. Lieutenants serving in brigade combat teams will also certify on company fire support tactics and procedures. All lieutenants will serve in challenging leadership assignments to expand their confidence and capability to lead Soldiers.

(1) Education.

(a) Basic Officer Leaders Course B. Field Artillery BOLC B is an 18 week, 4 day course. This initial training for Field Artillery lieutenants is designed to produce leaders competent in fire support and Field Artillery tactics. There are 10 modules of instruction in BOLC-B that cover gunnery, fire support and combined arms, joint fires observer (JFO) and platoon leader skills.

(b) Other schooling opportunities. Various additional school opportunities exist for Field Artillery BOLC B graduates. These include but are not limited to Airborne, Air Assault and Ranger.

(2) Assignments. Field Artillery lieutenants will serve in a variety of positions across the Army. The majority of assignment opportunities in the operating force will reside within infantry, Stryker or armored BCT's, Fires brigades and DIVARTY formations.

(a) Due to the formative nature of this career phase lieutenants do not have significant opportunities for broadening assignments. Commanders will actively manage their lieutenants to grow talented officers who possess a breadth of fire support and technical skills.

(b) Field Artillery lieutenants can expect to be assigned as battery XOs, PLs, FDOs, company FSOs and staff officers within their respective organization. Every lieutenant assigned to a BCT Field Artillery battalion will perform duty as a FSO and serve in at least one assignment in a firing battery. Every lieutenant assigned to a Field Artillery brigade will perform duties in at least two of these positions to develop their knowledge and skills.

(c) Geographical dispersion and other extreme circumstances may, from time to time, prevent every lieutenant from serving in both fire support and firing battery assignments. Lieutenants initially assigned to generating force training brigades can expect rewarding developmental assignments that enable their

professional growth and the development of leadership skills. These officers must be intensively managed and provided an opportunity to serve in an operational force unit to ensure the development of their technical and tactical skills during their formative years.

(3) Self-development. As aspiring professionals, lieutenants must focus their self-development on the three broad criteria which identify Army professionals; character, competence, and commitment.

(a) Character. Field Artillery officers must maintain a moral character that is beyond reproach. Mission success in the Field Artillery is dependent upon precision and accuracy. Our maneuver counterparts trust that we will deliver timely and accurate fires. Their trust is gained through the repeated demonstration of our character.

(b) Competence. Lieutenants should focus on developing Field Artillery and fire support technical and tactical skills, refining their troop-leading skills, and gaining an in-depth knowledge of training management, organizational maintenance, supply operations, and administrative operations.

(c) Commitment. Field Artillery lieutenants must take the initiative to gain knowledge and experience to prepare for assignment as a captain. Structured and continuous self-development will contribute to lifelong success and honorable service in the branch.

(4) Desired experience. Field Artillery officers should complete their time as lieutenants with a portfolio of technical, tactical and procedural artillery skills, fire support employment skills, and troop leading skills. Specifically, Field Artillery lieutenants should have fundamental grasp of section certification programs, administration processes like awards and personnel evaluations, troop leading procedures, risk management, safety, fire control, gunnery, digital communications and fire support.

d. Captains. The professional objective for this phase of an officer's career is to build upon past experiences and prepare for battery command. Upon completion of command, captains will have opportunities for other assignments in broadening and developmental positions.

(1) Education.

(a) Captain Career Course. Field Artillery officers will attend the career course as soon as they are available. Commanders, in coordination with HRC, will determine the best time for an individual to attend school based on Army requirements, the needs of the unit, the continued professional development requirements of the officer, and the officer's individual preferences.

(b) The Field Artillery CCC consists of 8 weeks of common core plus 16 weeks of branch-specific instruction. This training prepares officers to command at the battery level, perform in fire support positions such as battalion FSO, and work as a key staff officer in a battalion, brigade, or DIVARTY.

(c) A small number of captains will have the opportunity to attend the Maneuver Captain Career Course (MC3) or the Marine Expeditionary Warfare School. These broadening opportunities benefit officers of all branches and services. Selection is competitive and reserved for officers with strong performance in previous assignments.

(2) Assignments. Field Artillery captains have opportunities to serve within every assignment category; KD, developmental and broadening. HRC will assign captains who served in BCTs as lieutenants, to Field Artillery brigades or to maneuver brigades with a different weapon system than what the officer

previously experienced. Conversely, officers who served in Field Artillery brigades as lieutenants will be assigned to BCTs. This is designed as a purposeful expansion of every officer's Field Artillery knowledge and skills. Field Artillery company grade officers must grow experience and develop skills across the breadth of formations and weapon systems in the Field Artillery and the Army.

