

# Military Intelligence Branch

## 1. Introduction

a. *Purpose.* The purpose of intelligence is to support commanders and staffs in gaining situational understanding of threats, terrain, weather, and civil considerations. Intelligence is both a process and a function that enables the Army to conduct unified land operations. Intelligence is the product resulting from the collection, processing, integration, evaluation, analysis, and interpretation of available information concerning the operational environment, foreign nations, and enemy/hostile forces. Intelligence is inherently joint, interagency, intergovernmental, and multinational (JIIM) and leverages the intelligence community. The Army focuses its intelligence effort through the intelligence warfighting function. The intelligence warfighting function systematically answers requirements to support unified land operations. This effort provides information and intelligence to all of the warfighting functions and directly supports the exercise of mission command throughout the conduct of operations.

b. *Proponent information.* The CG, U.S. Army Intelligence Center of Excellence (Chief of the Military Intelligence Corps) is the proponent for Branch 35 including all Intelligence Areas of Concentration and Strategic Intelligence Functional Area. The Office of the Chief, Military Intelligence is the personnel proponent office for Branch 35.

c. *Functions.* Military Intelligence officers must ensure that the intelligence warfighting function operates effectively and efficiently. They must understand how the operational variables of politics, military, economic, social, information, infrastructure, physical environment and time (PMESII-PT), impact the commander's operational environment.

(1) Military Intelligence officers must know, understand, and be able to operate within the Intelligence Enterprise and complementary intelligence capabilities.

(a) Intelligence disciplines.

1. Counterintelligence.
2. Geospatial Intelligence (GEOINT).
3. Human Intelligence (HUMINT).
4. Measurement and Signature Intelligence (MASINT).
5. Open-source Intelligence (OSINT).
6. Signals Intelligence (SIGINT).
7. Technical Intelligence (TECHINT).

(b) The following complementary intelligence capabilities are specific to the unit and circumstances at each echelon:

1. Biometrics-enabled intelligence (BEI).
2. Cyber-enabled intelligence.
3. Document and media exploitation (DOMEX).
4. Forensic-enabled intelligence (FEI).

(2) Military Intelligence officers integrate intelligence and information from all relevant sources to analyze situations or conditions that impact operations. Intelligence work requires the ability to interpret patterns associated with complex situations, as well as the ability to synthesize and interpret such activities. Analytical proficiency requires an understanding of the tactical concepts of both friendly and threat

operations. These officers must be able to clearly articulate findings in both written and oral assessments.

## **2. Unique knowledge and skills of a Military Intelligence officer**

The intelligence core competencies are the most basic activities and tasks the Army uses to describe and drive the Intelligence warfighting function and leverage the Intelligence Enterprise. The core competencies are intelligence synchronization, intelligence operations, and intelligence analysis. These competencies are taught at varying levels throughout the Military Intelligence educational system and are applicable to all Military Intelligence officers, regardless of Area of Concentration (AOC) or Functional Area.

a. Intelligence synchronization is the “art” of integrating information collection and intelligence analysis with operations to effectively and efficiently support decision-making (ADRP 2–0). This core competency ensures the Intelligence warfighting function supports mission command. Intelligence synchronization balances time with collection, production, required accuracy, and specificity to meet the commander’s and other requirements.

b. Intelligence operations are the tasks undertaken by Military Intelligence units and Soldiers to obtain information to satisfy validated requirements (ADRP 2–0). Intelligence operations are one of the four primary means for information collection. The other three are reconnaissance, surveillance, and security operations.

c. Intelligence analysis is the process by which collected information is evaluated and integrated with existing information to facilitate intelligence production (ADRP 2–0). The purpose of intelligence analysis is to describe the operational environment and to assess threats, terrain, weather, and civil considerations. Intelligence analysis is continuous, complements intelligence synchronization, and enables operations. Military Intelligence officers use critical and creative thinking to conduct intelligence analysis and produce timely, predictive intelligence. Examples of Military Intelligence officer characteristics needed to conduct successful analysis include:

(1) Critical thinking: Critical thinking is essential to analysis. Using critical thinking, which is disciplined and self-reflective, provides more holistic, logical, and unbiased analysis and conclusions. Applying critical thinking ensures analysts fully account for the elements of thought, the standards of thought, and the traits of a critical thinker.

(2) Embracing ambiguity: Well-trained analysts are critical due to the nature of changing threats and operational environments. They must embrace ambiguity, recognize, and mitigate their own or others’ biases, challenge their assumptions, and continually learn during analysis.

(3) Collaboration: Commanders, intelligence and other staffs, and intelligence analysts collaborate. They actively share and question information, perceptions, and ideas to better understand situations and produce intelligence. Collaboration is essential to analysis because it ensures analysts work together to effectively and efficiently achieve a common goal.

## **3. Military Intelligence officer development**

a. Military Intelligence officer development areas of concentration. All Military Intelligence officers begin their career as 35D (All-Source Intelligence Officer) and may acquire AOC additional training as needed. Military Intelligence officers that acquire an additional AOC may have the opportunity to leverage these skills in future assignments; however, Military Intelligence officers must continue to successfully serve in

the Key Developmental (KD) assignments for each grade.

(1) *All-Source Intelligence Officer (AOC 35D)*. All Military Intelligence officers receive initial and advanced training as 35D. Duties include directing, supervising, and coordinating the planning, collection, processing, production, and dissemination of all-source intelligence at all echelons, to include Joint, Interagency, Intergovernmental, and Multinational (JIIM). They are well versed in the Army intelligence process that consists of four steps (plan, direct, collect, produce and disseminate) and two continuing activities (analyze and assess). 35D officers use the intelligence process to provide intelligence support to mission command and to enhance the commander's situational understanding.

(2) *Counterintelligence officer (35E)*. Duties include planning, directing, managing, coordinating, and participating in the collection, production, and dissemination of counterintelligence information and conducting counterintelligence investigations and operations at all echelons. Provide counterintelligence input and assistance to force protection planning and execution by limiting the effectiveness of foreign multidiscipline collection directed against Army operations, activities, technology, and personnel at all echelons, to include JIIM.

(3) *Human Intelligence (HUMINT) officer (35F)*. Duties include planning, directing, managing, coordinating, and participating in the collection, production, and dissemination of human intelligence derived from interrogation and military source operations (MSO). Duties include source deconfliction and operational management team (OMT) interoperability.

(4) *Signals Intelligence (SIGINT) officer (35G)*. Duties include planning, directing, executing, supervising and coordinating the collection, analysis, production and dissemination of SIGINT, in support of commanders at all echelons.

(5) *All-Source Intelligence Aviator (15C35)*. These officers are branched as Aviation officers but carry 35 as a Functional Area (FA). As aviators, they command platoons, companies, and battalions employing Special Electronic Mission Aircraft in support of tactical, operational, and strategic intelligence missions. They may perform duties as the Aviation battalion and brigade S2. They may also perform in Military Intelligence coded positions. As staff officers in Military Intelligence Aviation units, they plan for, direct, and control Special Electronic Mission Aircraft units to accomplish assigned intelligence missions. These officers also direct and control the training, safety, administration, communication, supply, maintenance, transportation, and force protection activities of Special Electronic Mission Aircraft units.

*b. Lieutenant development.*

(1) Education. Successful completion of the Military Intelligence Basic Officer Leader Course (BOLC) at the U.S. Army Intelligence Center of Excellence at Fort Huachuca, AZ.

(2) Assignment. After completing the Military Intelligence BOLC, Military Intelligence lieutenants will likely be assigned to serve with Soldiers in leadership developmental positions such as platoon leader, XO, or in other assignments such as assistant S2, combat support battalion S2, assistant brigade S2 or staff officer in a Military Intelligence battalion. Military Intelligence lieutenants most commonly serve as intelligence officers at echelons corps and below.

(3) Self-development. Lieutenants should take every opportunity to broaden their knowledge of all aspects of military intelligence through studying doctrine, professional readings, and personal research into intelligence related topics.

(4) Desired experience. Lieutenants should strive to acquire, reinforce, and hone troop-leading, technical, tactical, logistics, and administrative skills. Inculcation of the Warrior Ethos and Army Values is essential in the development of young Military Intelligence lieutenants. Prior to promotion for captain, the officer must possess an in-depth knowledge of combined arms and intelligence operations gained through on-the-job-training experience.

(5) The Military Intelligence Branch Detail Program is an important part of the Military Intelligence officer accession process. This critical program assigns newly commissioned officers to branches with large lieutenant requirements. It exposes a large number of operations support officers to operations branches. Upon selection to promotion to captain, these officers become Military Intelligence officers and are scheduled for the Military Intelligence Officer Transition Course (OTC) prior to attending the Military Intelligence Captains Career Course (CCC). After completing both courses, detailed officers are developed in the same manner as their non-detailed Military Intelligence counterparts.

*c. Captain development.*

(1) Education. Successful completion of the Military Intelligence CCC.

(2) Key Developmental (KD) assignments. The following are KD assignments for Military Intelligence captains:

- (a) Battalion S2.
- (b) Company/ SFAB Company/Detachment Commander.
- (c) G2 Targeting Officer.
- (d) Brigade/Brigade Combat Team/SFAB/Regiment/Special Forces Group Assistant S2

(3) Self-development. Military Intelligence captains should take every opportunity to broaden their knowledge of all aspects of the Army and military intelligence through studying doctrine, professional readings and personal research into intelligence related topics.

(4) Desired experience. Branch-specific assignments will provide captains with exposure to the Army and in some cases, to JIIM organizations. Following successful KD battalion S2 and company/detachment command assignments, Military Intelligence officers should attempt to gain maximum experience by serving in multiple Military Intelligence duty positions.

*d. Major development.*

(1) Education. Successful completion of Intermediate Level Education (ILE)/Joint Professional Military Education (JPME) I level producing course.

(2) Key developmental assignments. The following are KD assignments for Military Intelligence majors:

- (a) Brigade/Brigade Combat Team/SFAB/Regiment/Special Forces Group S2.
- (b) Battalion/Brigade/Special Forces group S3 or XO.
- (c) Analysis and control element (ACE) chief.
- (d) Division or higher collection manager.
- (e) Division or higher G2/J2 planner,
- (f) SMU troop command.

(3) Developmental assignments. Military Intelligence majors should strive to have a broad base of intelligence experience at various echelons. Following their successful KD assignment, Military Intelligence

majors should serve in a balance of division, echelon at or above corps, and joint assignments. Experience at multiple echelons will assist Military Intelligence majors at the next rank.

(4) Self-development. Majors should actively pursue self-development opportunities to fully master all aspects of operations including tactical and JIIM operations. Self-development includes studying doctrine, correspondence courses, civilian education, and institutional training. Military Intelligence majors should consider publication in academic and professional journals, as it will encourage Military Intelligence majors to critically develop their thoughts for a wide and discriminating audience.

*e. Lieutenant Colonel development.*

(1) Education. Military Intelligence lieutenant colonels are encouraged to complete JPME II.

(2) Key developmental assignments. The following are KD assignments for Military Intelligence lieutenant colonels:

- (a) Division G-2.
- (b) Battalion Commander.
- (c) Corps ACE Chief.
- (d) Army staff/JIIM/Joint staff Military Intelligence coded billets.

(3) Developmental assignments. Officers selected for lieutenant colonel and CSL positions must seek assignments within the branch and with JIIM positions that directly contribute to and develop the Army intelligence profession.

(4) Self-development. Military Intelligence lieutenant colonels must actively pursue self-development opportunities to fully master all aspects of operations including continued performance at multiple tactical echelons and JIIM operations.

(5) Desired experience. Military Intelligence lieutenant colonels serve at multiple echelons and types of positions throughout their tenure. Military Intelligence lieutenant colonels should seek the opportunity for joint qualification, intelligence broadening assignments, as well as professional development through progressive assignments.

*f. Colonel development.*

(1) Education. Successful completion of a JPME II certificate through the Senior Service College (SSC), or the successful completion of a JPME II level producing course.

(2) Key developmental assignments. Colonels contribute to the branch by serving in critical assignments to include the following:

- (a) Corps G2.
- (b) Brigade-level command.
- (c) ASCC or ACOM G2.
- (d) J2 (JSOC, Joint Task Force).
- (e) TRADOC Capabilities Manager.
- (f) Army or joint staff Military Intelligence coded billets.

(g) Great Skill key development. Completion of training as listed in DA Pam 614-115 (S) and successful completion of/or assignment in a great skill tour for at least 12 months, is required for qualification at each grade.

#### **4. Military Intelligence officer special skill producing programs**

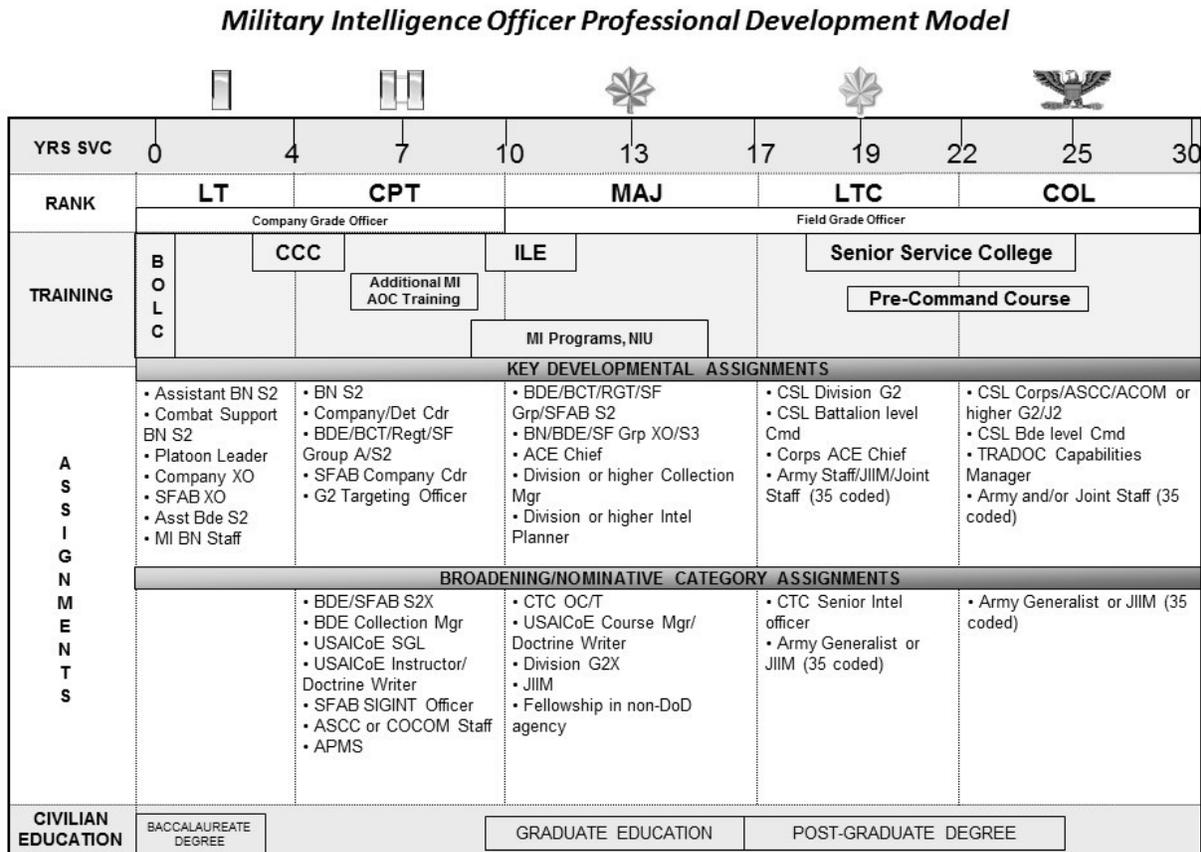
Military Intelligence officers may apply for a number of skill producing programs that award a Skill Identifier (SI). Military Intelligence officers who participate in one of these programs are not eligible for FA designation. As a rule, selected Military Intelligence officers may participate in only one of the following programs:

a. *Army Intelligence Development Program (AIDP)*. Recognizing that the Army had a stake in producing qualified junior officers who understand how to employ national and theater intelligence capabilities and systems to support warfighters at Corps and below level resulted in the AIDP. AIDP includes a 1-year Intelligence, Surveillance, and Reconnaissance (ISR) program (SI 3F), or 2-year Counterintelligence program (SI 3E). The intensive academic program comprises various courses offered throughout the intelligence community writ large. AIDP-ISR trains graduates to lead the division intelligence requirements management process. At program conclusion, graduates master the tasking, collection, processing exploitation, and dissemination process in support of their assigned senior intelligence officer. Selectees PCS to the National Capital Region for the one year program. Once program complete, they complete a 12-24 month utilization assignment and positioned to serve as future ACE chiefs, battalion S3/XOs, brigade S2s, and division collection managers. AIDP-CI develops officer counterintelligence and management skills in preparation of leadership in CI assignments. At program conclusion, graduates experience and learn real-world application of counterintelligence investigations, operations, and collection. Selectees PCS to the National Capital Region, and upon completion of training they complete a 12-24 month utilization assignment and positioned to serve in future leadership roles in essential counterintelligence assignments.