(a) KD assignments. Battery command is the KD assignment for Field Artillery captains. Command is a privilege, not a right. DIVARTY, brigade, and battalion commanders will assess the knowledge, skills, attributes and readiness of their Field Artillery officers and will afford command to those officers who are ready. Command tour lengths should not exceed 18 months. A minimum of 12 months is required to be considered branch qualified. Some captains may be afforded a second command opportunity. Second command opportunities are usually reserved for commands that present a unique and more diverse challenge (where the unit and Soldiers would benefit significantly by having a commander with previous command experience). Officers who command more than once should complete their total command time in 24 months.

(b) Developmental assignments. Field Artillery captains are afforded a variety of challenging developmental assignments. Upon completion of CCC, the majority of captains will be assigned to Field Artillery cannon or rocket battalions. Success in the assignments listed below will prepare captains for command opportunities and further success within the Field Artillery.

- (1) Battalion FSO
- (2) Battalion FDO
- (3) Battalion Assistant S3
- (4) DIVARTY/Brigade/Battalion Staff Officer Broadening assignments.

(b) Broadening often occurs following, but never in place of KD assignments. Field Artillery captains have opportunities to serve in numerous broadening assignments within every category. The assignment of post-battery command officers is an important process that integrates the input from the officer's chain of command, the needs of the Army, and the desires of the officer. Two of the most important post-battery command assignments are service as small group instructors (SGIs) and CTC observer/trainers. These assignments will remain nominative in support of the project warrior program to ensure the best officers are selected to grow the next generation of Field Artillery leaders. Select officers will be afforded the opportunity to serve with special operations forces. Some of the more noteworthy broadening opportunities follow (alphabetical order):

- (1) Asymmetric Warfare Group
- (2) Branch Immaterial Positions (Aide-de-Camp, JCS/OSD Internships, USAREC staff)
- (3) Cross Component Service Trainers
- (4) CTC Observer/Trainer (nominative)
- (5) Foreign Exchange Officer
- (6) Ground Liaison Officers (BCD)
- (7) Instructor positions (USMA faculty, ROTC, branch and service schools)

(8) Mission Command Training Program (MCTP) Operations Officer

(9) Scholarship/Fellowship

(10) Small Group Instructor (nominative)

(11) SOF FSO (Ranger and SF)

(3) Self-development. All captains should dedicate time to professional reading to gain a historical perspective on tactical and leadership challenges. Field Artillery captains should consider beginning work on an advanced degree. Officers interested in the types of advanced civil schooling programs and eligibility requirements are encouraged to begin an early dialogue with their branch representative. Field Artillery captains are also encouraged to consider applying for any of several formal internships, scholarships, and fellowships sponsored by the Army. A few of the more prominent opportunities includes: the Arroyo Fellowship, congressional fellowships, U.S. Army Cyber Command Scholarship Program, Defense Advanced Research Projects Agency and Service Chiefs' Fellow Program, General Wayne A Downing Scholarship, Joint Chief of Staff, OSD, and the Department of Army Staff Intern Program, Olmsted Scholarship Program, Strategic Education and Development Program, and the White House Fellowship.

(4) Desired experience. During this phase, captains should have successfully completed battery command, and served in various developmental and broadening assignments. Captains will have gained experiences in battalion level staff operations, combined arms operations, fire support planning and integration, battery certification programs, unit administration processes, troop leading procedures, risk management, fire control, gunnery and mission command system integration.

e. Majors. There are two primary objectives for this phase of an officer's career; contribute experience and expertise to the organizations to which the officer is assigned, and broaden their knowledge and skills pertaining to Army and joint operations. Field Artillery majors are expected to be technically, tactically, and procedurally proficient in all aspects of fire support coordination and integration, Field Artillery gunnery, and risk management. Majors should expect to be assigned as a battalion S3, battalion XO, brigade FSO or a combination of these duty positions.

(1) Education.

(a) Major are required to attend ILE. ILE develops leaders who train and fight at the tactical and operational levels of war. Upon graduation from ILE, majors are prepared to assume duties as field grade staff officers. Field Artillery officers attend ILE as soon as possible IAW board results. Majors not selected for resident ILE should enroll in distance learning ILE.

(b) Other School Opportunities. Majors have many other specialty schools that they may attend. One example is the highly competitive Advanced Military Studies Program (AMSP). The AMSP is a graduate-level education program of the School of Advanced Military Studies (SAMS). The AMSP prepares officers to serve in the most challenging planning jobs in the Army and Joint community. Graduates of the AMSP are required to serve a 12-24 month utilization tour in a position coded for a SAMS planner.

(2) Assignments. Field Artillery majors serve in a variety of KD, developmental and broadening positions. As field grade officers, they apply mission command at the operational level to accomplish the

mission of their commanders. They are team builders, leaders, trainers, and sustainers. They are stewards of the Army profession and the Army's resources.

(a) KD assignments. The goal of the Field Artillery branch is to provide majors the opportunity to serve 24 months in KD positions. KD assignments for majors include Battalion S3, Battalion XO, Brigade FSO, Field Artillery Brigade S3, and DIVARTY S3. A major must spend 12 months in one or more KD positions to be considered branch qualified. While 12 months is the minimum standard, a Field Artillery major will normally serve 24 months in KD assignments. In order to ensure the most qualified officers are assigned to the most demanding positions commanders should assign officers with experience as a Battalion S3 or XO to the positions of Brigade FSO and DIVARTY/FA Brigade/BCT S3/XO. Broad and diverse experiences obtained by serving in multiple field grade positions provides the best professional growth for majors. Strong performance in KD positions is the clearest indicator of potential to serve as a Battalion Commander.

(b) Developmental assignments. Upon completion of ILE, field artillery majors have numerous developmental assignment opportunities. Developmental assignments enable majors to develop knowledge and skills to succeed in a branch qualifying assignment. Some of the noteworthy developmental assignments follow:

- (1) BCD assistant operations officer
- (2) Staff Officer, division/corps
- (3) Staff Officer, ASCC

(c) Broadening assignments. After completion of key developmental assignments, majors become available for broadening assignments across the Army and joint forces. Where possible, individual officers, in coordination with HRC, should seek assignments that coincide with their career objectives and goals. A few of the more noteworthy post-KD assignments are service on the joint or Army staff, CTC Observer Trainer, and in special operations formations. These assignments are nominative. Some of the broadening assignment available to majors follow:

- (1) Asymmetric Warfare Group
- (2) CTC Observer/Trainer (nominative)
- (3) Doctrine/Training Developer
- (4) Instructor Positions, branch and service schools
- (5) Joint or Army Staff Positions (nominative)
- (6) Mission Command Training Program (MCTP) Observer/Trainer
- (7) Ranger or SF FSO (nominative)
- (8) ROTC/USMA Faculty

(3) Self-development. Majors should continue self-development and lifelong learning efforts to become experts in all aspects of fire support coordination to include joint and multinational operations.

Self-development should include correspondence courses, civilian education, and institutional training. Officers should devote time to a professional reading program to broaden their perspectives.

(4) Desired experience. Field Artillery majors should be branch qualified via successful performance in their respective KD assignments. Officers at this grade must have served in key developmental positions of the previous ranks and in various developmental and broadening assignments. Majors must be technically, tactically and procedurally proficient in all aspects of Field Artillery gunnery, fire support coordination and integration and risk management. Majors must demonstrate proficiency in unified land operations. To the greatest extent possible. Field Artillery majors should seek assignments and schooling providing unique joint perspectives and experiences.

f. Lieutenant colonels. The professional objective for this phase of an officer's career is twofold. First, they must demonstrate excellence in tactical skills and technical proficiency, risk management and master the art of warfare. Secondly, they are called on to lead, train, motivate and care for Soldiers in both command and staff environments. Field Artillery lieutenant colonels are leaders in the branch, Army and Joint communities. They plan and integrate fires in support of unified land operations and are leaders who serve in Joint and Combined commands.

(1) Education. Lieutenant colonels do not have a PME requirement. Lieutenant colonels selected for command will complete one or more pre-command courses and may be selected to attend a Senior Service College (SSC). After command, officers selected for joint assignments must complete JPME training.

(2) Assignments. Lieutenant colonels can expect to serve in a wide variety of professionally challenging and personally rewarding assignments in the operating and generating forces. Officers at this rank have opportunities to serve in command and staff positions across the Army and joint forces. In addition to the various command and staff opportunities, lieutenant colonels have numerous tactical, scholastic and institutional broadening opportunities.

(a) KD assignments. The highly selective KD assignment for officers at this rank is Battalion command. Field Artillery lieutenant colonels selected for CSL command may be assigned to commands in the following categories:

- (1) Asymmetrical Strategic Support
- (2) Branch Immaterial Installation
- (3) Branch Immaterial Operations
- (4) Branch Immaterial Recruiting and Training
- (5) Branch Immaterial Strategic Support
- (6) Combat Arms Installation
- (7) Combat Arms Training
- (8) Field Artillery Operations
- (9) Field Artillery Training



(b) Developmental assignments. There are many non-command assignments for Field Artillery lieutenant colonels. These developmental positions provide invaluable experience and exposure that contribute to the continued expansion of fundamental knowledge and skills to leverage in future assignments. Some of the developmental assignments available to lieutenant colonels are:

- (1) Army Air and Missile Defense Command Staff Officer
- (2) BCD plans officer
- (3) DIVARTY/FA Brigade/BCD DCO
- (4) BCT XO
- (5) DFSCoord
- (6) Joint or Army Staff Positions (former Battalion commanders)
- (7) NATO staff, combatant command staff (former Battalion commanders)

(c) Broadening assignments. Lieutenant colonels have many broadening opportunities in addition to the many KD and developmental assignments. Lieutenant colonels in coordination with HRC, should seek assignments that coincide with their career objectives and goals. Some of the broadening assignments available to lieutenant colonels are:

- (1) Asymmetric Warfare Group Defense
- (2) Cross component service team chief/commander
- (3) Fires assignments in TRADOC
- (4) Senior fire support OC at one of the CTCs (JMRC, JRTC, NTC) (former Battalion commanders)
- (5) Service branch school staff and instructors
- (6) ROTC/USMA Faculty
- (7) Special Operations fire support officer

Note: Former battalion commanders (FBC's) will be assigned to specific billets for FBC's. All FBC assignments are individually approved by the Field Artillery Commandant, in consultation with the Commanding General, Fires Center of Excellence.

(3) Self-development. Self-development should be focused on mastering mentoring and managerial skills, continuing development of warfighting and fire support skills, and growing capabilities to serve as strategic leaders for the Army and joint forces.

(4) Desired experience. Lieutenant colonels should have a broad array of knowledge, skills and experience gained thru assignments in command, staff, joint, and broadening opportunities. Officers at this grade must have served in key developmental positions of the previous ranks. They are expected to be multi-faceted leaders, strategic and creative thinkers, builders of leaders and teams, and competent war fighters. Their technical and tactical skills and knowledge of combined arms and joint operations

enable tremendous opportunity for assignment and contribution throughout the Army and joint communities.

g. Colonels. The professional objective for this phase of an officer's career is the employment of the leadership, managerial and executive talents developed throughout the officer's career. Colonels are expected to be multi-skilled leaders, strategic and creative thinkers, builders of leaders and teams, and competent warfighters. Field Artillery colonels contribute to the Army by serving in crucial assignments in command and senior staff positions. The critical task during this phase is to fully develop the broad skills and competencies required of an agile and adaptive leader, while maintaining branch competency (warfighting skills).

(1) Education. While colonels do not have a military education requirement, most will be selected for SSC attendance. Selection for resident SSC attendance is a highly competitive process and not all officers selected for promotion to colonel will attend a resident course. Officers selected for CSL commands must complete SSC. Those not SSC-selected should enroll in a nonresident SSC Course. Officers selected for command will attend one or more pre-command courses.

(2) Assignments. Colonels serve in a wide variety of leadership positions across the Army. There are multiple options for KD assignment completion at this rank in addition to numerous developmental and broadening opportunities. Colonels will encounter a variety of assignments where their fire support operational and strategic experience will enable success.

(a) KD assignments. The highly selective KD assignment for officers at this rank is brigade, DIVARTY, or other O6 equivalent CSL commands. Field Artillery colonels selected for CSL commands may be slated to command in the following categories:

- (1) Branch Immaterial Installation
- (2) Branch Immaterial Recruiting and Training
- (3) Branch Immaterial Strategic Support
- (4) Combat Arms Installation
- (5) Combat Arms Maneuver Operations
- (6) Combat Arms Maneuver Training
- (7) Combat Arms Strategic Support
- (8) Combat Arms Training
- (9) Field Artillery/Air Defense Artillery Strategic Support
- (10) Field Artillery Operations
- (11) Field Artillery Training

(b) Developmental assignments. Developmental assignments for officers at this rank provide opportunities to impart knowledge and skills at echelons above brigade assisting commanders and staffs

in the execution of a broad array of strategic war-fighting functions. Some of the developmental assignments for colonels follow.

- (1) Division, Corps, or ASCC chief of fires
- (2) Division, Corps or ASCC chief of staff
- (3) Corps or ASCC assistant chief of staff, deputy chief of staff, G-3/5/7, or staff officer

(c) Broadening assignments. Colonel broadening opportunities provide officers with options to strategically shape and influence material development, training and operations, organizational design, and broader Army and joint staff operations. Some of the broadening assignments available for colonels follows:

- (1) Army Targeting Center Director
- (2) Assistant Commandant of the Field Artillery School
- (3) CTC operations group commander/chief of staff
- (4) Department Director, U.S. Army Fires Center of Excellence
- (5) HQDA or joint staff
- (6) TRADOC capabilities manager
- (7) Field Artillery Training
- (8) XO to a general officer
- (9) ROTC/USMA Faculty
- (10) MCTP commander or chief of operations groups

(3) Self-development. Field Artillery colonels continue their career learning efforts by maintaining their branch skills and currency on all issues that affect the Soldiers and units that they command. They must continue to develop themselves in the strategic skills of governance, statesmanship and diplomacy.