b. *Junior Officer Cryptologic Career Program (JOCCP) (SI 3W)*. JOCCP is a 3-year program conducted at the National Security Agency (NSA) at Fort Meade, MD. Participants serve 6-month operational tours in a variety of NSA work centers and receive over 1,000 hours of formal instruction at the National Cryptologic School. The 3-year program develops an officer's cryptologic and management skills to prepare them for future leadership roles in essential cryptologic assignments. Selectees PCS to Fort Meade, Maryland, and follow-on assignments are to operational priority units throughout the Army.

c. *Master of Science of Strategic Intelligence (MSSI), Master of Science and Technology Intelligence (MSTI)*. MSSI and MSTI are 12-month graduate degree producing programs designed to prepare students for a strategic level of responsibility in the intelligence community and to strengthen the Intelligence Corps. The Master of Science in Strategic Intelligence curriculum prepares students for the complexity of intelligence work in the 21st century. The curriculum focuses on globalization, future-focused intelligence, and intelligence for National Security. The Master of Science and Technology Intelligence curriculum focuses on the strategic nature of intelligence analysis following one of five areas of concentration. The concentration areas are weapons of mass destruction (WMD), information operations and cyber, emerging and disruptive technologies, geostrategic resources and the environment, and foreign denial and deception. Officers selected under this program PCS to the National Capital Region and attend National Intelligence University. Officers will have follow-on assignments to serve in a 35-series utilization tour, varying from tactical to strategic and positioned to serve as brigade S2s, ACE chiefs, and battalion S3/XOs.

**Figure 1. AC Military Intelligence officer development**



**5. Warrant officer development**

a. Unique knowledge and skills of a Military Intelligence warrant officer. Army warrant officers must maintain the level of officer characteristics as identified in paragraph 2.

(1) Military Intelligence warrant officers are leaders and skilled technicians the Army's premier land force technical experts and systems integrators. They are expected to provide expedient solutions to increasingly complex problems. In their unique roles, MI warrant officers must possess the deep knowledge and technical expertise to integrate systems throughout the force. These officers must be able to develop innovative methods to support future requirements. They have branch-unique skills, knowledge, and attributes that require professional development.

(2) Military Intelligence warrant officers must possess expert knowledge and skill in the intelligence warfighting functions' support of mission command. This knowledge includes practical experience in tactics, combined arms operations and the employment of intelligence systems and processes.

(3) Military Intelligence warrant officers sustain knowledge through institutional training, and education, duty in operational assignments, attending MI programs, and continuous self-development. Warrant officers may deploy with their units or as individuals to support joint and unified land operations.

b. Military Intelligence warrant officer military occupational specialties. Military Intelligence warrant officers

are experts who provide technical and tactical expertise and experience as well as invaluable leadership throughout the Military Intelligence community at all levels of command. The following are MOSs for Military Intelligence warrant officers.

(1) All Source Intelligence technicians (350F). All Source Intelligence technicians serve as the experts in charge of intelligence analysis and synchronization at multiple echelons. They are responsible for managing information analysis from all sources and intelligence disciplines into finished analytical products in support of mission command (MC). They advise the commander and staff elements on intelligence planning considerations through analysis and tailored intelligence products while managing functions within the intelligence process, military decision making process (MDMP), and targeting cycle. They integrate use of automation in support of intelligence operations and maintain intelligence databases to support intelligence processes. Their key function is to provide commanders with predictive analysis regarding an enemy's most probable course of action or reaction.

Figure 2. AC Military Intelligence All Source Intelligence Technician career development

## 350F Career Development Map

WO YRS SVC	0	2	7	12	17	30
Rank	WO1	CW2	CW3	CW4	CW5	
	Company Grade Warrant Officer		Field Grade Warrant Officer		Senior Field Grade Warrant Officer	
Institutional Training	WOCC	WOAC	WOILE PH II & III	WOSSE PH II & III		
Functional Training	Air Assault/Airborne/Ranger/Instructor					
	TRAINING/CERTIFICATIONS: MI Training Strategy/ISR Synch Manager/ IO Planner/Army Cyberspace Operations Planner/Network Planner/MLDEC Planner/Requirements Manager Course/Intel Systems Digital Master Gunner/Basic Open Source Intel Course/Special Technical Operations Planner					
	Systems Approach to Training/Army Force Management/Critical Thinking and Structured Analysis/Army Space Cadre Basic Course/How the Army Runs/Capabilities Development Course/Industry Based Broadening					
Self-Development (SD)	MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program			School of Advanced Military Studies		
Assignments	TECHNICAL ASSIGNMENTS					
	DEVELOPMENTAL	OPERATIONAL	STRATEGIC	EXECUTIVE		
	<ul style="list-style-type: none"> <li>• BCT Intel Support Element Chief</li> <li>• Targeting Cell Intelligence Tech</li> <li>• BCT ISR Sync &amp; Collection</li> <li>• Combat Aviation BDE S2 Tech</li> <li>• MIB-T All Source Intel Tech</li> </ul>	<ul style="list-style-type: none"> <li>• DIV/Corps Current Ops/Targeting</li> <li>• MIB-T Fusion Chief</li> <li>• SF Group/Ranger Regt Fusion Chief</li> <li>• E-MIB Current Ops Chief</li> <li>• SFAB All Source Intel Tech</li> <li>• 180<sup>th</sup> SOAR All Source Intel Tech</li> <li>• OSINT Team Chief</li> </ul>	<ul style="list-style-type: none"> <li>• COCOM Branch Chief</li> <li>• ASCC G2 Plans/OPS Tech</li> <li>• Corps/DIV Senior Analyst</li> <li>• Corps/DIV Collection Manager</li> <li>• TSOC Senior Analyst</li> <li>• Cyber Force Intel Fusion Chief</li> </ul>	<ul style="list-style-type: none"> <li>• DAG2 Technical Advisor</li> <li>• ASCC/MACOM Senior Intel Advisor</li> <li>• National Agency Senior Advisor</li> <li>• COL/GO Sr Technical Advisor</li> <li>• FORSCOM G-2 Senior Advisor</li> </ul>		
	BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS					
	<ul style="list-style-type: none"> <li>• Doctrine Writer</li> <li>• CTC/MCTP OC/T</li> <li>• WOCC TAC Officer</li> <li>• WOTB Instructor</li> <li>• CAC Intelligence Technical Advisor</li> <li>• NATO Intelligence Assessments Cell</li> <li>• Defense POW/MIA Accounting Agency</li> <li>• MI BOLIC/MICCC Instructor</li> </ul>	<ul style="list-style-type: none"> <li>• WOTB/35F Course manager</li> <li>• HRC MI Branch</li> <li>• Doctrine/Capabilities Developer</li> <li>• DoD Systems Acquisition</li> <li>• WOCC Instructor</li> <li>• Asymmetric Warfare Group</li> <li>• DIA Analyst</li> <li>• CAC Intel OPS Officer</li> </ul>	<ul style="list-style-type: none"> <li>• Command Chief WO of the Branch</li> <li>• INSCOM Command Chief WO</li> <li>• MIB-T Command Chief Warrant Officer</li> <li>• MI WO Proponent</li> <li>• WOTB Chief</li> <li>• Capabilities Branch Chief</li> <li>• O11A DA/MACOM/WOCC/CAC</li> </ul>			
Academics	ASSOCIATE DEGREE		BACCALAUREATE DEGREE		GRADUATE/ADVANCED DEGREE	

(2) Geospatial Intelligence imagery technicians (350G). Geospatial Intelligence (GEOINT) Imagery technicians direct GEOINT Operations, project GEOINT Requirements in support of Unified Land Operations, direct GEOINT in support of Joint Targeting, and coordinate GEOINT Tasking, Collection, Processing, Exploitation, and Dissemination (TC-PED). They manage GEOINT architecture, serve as the principal advisor to the command and staff on GEOINT operations, training, policies, and procedures, and manage GEOINT support to the MDMP. Their key function is to provide imagery-related evidence in graphic or report format to support the intelligence process.