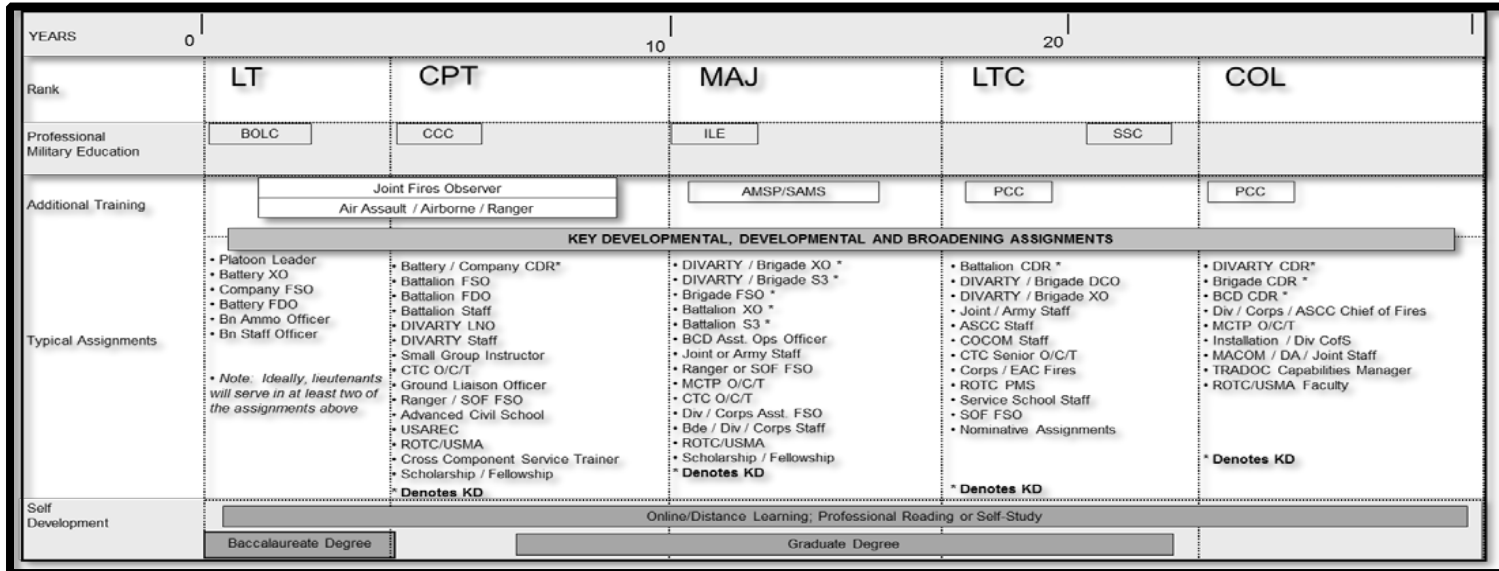
(4) Desired experience. Field Artillery colonels are expected to be strategic and creative thinkers; builders of leaders and teams; competent war fighters and fire supporters; skilled in governance, statesmanship, and diplomacy. They influence policy within the Army and the Department of Defense.

#### **4. Assignment preferences**

The goal of the Field Artillery branch is to grow a Field Artillery expert who is technically and tactically prepared to lead Soldiers and command units in combat. Assignments in joint and combined Army organizations will develop the officer's overall ability to achieve that goal. Assignments are based on Army requirements, the officer's professional development needs and the officer's preferences. Field Artillery officers are prepared to assume roles as operational and strategic leaders in our Army and joint forces, because of the quantity and variety of joint and combined assignments that Field Artillery officers fulfill.

## 5. Duration of critical officer life-cycle assignments

The Field Artillery officer will serve in several KD, developmental and broadening positions to develop a joint and expeditionary mindset, tactical and technical expertise in combined arms warfare, and a firm grounding in Field Artillery operations. There is no substitute for service in key leadership positions. The Field Artillery officer professional development model exists to enable the best possible decisions for the development of each officer. The goal of the Field Artillery officer professional development model



is to provide the Field Artillery officer a series of leadership and staff positions to round out their knowledge to achieve success in positions of leadership at successively higher levels. The professional development model is designed to prepare the greatest population of officers to excel in platoon leadership, battery command, S3/XO/FSO assignments, battalion, brigade and DIVARTY level command, in planning coordinating and integrating fire support for our maneuver counterparts at every echelon. Figure 1 shows how PME, key developmental, developmental, broadening assignments and self-development fit together to support the Field Artillery branch goal of growing agile and adaptive leaders.