Figure 3. AC Military Intelligence Geospatial Intelligence Imagery Technician career development

## 350G Career Development Map

WO YRS SVC	0	2	7	12	17	30					
<b>Rank</b>	<b>WO1</b>		<b>CW2</b>		<b>CW3</b>		<b>CW4</b>		<b>CW5</b>		
	Company Grade Warrant Officer			Field Grade Warrant Officer			Senior Field Grade Warrant Officer				
<b>Institutional Training</b>	WOCC	WOAC		WOILE PH II & III		WOSSE PH II & III					
<b>Functional Training</b>	Air Assault/Airborne/Ranger/Instructor			TRAINING/CERTIFICATIONS: MI Training Strategy/ISR Synch Manager/MASINT/Army Cyberspace Operations/Joint Targeting Course/Ariel Intelligence Surveillance Reconnaissance/Requirements Manager Course/GEOINT Payload Operators Course							
	Systems Approach to Training/Army Force Management/MILDEC Planner/Critical Thinking and Structured Analysis/Army Space Cadre Basic Course/Capabilities Development Course/Industry Based Broadening/Joint Target Staff Course										
<b>Self-Development (SD)</b>	MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program					School of Advanced Military Studies					
<b>Assignments</b>	<b>TECHNICAL ASSIGNMENTS</b>										
	<b>DEVELOPMENTAL</b>			<b>OPERATIONAL</b>			<b>STRATEGIC</b>			<b>EXECUTIVE</b>	
	<ul style="list-style-type: none"> <li>• MIB-T GEOINT Tech</li> <li>• AIB GEOINT Mission Manager</li> <li>• 20<sup>th</sup> CEM GEOINT Tech</li> <li>• 10<sup>th</sup> AAMDC GEOINT Tech</li> </ul>			<ul style="list-style-type: none"> <li>• DIV GEOINT Tech</li> <li>• MIB-T GEOINT Section Chief</li> <li>• SF Group/Ranger Regt GEOINT Tech</li> <li>• ARCYBER GEOINT Tech</li> <li>• 160<sup>th</sup> SOAR GEOINT Tech</li> </ul>			<ul style="list-style-type: none"> <li>• COCOM GEOINT Tech</li> <li>• ASCC/Corps GEOINT Tech</li> <li>• ASCC/Corps GEOINT Collection Manager</li> <li>• TSOC GEOINT Advisor</li> <li>• E-MIB GEOINT Tech</li> <li>• MIB-T Senior GEOINT Advisor</li> </ul>			<ul style="list-style-type: none"> <li>• DA G-2 GEOINT Technical Advisor</li> <li>• National Level Senior Advisor</li> <li>• COL/GO Sr Technical Advisor</li> <li>• AGB Senior Technical Advisor</li> <li>• 116<sup>th</sup> Senior GEOINT Advisor</li> </ul>	
<b>BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS</b>											
<ul style="list-style-type: none"> <li>• NGA GEOINT Tech</li> <li>• MCTP GEOINT OC/T</li> <li>• WOTB Instructor</li> <li>• Defense POW/MIA Accounting Agency</li> <li>• WOCC TAC Officer</li> <li>• MI MICCC GEOINT Instructor</li> </ul>			<ul style="list-style-type: none"> <li>• NGA Branch Chief</li> <li>• 35G Course Manager</li> <li>• WOTB Course Manager</li> <li>• HRC MI Branch</li> <li>• WOCC Instructor</li> <li>• GEOINT Doctrine Developer</li> </ul>			<ul style="list-style-type: none"> <li>• Command Chief WO of the Branch</li> <li>• INSCOM Command Chief/WO</li> <li>• MIB-T Command Chief/Warrant Officer</li> <li>• MI Warrant Officer Proponent</li> <li>• WOTB Chief</li> <li>• Capabilities Branch Chief</li> <li>• 011A DA/MACOM/WOCC/CAC</li> </ul>					
<b>Academics</b>	ASSOCIATE DEGREE			BACCALAUREATE DEGREE			GRADUATE/ADVANCED DEGREE				

(3) Counterintelligence technicians (351L). Counterintelligence (CI) technicians direct CI Operations and Investigations as the principal advisor to the command and staff on CI and other intelligence operations, training, policies, and procedures. They manage CI support to the MDMP, integrate analysis and automation ISO CI Operations, and conduct all CI activities IAW applicable laws and policies. They perform duties in support of the Threat Awareness and Reporting Program (TARP) and unit Covering Agent Program (CAP) to provide CI assistance, knowledge, and reporting procedures. They perform evidence custodian duties; direct the CI application process, and conduct CI mission management. Their key function is to protect the force.

Figure 4. AC Military Intelligence Counterintelligence Technician career development

## 351L Career Development Map

WO YRS SVC	0	2	7	12	17	30				
Rank	WO1		CW2		CW3		CW4		CW5	
Institutional Training	WOAC		WOILE PH II & III		WOSSE PH II & III					
Functional Training	Air Assault/Airborne/Ranger/Instructor/Technical Surveillance Countermeasures/Digital Media Collector									
Self-Development (SD)	TRAINING/CERTIFICATIONS: MI Training Strategy/IO Planner/OPSEC Program Manager/Computer Network Planner/Net +/-Sec+/CI Digital Threat Investigator/Intel Systems Digital Master Gunner									
Assignments	Systems Approach to Training/Army Force Management/MLDEC Planner/Surveillance-Detect Course/Critical Thinking and Structured Analysis/Intro to Computer & Networks									
Academics	MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program									
Academics	School of Advanced Military Studies									
TECHNICAL ASSIGNMENTS										
Assignments	DEVELOPMENTAL		OPERATIONAL			STRATEGIC		EXECUTIVE		
<ul style="list-style-type: none"> <li>• CI OPS Management Team</li> <li>• CI Section Tech</li> <li>• 1<sup>st</sup> IO CMD Field Support Team</li> <li>• TSCM Team</li> <li>• CI Investigation Team</li> </ul>			<ul style="list-style-type: none"> <li>• DIV G2X CI Tech</li> <li>• CI Field Office Tech</li> <li>• ARCENT FWD CI Tech</li> <li>• SF Group/Ranger Regiment S2X</li> <li>• E-MIB Operations CI Tech</li> <li>• SFAB CI Tech</li> <li>• 180<sup>th</sup> SOAR CI Tech</li> </ul>			<ul style="list-style-type: none"> <li>• COCOM J2X</li> <li>• ASCC/Corps G2X CICA</li> <li>• INSCOM HQ G2X</li> <li>• ARCYBER G2X</li> <li>• TSOC J2X CI Tech</li> <li>• Field Office Special Agent in Charge</li> </ul>		<ul style="list-style-type: none"> <li>• DA G2 CI Advisor</li> <li>• COL/GO Sr Technical Advisor</li> <li>• ASCC/MACOM Senior Intel Advisor</li> <li>• 650<sup>th</sup> Senior CI Advisor</li> </ul>		
Assignments	BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS									
			<ul style="list-style-type: none"> <li>• Doctrine Writer</li> <li>• NTC OC/T</li> <li>• WOTB Instructor</li> <li>• Shape Detachment CI Tech</li> <li>• WOCC TAC Officer</li> </ul>			<ul style="list-style-type: none"> <li>• White House J2 Security</li> <li>• WOTB Course Manager</li> <li>• HRC MI Branch</li> <li>• Capabilities Developer</li> <li>• WOCC Instructor</li> <li>• Doctrine Developer</li> <li>• CISAC Instructor</li> <li>• SOCOM Policy &amp; Forces Branch</li> </ul>		<ul style="list-style-type: none"> <li>• Command Chief WO of the Branch</li> <li>• INSCOM Command Chief WO</li> <li>• MIB-T Command Chief Warrant Officer</li> <li>• White House Military Office</li> <li>• MI WO Proponent</li> <li>• WOTB Chief</li> <li>• CISAC Course Manager</li> <li>• 011A DA/MACOM/WOCC/CAC</li> </ul>		
Academics	ASSOCIATE DEGREE		BACCALAUREATE DEGREE			GRADUATE/ADVANCED DEGREE				

(4) Human Intelligence collection technicians (351M). Human Intelligence (HUMINT) Collection technicians direct Military Source Operations (MSO), interrogations, screenings, and overt debriefings in English and foreign language. They integrate cultural intelligence and analysis into HUMINT operations. They serve as the principal advisor to the command and staff on HUMINT operations, training, policies, and procedures. They manage HUMINT support to the MDMP, and ensure all HUMINT operations are conducted IAW applicable laws, policies, and treaties. Their key function is to manage the collection of HUMINT information in support of the predictive intelligence process.