**Figure 1. AA Field Artillery Officer Development Model**

## 6. Key officer life-cycle initiatives

a. Structure. The majority of assignment opportunities in the operating force will reside within infantry, Stryker, armored BCT's, DIVARTY or Field Artillery brigades. As an officer progresses in rank there are greater opportunities to serve in the generating force.

b. Acquire. The Field Artillery branch will identify and actively pursue the most talented cadets to become Field Artillery officers. Accessions are based on the needs of the Army and the officer's preference. Officers will continue to be accessed through USMA, ROTC, and OCS. The branch will also

remain a recipient of branch detail officers from other branches. Branch detailed officer's return to their commissioning branch upon their selection to captain and assignment to their branch transition course.

c. Distribute. The assignment process supports the Field Artillery officer professional development model. Specifically, the model is designed to ensure that all officers have the broadest exposure to the variety of systems, tactics, techniques and procedures that exist within the branch. This broadened exposure enables the greatest opportunity to develop a branch of highly skilled joint fires experts. Field Artillery officer assignment patterns will vary according to Army requirements, unit timelines, individual officer development requirements, and individual officer preferences.

d. Deploy. The purpose of the U.S. Army is to fight and win our Nation's wars. All Field Artillery officers must remain fully deployable in support of ULO.

e. Sustain. Field Artillery technical and tactical skills are maintained through institutional training, assignments in warfighting units, and self-development.

(1) Promotion. Field Artillery officers compete for promotion within the operations functional category and are selected for promotion based on recognized performance and identified potential.

(2) Command. Lieutenant colonel and colonel-level commanders will be selected through a centralized selection board process. Field Artillery officers are competitive in all command categories.

(3) Develop. Field Artillery officers are expected to be experts in the employment of all joint Fires. To achieve this, officer development will occur across the spectrum of progressive assignments in operational and generating forces, specific PME, integrated leader and peer development (including the MSAF tool), and self-development. In order to lead in a rapidly changing global environment, Field Artillery officers must engage in a continuum of cultural and foreign-language training that spans the duration of their careers.

## **7. Warrant Officer Development**

a. Unique knowledge and skills of a Field Artillery warrant officer. The Field Artillery warrant officer provides assistance and advice to the commander and staff on all matters relative to targeting, including the employment of Field Artillery target acquisition assets, fire support assets, and Advanced Target Development. The Field Artillery warrant officer plays a vital role in the Fires Mission Command automated systems integration at all echelons. They serve as target acquisition platoon leaders, counterfire officers, Field Artillery intelligence officers, and targeting officers. Their responsibilities include integrating fire support from battalion through joint force headquarters levels.

b. Unique attributes of Field Artillery warrant officers. Field Artillery warrant officers must possess the same attributes of a FA Officer as well as a high degree of technical and tactical knowledge of targeting process, sensors, Fires Mission Command automated systems, delivery assets and their employment. They originate from Field Artillery enlisted MOSs (CMF 13) as well as selected Maneuver MOSs (11B/C and 19D) who carry forward the competencies learned while serving in their respective fields. Continuous education, training, experience and self-development enhance the Field Artillery warrant officer's technical expertise.

c. Roles and functions. Field Artillery warrant officers provide many of the same functions as the Field Artillery officer except command of tactical units. Field Artillery warrant officers perform the following functions/tasks:

- (1) Lead Field Artillery target acquisition platoons.
- (2) Assist in managing Field Artillery target acquisition and employment of all collection assets at the Field Artillery battalion, BCT/FAB/DIVARTY, division, and corps level.
- (3) Provide technical and tactical expertise in the coordination of the targeting process in combined arms or joint operations at all levels.
- (4) Manage unit precision fires program.
- (5) Provide technical and tactical expertise in target coordinate mensuration, weaponeering, and collateral damage estimation (CDE) methodologies to enable advance target development.
- (6) Teach targeting and target acquisition asset employment at service schools and combat training centers (CTCs).

d. Warrant officer one development.

(1) Education.

(a) Upon selection to become a warrant officer, all candidates will complete Warrant Officer Candidate School (WOCS). Phase I of WOCS is a distance learning (DL) course. There is one Phase I DL class scheduled, covering the entire training year. Once enrolled in ATRRS for Course 911-09W (DL), warrant officers may access the training at <https://blackboard3.leavenworth.army.mil> by logging in with their Army Knowledge Online (AKO) username and password. Phase II is a 5 week resident course at Fort Rucker, AL. Upon graduation from WOCS and appointment to WO1, each officer will attend 30 weeks of WOBC at Fort Sill, OK. National Guard warrant officers have the option to attend a two-phased WOBC. The first phase is 14 weeks of target acquisition training followed by 16 weeks of targeting training. These two phases must be completed within 3 years of warrant officer service.