**Figure 5. AC Military Intelligence Human Intelligence Collection Technician career development**

## 351M Career Development Map

WO YRS SVC	0	2	7	12	17	30					
<b>Rank</b>	<b>WO1</b>		<b>CW2</b>		<b>CW3</b>		<b>CW4</b>		<b>CW5</b>		
	<small>Company Grade Warrant Officer</small>			<small>Field Grade Warrant Officer</small>			<small>Senior Field Grade Warrant Officer</small>				
<b>Institutional Training</b>	WOCC	WOAC			WOILE PH II & III		WOSSE PH II & III				
<b>Functional Training</b>	Air Assault/Airborne/Ranger/Instructor										
	TRAINING/CERTIFICATIONS: MI Training Strategy/Defense Advanced Tradecraft Course/Advanced Source Operations Course/Joint Senior Analysis Interrogation Course/ HUMINT Operations Management Course/Joint HUMINT Analysis & Targeting/DoD Strategic Debrief/Joint Interrogation Management/J2X Operation Course										
	Systems Approach to Training/Army Force Management/MILDEC Planner/Command Language Program Manager/Critical Thinking and Structured Analysis/Capabilities Development Course										
<b>Self-Development (SD)</b>	MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program					School of Advanced Military Studies					
	<b>TECHNICAL ASSIGNMENTS</b>										
	<b>DEVELOPMENTAL</b>		<b>OPERATIONAL</b>			<b>STRATEGIC</b>			<b>EXECUTIVE</b>		
<b>Assignments</b>	<ul style="list-style-type: none"> <li>• HUMINT OMT Tech</li> <li>• HCT Team Leader</li> <li>• BCT S2X Tech</li> </ul>		<ul style="list-style-type: none"> <li>• DIV G2X HUMINT Tech</li> <li>• 75<sup>th</sup> Ranger RGT HUMINT Tech</li> <li>• SFAB HUMINT Tech</li> <li>• Strategic Debrief</li> <li>• MIB-T HUMINT Collection Tech</li> </ul>			<ul style="list-style-type: none"> <li>• ASCC G2X</li> <li>• Corps/G2X Collection Manager</li> <li>• TSOC J2X</li> <li>• SF Group HUMINT Tech</li> </ul>			<ul style="list-style-type: none"> <li>• DA G2 HUMINT Advisor</li> <li>• E-MIB Senior Technical Advisor</li> <li>• COL/GO Sr Technical Advisor</li> </ul>		
	<b>BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS</b>										
	<ul style="list-style-type: none"> <li>• CTC OPFOR CMD &amp; Control</li> <li>• CTC Interrogation Team</li> <li>• Doctrine Writer</li> <li>• WOTB Instructor</li> <li>• Asymmetric Warfare Group</li> <li>• MI BOLIC/MICCC Instructor</li> <li>• Defense Attaché Service</li> </ul>		<ul style="list-style-type: none"> <li>• WOTB Course manager</li> <li>• 35M Course Manager</li> <li>• HRC MI Branch</li> <li>• Doctrine/Capabilities Developer</li> <li>• WOCC Instructor</li> <li>• JRTC Senior HCT OMT OC/T</li> <li>• SOCOM HUMINT Branch</li> </ul>			<ul style="list-style-type: none"> <li>• Command Chief WO of the Branch</li> <li>• INSCOM Command Chief WO</li> <li>• MIB-T Command Chief Warrant Officer</li> <li>• MI WO Proponent</li> <li>• WOTB Chief</li> <li>• Capabilities Branch Chief</li> <li>• 011A DA/MACOM/WOCC/CAC</li> </ul>					
<b>Academics</b>	ASSOCIATE DEGREE			BACCALAUREATE DEGREE			GRADUATE/ADVANCED DEGREE				

(5) Attaché technicians (351Z). Attaché technicians are responsible for coordinating operations and providing operational support in a Defense Attaché Office. Their key function is to ensure the effective management of Defense Attaché operations worldwide.

(6) Area Intelligence technicians (351Y). See AR 614–115 (S) for duty description.

(7) Signals Intelligence analysis technicians (352N). Signals Intelligence (SIGINT) Analysis technicians manage personnel and equipment to collect, process, exploit, locate, identify, analyze, and report on SIGINT information to support tactical, operational, and strategic requirements across all domains. They establish priorities and provide guidance and oversight for collection, exploitation, analysis, and reporting missions. They manage training for subordinates and peers on technical, operational, and tactical SIGINT skills required to perform the mission and coordinate staff actions to fulfill all requirements in support of SIGINT mission activities and the Commander's intent. Their key function is to provide SIGINT products, analysis, and expertise in support of the predictive intelligence process.

Figure 6. AC Military Intelligence Signals Intelligence Analysis Technician career development

## 352N Career Development Map

WO YRS SVC	0	2	7	12	17	30					
Rank	WO1		CW2		CW3		CW4		CW5		
	Company Grade Warrant Officer			Field Grade Warrant Officer			Senior Field Grade Warrant Officer				
Institutional Training	COC	WOAC		WOILE PH II & III		WOSSE PH II & III					
Functional Training	Air Assault/Airborne/Ranger/Instructor			TRAINING/CERTIFICATIONS: MI Training Strategy/ISR Synch Manager/MASINT/IO Planner/Army Cyberspace Operations Planner/Aerial Precision Geolocation & Targeting/Intelligence Support to Cyber Operations/Computer Network Planner/Net +/Sec +/Certified Ethical Hacker/JNAC/JCAC/Special Technical Operations Planner							
Self-Development (SD)	MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program			School of Advanced Military Studies							
Assignments	TECHNICAL ASSIGNMENTS										
	DEVELOPMENTAL			OPERATIONAL			STRATEGIC			EXECUTIVE	
	<ul style="list-style-type: none"> <li>• BCT/CST SIGINT Tech</li> <li>• MIB-T SIGINT Tech</li> <li>• STDA Operations Tech</li> <li>• AIB SIGINT Ops Tech</li> <li>• Cyber Mission Support Team</li> <li>• 704<sup>th</sup>/706<sup>th</sup> SIGINT Tech</li> </ul>			<ul style="list-style-type: none"> <li>• ASCC/Corps/DIV SIGINT Tech</li> <li>• MIB-T SIGINT Section Chief</li> <li>• Cryptologic Support Group SIGINT Tech</li> <li>• 75<sup>th</sup> Ranger RGT SIGINT Tech</li> <li>• Army Cryptologic Office</li> <li>• CTC Foundry SIGINT Advisor</li> <li>• SIGINT ISR/Collection Tech</li> </ul>			<ul style="list-style-type: none"> <li>• COCOM Branch Chief</li> <li>• Corps/DIV G2 SIGINT Chief</li> <li>• ASCC/Corps/SIGINT Collection Manager</li> <li>• TSOC SIGINT Advisor</li> <li>• Cyber MST Senior SIGINT Advisor</li> <li>• SF Group SIGINT Tech</li> </ul>			<ul style="list-style-type: none"> <li>• DA G-2 SIGINT Technical Advisor</li> <li>• COL/GO Sr Technical Advisor</li> <li>• 706<sup>th</sup> Senior Technical Advisor</li> <li>• 704<sup>th</sup> Senior Technical Advisor</li> <li>• 501<sup>st</sup> Senior Technical Advisor</li> </ul>	
Assignments	BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS										
	<ul style="list-style-type: none"> <li>• CTC OC/T SIGINT Tech</li> <li>• WOTB Instructor</li> <li>• IEW Test Division SIGINT Tech</li> <li>• Exploitation and Analysis Division Tech</li> <li>• 35G AOC Instructor/Writer</li> <li>• WOCC TAC Officer</li> </ul>			<ul style="list-style-type: none"> <li>• 35N Course Manager</li> <li>• WOTB Course Manager</li> <li>• HRC MI Branch</li> <li>• Capabilities Developer</li> <li>• DoD Systems Acquisition</li> <li>• WOCC Instructor</li> <li>• SIGINT Doctrine Developer</li> </ul>			<ul style="list-style-type: none"> <li>• Command Chief WO of the Branch</li> <li>• INSCOM Command Chief/WO</li> <li>• MIB-T Command Chief Warrant Officer</li> <li>• Capabilities Developer</li> <li>• MI Warrant Officer Proponent</li> <li>• WOTB Chief</li> <li>• Capabilities Branch Chief</li> <li>• 011A DA/MACOM/WOCC/CAC</li> </ul>				
Academics	ASSOCIATE DEGREE			BACCALAUREATE DEGREE			GRADUATE/ADVANCED DEGREE				

(8) Signals Collector technicians (352S). Signals Collector technicians manage personnel and equipment to collect, process, locate, identify, analyze, and report on SIGINT information to support tactical, operational, and strategic requirements across all domains. They manages training for subordinates and peers on technical, operational, and tactical SIGINT skills required to perform the mission. They coordinate staff actions to fulfill all requirements in support of SIGINT mission activities and the Commander's intent. Their key function is to provide identification and analysis of unknown signals in support of the SIGINT mission.

Figure 7. AC Military Intelligence Signals Collector Technician career development

## 352S Career Development Map

WO YRS SVC	0	2	7	12	17	30					
<b>Rank</b>	<b>WO1</b>		<b>CW2</b>		<b>CW3</b>		<b>CW4</b>		<b>CW5</b>		
	Company Grade Warrant Officer			Field Grade Warrant Officer			Senior Field Grade Warrant Officer				
<b>Institutional Training</b>	WOCC	WOAC		WOILE PH II & III		WOSSE PH II & III					
<b>Functional Training</b>	Air Assault/Airborne/Instructor			TRAINING/CERTIFICATIONS: MI Training Strategy/MASINT Collection Course/Army Cyberspace Operations Planner/Computer Network Planner/Net +/Sec +/JNAC/JCAC							
	Systems Approach to Training/Army Force Management/Critical Thinking and Structured Analysis/Army Space Cadre Basic Course/Space 200 Course/Capabilities Development Course/Industry Based Broadening										
<b>Self-Development (SD)</b>	MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program					School of Advanced Military Studies					
<b>Assignments</b>	<b>TECHNICAL ASSIGNMENTS</b>										
	<b>DEVELOPMENTAL</b>		<b>OPERATIONAL</b>			<b>STRATEGIC</b>			<b>EXECUTIVE</b>		
	<ul style="list-style-type: none"> <li>• NSA Mission Support Tech</li> <li>• MIB-T SIGINT Collection Tech</li> <li>• 704<sup>th</sup>/706<sup>th</sup> SIGINT Collection Tech</li> </ul>		<ul style="list-style-type: none"> <li>• MIB-T SIGINT Collection Chief</li> <li>• Cryptologic Support Group SIGINT Tech</li> <li>• Army Cryptologic Office</li> </ul>			<ul style="list-style-type: none"> <li>• MIB Senior SIGINT Collections Advisor</li> </ul>			<ul style="list-style-type: none"> <li>• 743<sup>rd</sup> Senior Technical Advisor</li> </ul>		
<b>BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS</b>											
<ul style="list-style-type: none"> <li>• WOTB Instructor</li> <li>• IEW Test Division SIGINT Tech</li> <li>• WOCC TAC Officer</li> </ul>		<ul style="list-style-type: none"> <li>• 35S Course Manager</li> <li>• WOTB Course Manager</li> <li>• HRC MI Branch</li> <li>• WOCC Instructor</li> </ul>			<ul style="list-style-type: none"> <li>• Command Chief WO of the Branch</li> <li>• INSCOM Command Chief WO</li> <li>• MIB-T Command Chief Warrant Officer</li> <li>• MI Warrant Officer Proponent</li> <li>• WOTB Chief</li> <li>• 011A DA/MACOM/WOCC/CAC</li> </ul>						
<b>Academics</b>	ASSOCIATE DEGREE			BACCALAUREATE DEGREE			GRADUATE/ADVANCED DEGREE				

(9) Intelligence Systems Integration and Maintenance technicians (353T). Intelligence Systems Integration and Maintenance Technicians provide technical guidance and advice to commanders and staff on the management and utilization of the Army and Joint Forces Military Intelligence/Intelligence, Surveillance, and Reconnaissance (MI/ISR) systems and networks. They oversee shop operations and facility work flow for both ground and airborne ISR systems and serve as the principal advisor to the Command and staff on intelligence maintenance operations, training, policies, and procedures. Their key function is to ensure intelligence architecture, systems, and equipment are operational and responsive to the Commander's requirements.

**Figure 8. AC Military Intelligence Intelligence Systems Integration and Maintenance Technician career development**

## 353T Career Development Map

WO YRS SVC	0	2	7	12	17	30						
<b>Rank</b>	<b>WO1</b>		<b>CW2</b>		<b>CW3</b>		<b>CW4</b>		<b>CW5</b>			
	Company Grade Warrant Officer			Field Grade Warrant Officer			Senior Field Grade Warrant Officer					
<b>Institutional Training</b>	WOBC	WOAC			WOILE PH II & III		WOSSE PH II & III					
<b>Functional Training</b>	Air Assault/Airborne/Instructor											
	TRAINING/CERTIFICATIONS: MI Training Strategy/Computer Network Planner/Advanced Net +/-Advanced Sec +/-Digital Intelligence System Master Gunner/Certified Information System Security											
	Systems Approach to Training/Army Force Management/Critical Thinking and Structured Analysis/Capabilities Development Course											
<b>Self-Development (SD)</b>	MI Programs/Advanced Civil Schooling/NIU/Data Scientist/Degree Completion Program					School of Advanced Military Studies						
<b>Assignments</b>	<b>TECHNICAL ASSIGNMENTS</b>											
	<b>DEVELOPMENTAL</b>			<b>OPERATIONAL</b>			<b>STRATEGIC</b>			<b>EXECUTIVE</b>		
	<ul style="list-style-type: none"> <li>• BCT MI Systems Integration Tech</li> <li>• 501<sup>st</sup> MI Systems Integration Tech</li> <li>• TF Odin MI Systems Integration Tech</li> </ul>			<ul style="list-style-type: none"> <li>• DIV HQ MI Systems Integration Tech</li> <li>• E-MIB MI Systems Integration Tech</li> <li>• SFAB MI Systems Integration Tech</li> <li>• AIB MI Systems Integration Tech</li> </ul>			<ul style="list-style-type: none"> <li>• Corps MI Systems Integration Tech</li> <li>• AIB BN Senior MI Integration Tech</li> <li>• Army Cyber Center IEW Integrator</li> <li>• MIB-T MI Systems Integration Tech</li> </ul>			<ul style="list-style-type: none"> <li>• INSCOM HQ G4 Sr. Technical Advisor</li> <li>• 116<sup>th</sup> Senior MI Sys Integration Advisor</li> </ul>		
<b>BROADENING/NOMINATIVE CATEGORY ASSIGNMENTS</b>												
<ul style="list-style-type: none"> <li>• Doctrine Writer</li> <li>• WOTB Instructor</li> <li>• EPG IEW Test Division Tech</li> <li>• WOCC TAC Officer</li> </ul>			<ul style="list-style-type: none"> <li>• 35T Course Manager</li> <li>• WOTB Course manager</li> <li>• HRC MI Branch</li> <li>• Capabilities Developer</li> <li>• DoD Systems Acquisition</li> <li>• WOCC Instructor</li> <li>• Training Development</li> </ul>			<ul style="list-style-type: none"> <li>• Command Chief WO of the Branch</li> <li>• INSCOM Command Chief WO</li> <li>• MI WO Proponent</li> <li>• WOTB Chief</li> <li>• MIB-T Command Chief/Warrant Officer</li> <li>• Capabilities Branch Chief</li> <li>• 011A DA/MACOM/WOCC/CAC</li> </ul>						
<b>Academics</b>	ASSOCIATE DEGREE			BACCALAUREATE DEGREE			GRADUATE/ADVANCED DEGREE					

*c. Military Intelligence warrant officer development.*

(1) Warrant officer one development.