(b) The purpose of the FA WOBC is to certify warrant officers as technically and tactically competent officers able to serve in the Field Artillery. WOBC is the first major test a newly appointed FA warrant officer must pass to continue serving in the Army as a FA warrant officer. Warrant officers in WOBC will be qualified to conduct weaponeering, and CDE procedures while certifying to conduct target mensuration only (TMO).

(2) Assignments. After WOBC, WO1s are assigned in CW2 positions.

(3) Self-development. Self-development during this phase should focus on the integration of target acquisition assets, sensor management, organizational maintenance, leadership skills and civilian education.

(4) Desired experience. Tactical and technical competence in Field Artillery systems, information collection assets, and the targeting methodology.

e. Chief warrant officer two development.

(1) Education. CW2s will attend assignment oriented training to increase their knowledge in joint targeting or a special skill area such as advanced target development and Fires MC systems integration. It is highly recommended that CW2s attend WOAC once they have reached 3 years' time in grade (TIG) and prior to their 1 year TIG as CW3. This 12 week technical/institutional course will greatly enhance their skills and effectiveness as targeting officers and Field Artillery intelligence officers in the brigade division/corps positions. Completion of an associate's degree is a recommended goal prior to becoming eligible for promotion to CW3.

(2) Assignments. CW2s are normally assigned as a battalion, brigade, division or corps targeting officers and field artillery intelligence officers. As such, they are required to have a top secret security clearance. This experience will allow many CW2s to utilize and stay current on their joint, interagency, intergovernmental and multinational competencies. CW2s will serve in Field Artillery brigades or DIVARTY as counterfire officers and targeting officers. CW2s will serve in combat aviation brigades (CABs). Select warrant officers in the grade of CW2 can also expect to receive assignments that broaden their skills and may serve in a generating force capacity such as the following:

- (a) National Guard observer/coach/trainer
- (b) Assignments within Cyber
- (c) Assignments within special operations

(3) Self-development. CW2s should attend functional courses that enhance their ability to perform assigned duties at the current organization. (Note: Paragraph (i) of this section shows a list of recommended assignment oriented training.

(4) Desired experience. As a CW2, the focus is acquiring and refining the technical and tactical knowledge to effectively enable targeting efforts, contribute to systems integration and facilitate counterfire operations. CW2s should acquire the knowledge, skills and certification to perform advance target development.

f. Chief warrant officer three development.

(1) Education. The Warrant Officer Advance Course (WOAC) is a 12 week course focused on advanced technical training and common leader development subjects designed to prepare officers for assignment in senior targeting positions. The resident course consists of advanced technical and operational/strategic training in the targeting process at the division, corps, Joint Task Force or ASCC. WOAC should be completed prior to reaching 1 year time in grade as a CW3. Warrant Officer Intermediate Level Education (WOILE), should be completed prior to consideration for CW4. Completion of a baccalaureate degree is a recommended goal prior to becoming eligible for promotion to CW4.

(2) Assignments. CW3s will be assigned as BCT, FAB and DIVARTY targeting officers, division/corps Field Artillery intelligence officers and targeting officers. Select warrant officers in the grade of CW3 can also expect to receive assignments that broaden their skills and may serve in the following:

- (a) CTC observer/coach/trainer
- (b) Service school instructors
- (c) Combat developers

- (d) Training/doctrine developers
- (e) Assignments within Cyber
- (f) Assignments within Special Operations

(3) Self-development. Assignment oriented training will be focused towards future positions that enhance the officer's duty performance.

(4) Desired experience. CW3s will have served as a BDE/FAB/DIVARTY targeting officer prior to serving as a division or corps targeting officer and/or Field Artillery intelligence officer.

g. Chief warrant officer four development

(1) Education. The Warrant Officer Intermediate Level Education (WOILE), is a 5 week professional development course taught at the Warrant Officer Career College, Fort Rucker, AL. The course is facilitated in two phases-Phase I DL and Phase II: resident course. WOILE should be completed prior to reaching 1 year time in grade as a CW4.

(2) Assignments. CW4s will serve as Field Artillery Intelligence Officers (FAIO) and targeting officers in positions at division, corps, and higher echelons or in generating force organizations. Select CW4s can also expect to receive assignments consistent with the needs of the Army, such as the following:

- (a) Targeting officer in the Defense Threat Reduction Agency
- (b) Battel Coordination Detachment targeting officer
- (c) Service school instructor
- (d) Combat developer
- (e) Training/doctrine developer
- (f) CTC observer/coach/trainer
- (g) Program manager
- (h) Assignments in Cyber
- (i) Assignment officer
- (j) Proponent warrant officer

(3) Self-development. Assignment oriented training will be focused towards future positions that enhance the officer's duty performance. CW4s should devote time to obtaining a graduate-level degree. CW4s should attend Warrant Officer Senior Service Education (WOSSE) prior to consideration for CW5.