(a) Education. Upon graduation from WOCS and appointment to grade WO1, each officer will attend the WOBC. The Military Intelligence WOBC is an 11 week resident MOS certification course that provides Military Intelligence warrant officers with the technical training of specialized skills, doctrine, tactics, and techniques associated with their specific MOS. Throughout the course, Military Intelligence WOBC seeks to instill the core competencies that every Military Intelligence warrant officer requires for success regardless of the operating environment.

(b) Developmental assignments. Developmental assignments are designed to enhance some aspect of warfighting skills, increase a level of responsibility, develop a greater understanding of interoperability among Army branches, and/or expose officers to branch-related generating force/JIIM opportunities that directly contribute to success as an innovative and adaptive leader. Military Intelligence warrant officers at WO1 can serve in a number of assignments such as intelligence production section chiefs, intelligence synchronization managers, platoon leaders, or team leaders at the BCT or division level or within a theater intelligence brigade in CONUS or OCONUS. There are occasional opportunities for assignment at the national and joint levels in the DOD. These are nominative assignments and are for the demonstrated exceptional performer in specialties required.

(c) Self-development. The WO1 should actively pursue self-development opportunities to fully

master all aspects of operations. Self-development includes studying doctrine, distributive learning courses, civilian education, and institutional training.

(d) Desired experience. The WO1 should continue to reinforce and hone technical, tactical, and officer skills. Inculcation of the Warrior Ethos and Army core values is essential in the development of young Military Intelligence warrant officers. Prior to promotion to CW2, warrant officers must possess an in-depth knowledge of combined arms and intelligence operations gained through on-the-job-training.

(2) Chief warrant officer two development.

(a) Education. Officers with at least 1 year time in grade as a CW2 are eligible to attend the Military Intelligence WOAC at Fort Huachuca, AZ. Officers should complete WOAC prior to consideration for promotion to CW3.

(b) Developmental assignments. CW2 Military Intelligence warrant officers can serve in a number of assignments such as intelligence production section chiefs, intelligence synchronization managers, G2X technician, OMT chiefs, and platoon leaders at the regimental, BCT, or division level or within a theater intelligence brigade in CONUS or OCONUS. Some warrant officers will receive opportunities to serve in multinational force assignments. There are occasional opportunities for assignment at the national and joint levels in the DOD. These are nominative assignments and are for the demonstrated exceptional performer in the specialties required.

(c) Broadening opportunities. Select CW2s may serve in the following broadening assignments consistent with the needs of the Army:

1. Combat trainer center observer controller/trainer.
2. Instructors or TAC officers at U.S. Army training centers.
3. Doctrine writers.
4. Warrant Officer training Branch instructors.

(d) Self-development. Completion of an associate's degree is a recommended goal prior to becoming eligible for promotion to CW3.

(e) Desired experience. Warrant officers should seek maximum exposure by serving in multiple Military Intelligence assignments and deployments.

(3) Chief warrant officer three development.

(a) Education. Officers are recommended to attend WOILE after 1 year at CW3 grade, and should complete that course prior to consideration for promotion to CW4. WOILE consists of 3 phases: phase 1 dL, phase 2, common core in residence at Ft Rucker, and phase 3 MI follow on track course in residence at Ft Huachuca. Officers must complete all 3 phases to be considered MEL complete.

(b) Developmental assignments. CW3s serve at all levels from tactical to strategic. There are occasional opportunities for assignment at the national and joint levels in DOD. These are nominative assignments and are for the demonstrated exceptional performer in the specialties required.

(c) Broadening opportunities. Select CW3s may serve in the following broadening assignments consistent with the needs of the Army:

1. CTC observer controller/trainer.
2. Warrant Officer Basic and Advanced Course-instructors and course managers.

3. Proponent combat developers.
4. Doctrine writers.
5. Training developers.
6. Instructors or TAC officers at U.S. Army training centers.

(d) Self-development. Completion of a baccalaureate degree is a recommended goal prior to becoming eligible for promotion to CW4. Warrant officers that have already obtained a baccalaureate degree should strongly consider pursuing a graduate degree at either a civilian educational institution or through enrolling in the Masters of Science Strategic Studies Program at the National Intelligence University.

(e) Desired experience. Warrant officers should seek maximum experience by serving in multiple Military Intelligence assignments and in Branch or warrant officer MOS-immaterial assignments, such as instructor, writer, or TAC officer.

(4) Chief warrant officer four development.

(a) Education. Officers are recommended to attend WOSSE after 1 year at CW4 grade, and should attend prior to consideration for promotion to CW5. WOSSE consists of 3 phases: phase 1 dL, phase 2, common core in residence at Ft Rucker, and phase 3 MI follow on track course in residence at Ft Huachuca. Officers must complete all 3 phases to be considered MEL complete. Completion of a baccalaureate degree and working on a graduate degree is a recommended goal prior to becoming eligible for promotion to CW5. Officers who have already obtained a baccalaureate degree should strongly consider pursuing a graduate degree at either a civilian educational institution or through in the Master of Science Strategic Intelligence Program at the National Intelligence University. Warrant officers selected to attend National Intelligence University, courses will receive a master's degree and incur a 3- year ADSO.

(b) Developmental assignments. CW4 Military Intelligence warrant officers can serve as: joint or national-level senior desk or regional analyst, corps intelligence production section chief, G2X, senior advisor to brigade commander, collection managers at joint or multinational force levels, regional cryptologic centers, and national-level agencies.

(c) Broadening opportunities. Select CW4s may serve in the following broadening assignments consistent with the level of requisite PME and the needs of the Army:

1. Military Intelligence warrant officer career manager.
2. Senior instructor/faculty at Military Intelligence branch schools or warrant officer career college.
3. Initial Military Training Committee Chief
4. Intelligence Assignment to national-level agencies or National Command Authority.

(d) Self-development. Military Intelligence CW4s must continue to actively pursue self-development opportunities to fully master all aspects of operations including continued performance at multiple echelons and in joint operations. (e) Desired experience. Military Intelligence CW4s will serve at multiple echelons and positions throughout their tenure as a CW4. They should seek to serve in joint assignments, as well as intelligence broadening assignments. Military Intelligence CW4s should seek intelligence focused civilian and institutional training, as well as professional development through progressive assignments.

(5) Chief warrant officer five development.

(a) Education. Completion of a graduate degree is a recommended goal. The WOSSE should be completed no later than 1 year time in grade as a CW5.

(b) Utilization assignments. Military Intelligence CW5s will serve the remainder of their career in key staff, national or joint positions designated for the grade of CW5.

(c) Nominative, branch immaterial broadening assignments. MI CW5s are proficient in the duties described for Field Grade Warrant Officers in the duties paragraphs of one or more MI WO MOSs. They are branch technical experts and master-level technical and tactical experts who perform the primary duties of technical leader, manager, multidiscipline intelligence integrator, and advisor. They provide direction, guidance, resources, assistance, and supervision necessary for subordinates to perform their duties. MI Senior Field Grade Warrant Officers primarily support division, corps, echelons above corps, and major command operations. They provide leader development, talent and lifecycle management, mentorship, advice, and counsel to enlisted Soldiers, warrant officers, and branch officers, and have special warrant officer leadership and representation responsibilities within their respective commands. They advise commanders and branch assignment managers on the assignments and placement of Military Intelligence warrant officers world-wide. They provide essential advice to commanders on warrant officer issues and perform other officer level duties as required consistent with senior staff officer responsibilities. Selected CW5s with appropriate skills, operational experience and requisite PME will serve the needs of the Army in nominative positions to include the following:

1. Chief warrant officer of the Military Intelligence Corps.
2. INSCOM CCWO.
3. Warrant officer training branch chief.
4. Military Intelligence warrant officer proponent manager.
5. Discipline Committee Chief.
6. Branch immaterial leadership positions (011A) such as the deputy commandant at the Warrant Officer Career College, other senior-level TRADOC positions, and HQDA-level positions up to the Army staff senior warrant officer.