(4) Desired experience. CW4s should have targeting experience at the BDE and division prior to being assigned to a BCD, Corps or ASCC.

h. Chief warrant officer five development

(1) Education. WOSSE is a 4 week professional development course attended by the Army's most senior warrant officers taught by the WOCC at Fort Rucker, AL. The course is executed in two phases



Phase I; DL, and Phase II; resident course. WOSSE can be attended after 1 year time in grade to CW4 and should be completed by 1 year time in grade as a CW5.

(2) Assignments. CW5s will serve as targeting officers in positions at corps and higher echelons or in force generating organizations. Select CW5s can also expect to receive assignments consistent with the needs of the Army, such as the following:

- (a) Warrant Officer Instruction Branch Course Manager
- (b) U.S. Army Nuclear and Chemical Command instructor and doctrine developer
- (c) Chief warrant officer of the Field Artillery Branch (CWOB)
- (d) Command Chief Warrant Officer (CCWO)
- (e) Army Multi-Domain Targeting Center Senior Warrant Officer
- (f) Senior Service School Instructor

(3) Self-development. CW5s should continue self-development efforts to master expertise in all aspects of targeting to include joint and combined operations.

(4) Desired experience. CW5s should have targeting experience at all levels and have maintained master proficiency throughout their careers.

i. Assignment oriented training. All FA warrant officers need to continue to seek assignment oriented training to maintain expertise in all aspects of joint fires and special skill areas. Assignment oriented training includes the following courses:

- (1) Joint Targeting School: Oceana, VA
- (2) Joint Air Operations Command & Control Course: Hurlburt, FL
- (3) Joint Information Operations Planning Course: Norfolk, VA
- (4) Joint Firepower Course: Nellis Air Force Base, NV
- (5) Target Mensuration Only: Fort Sill, OK
- (6) Collateral Damage Estimation: Fort Sill, OK
- (7) Weaponeering: Fort Sill, OK
- (8) Joint Fires and Effects Course: Fort Sill, OK
- (9) Digital Intel System Master Gunner Course: Fort Bragg, NC
- (10) ADAM/BAE Air Ground Operations Course: Fort Sill, OK
- (11) Space Cadre Course: Peterson AFB, CO
- (12) Special Operations Military Deception Planners Course: Fort Bragg, NC
- (13) Special Technical Operations Planner Course: Fort Sill, OK

Warrant officer Figure 11-2 AA Field Artillery Development Model

YEARS	0	2	7	12	17
Rank	WO1	CW2	CW3	CW4	CW5
Professional Military Education	WOBC		WOAC	WOILE	WOSSE
Additional Training	Assignment Oriented Training: Air Assault, Airborne, Ranger, JFC, JTS, JOFEC, JAOC2C, JIOPC, MILDEC, STO Planner, Space Cadre Course, DISMIG-C, ADAM/BAE Air-Ground Operations Course, Army Basic Instructor Course, Small Group Instructor Training Course..				
Typical Assignments	<b>DEVELOPMENTAL &amp; UTILIZATION ASSIGNMENTS</b>				
	<p><b>FABN</b></p> <ul style="list-style-type: none"> <li>• Target Acquisition Platoon Leader</li> <li>• BN Targeting Officer</li> </ul> <p><b>FAB/DIVARTY</b></p> <ul style="list-style-type: none"> <li>• Targeting Officer</li> <li>• CFO</li> <li>• Assistant CFO</li> <li>• Target Acquisition Platoon Leader</li> </ul> <p><b>BCT</b></p> <ul style="list-style-type: none"> <li>• Field Artillery Intelligence Officer</li> </ul> <p><b>DIV/Corps</b></p> <ul style="list-style-type: none"> <li>• Targeting Officer</li> </ul>	<ul style="list-style-type: none"> <li>• BCT Targeting Officer</li> <li>• FAB/DIVARTY TO</li> <li>• Division/Corps TO/FAIO</li> </ul>	<ul style="list-style-type: none"> <li>• Division TO/FAIO</li> <li>• Corps TO/FAIO</li> <li>• CCMD Staff</li> <li>• Joint/Combined Staff</li> <li>• ASCC Staff</li> <li>• BCD TO</li> </ul>	<ul style="list-style-type: none"> <li>• Corps TO/FAIO</li> <li>• Joint/Combined Staff</li> <li>• ASCC Staff</li> </ul>	
Self Development	Maintain proficiency in Core Competencies to include Fire Support, Targeting, Counterfire Operations, MC Systems Integration, and Advanced Target Development				
	Associate Degree		Baccalaureate Degree		Graduate Degree

Figure 11-2. AA Field Artillery warrant officer Development Model