## **6. Military Intelligence Reserve Component officers**

a. General career development. The ARNG and the USAR military intelligence officers serve in the same roles and missions as their AA counterparts. The unique nature of the RC Soldier's roles as a "citizen soldier" poses a significant challenge for professional development. To fulfill its wartime intelligence mission the Military Intelligence Corps is dependent upon extensive interaction between the AC and the RC. Geographic dispersion of units may constrain RC career progression within the Military Intelligence Corps. To meet professional development objectives, RC military intelligence officers must possess a willingness to rotate between assignments with TPUs, ARNG organizations, the IRR and IMA positions.

b. Reserve Component military intelligence officer career development. Required training and

recommended branch developmental assignments by grade are as follows:

(1) Lieutenant.

(a) Education. Successful completion of the Military Intelligence BOLC (proponent institutional training conducted at the U.S. Army Intelligence Center of Excellence at FortHuachuca, AZ).

(b) Assignment. After completing the Military Intelligence BOLC, Military Intelligence lieutenants will most likely be assigned to serve with troops in leadership development positions such as platoon leader, executive officer (XO), or in other assignments such as assistant S2, combat support battalion S2, assistant brigade S2 or staff officer in a Military Intelligence battalion. The platoon leader time is critical. RC Military Intelligence lieutenants should strive to complete a leadership position prior to becoming a captain.

(c) Self-development. Lieutenants should take every opportunity to broaden their knowledge of all aspects of military intelligence through studying doctrine, professional readings, and personal research into intelligence related topics.

(d) Desired experience. Lieutenants should strive to acquire, reinforce, and hone troop-leading, technical, tactical, logistical, and administrative skills. Inculcation of the Warrior Ethos and Army core values is essential in the development of young Military Intelligence lieutenants. Prior to promotion for captain, the officer must possess an in- depth knowledge of combined arms and intelligence gained through on-the-job-training.

(2) Captain.

(a) Education. Successful completion of the RC Military Intelligence Captain Career Course. Some Military Intelligence officers will be given the opportunity to train and acquire an additional Military Intelligence AOC.

(b) KD assignments. The following are considered KD assignments for Military Intelligence captains:

1. Battalion S2.
2. Company or detachment commander.
3. BCT A/S2 S2X (ARNG only).
4. Collection manager/targeting officer/watch officer (ARNG only).
5. Detachment OIC, Army Reserve Intelligence Support Center (ARISC) (USAR only).
6. Collection manager, regional operations company (USAR only).
7. Operations officer, Joint Reserve Intelligence Center (JRIC) (USAR only).
8. CMD chief, interrogation battalion (USAR only).
9. Assistant Military Intelligence battalion operations officer (USAR only).

(c) Developmental assignments.

1. Any Military Intelligence coded position at any echelon.
2. Military Intelligence battalion primary staff officer.
3. JFHQ staff officer.

(d) Self-development. Military Intelligence captains should take every opportunity to broaden their knowledge of all aspects of military intelligence through studying doctrine, professional reading and personal research into intelligence related topics.

(e) Desired experience. Branch-specific assignments will provide captains with exposure to the Army and in some cases, to JIIM organizations. Military Intelligence officers should attempt to gain maximum tactical experience by serving in multiple Military Intelligence assignments as Military Intelligence captains.

(3) Major.

(a) Education. Successful completion of ILE/JPME 1 level producing course.

(b) Key development assignments. The following are considered KD assignments for Military Intelligence majors:

1. Brigade/BCT/regiment/SF group S2.
2. Battalion/brigade/group XO or S3.
3. Division ACE chief (ARNG only).
4. Collection manager (ARNG only).
5. Deputy DCS/JFHQ, G-2/G-2 planner (ARNG only).
6. G2X division/SBCT S2X (ARNG only).
7. Operations officer (ARISC) (USAR only).
8. Deputy ACE chief, theater support battalion (USAR only).
9. Engagement cell (AREC) intelligence planner (USAR only).

(c) Developmental assignments. Military Intelligence majors should strive to have a broad base of intelligence experience at various echelons.

(d) Self-development. Majors should actively pursue self-development opportunities to fully master all aspects of operations including JIIM operations. Self-development includes studying doctrine, correspondence courses, civilian education, and institutional training.

(e) Desired experience. Military Intelligence majors should strive to gain JIIM or multi-echelon experience. Military Intelligence majors should gain experience within MTOE and TDA force structure. Additionally, successful Military Intelligence majors will develop in-depth knowledge of the capabilities and warfighting applicability of ARISC, the Joint Reserve Intelligence Program (JRIP), and other intelligence enterprise activities.

(4) Lieutenant colonel.

(a) Education. Successful completion of ILE Advanced Operations Course (ARNG) and Military Intelligence lieutenant colonels are encouraged to complete JPME II.

(b) Key developmental assignments. The following are considered KD assignments for Military Intelligence lieutenant colonels:

1. Division G-2.
2. Battalion-level commander.
3. JFHQ G/J-2 (ARNG only).
4. ACE chief.
5. ARNG senior intelligence officer/branch chief (ARNG only).
6. Deputy brigade commander (ARNG only).
7. CSL ARISC commander (USAR only).
8. CSL detachment commander, Strategic Intelligence Group/Military Intelligence Group (MIG) (USAR only).

9. Operations officer, USARE JIOC (USAR only).
10. Engagement team (ARET) intelligence planner (USAR only).

(c) Developmental assignments. Officers selected for lieutenant colonel must seek assignments within the branch, if available, and with JIIM positions that directly contribute to, and develop, the RC intelligence profession.

(d) Self-development. Military Intelligence lieutenant colonels must continue to actively pursue self-development opportunities to fully master all aspects of operations including continued performance at multiple echelons and JIIM operations.

(e) Desired experience. Ideally, Military Intelligence lieutenant colonels will serve at multiple echelons and types of positions throughout their tenure. Military Intelligence lieutenant colonels should seek the opportunity for joint qualification, as well as intelligence broadening assignments and intelligence focused civilian and institutional training, as well as professional development through progressive assignments.

(5) Colonel.

(a) Education. Selection and successful completion of SSC is highly desirable.

(b) Key developmental assignments. Colonels contribute to the branch by serving in critical assignments to include the following:

1. JFHQ, Joint Task Force or Theater J-2.
2. Brigade-level commander.
3. ARNG/NGB division chief (ARNG only).
4. MIRC deputy commander (USAR only).
5. Nominative assignment with Combat Support Agency (USAR only).
6. Chief, Reserve Management Office, combatant command J2 (USAR only).
7. MIRC DCS, G-3/5/7 (USAR only).
8. Director, Army Reserve Element of JIOC (USAR only).

(c) Branch transfers. RC officers (major and below) who are not Military Intelligence but are selected to hold Military Intelligence positions, must commit to branch transfer and must attend the Military Intelligence CCC. RC officers who branch transfer to Military Intelligence must pass a special background investigation (SBI) with eligibility for access to sensitive compartmented information. Officers must possess the ability to maintain the top secret/sensitive compartmented information access throughout their careers as Military Intelligence officers.

Figure 3. RC Military Intelligence officer development

<p align="center"><b>Military Intelligence Reserve Officer Professional Development Model</b></p> 										
YRS SVC	0	4	8	10	13	17	21	22	25	30
RANK	LT			CPT		MAJ		LTC		COL
TRAINING	Company Grade Officer			Field Grade Officer						
	BOLC	CCC		ILE				Senior Service College		
ASSIGNMENTS	Additional MI AOC Training		Pre-Command Course							
	KEY DEVELOPMENTAL ASSIGNMENTS									
CIVILIAN EDUCATION	BACCALAUREATE DEGREE		GRADUATE EDUCATION				POST-GRADUATE DEGREE			
ASSIGNMENTS	<ul style="list-style-type: none"> <li>Platoon Leader</li> <li>CO XO</li> <li>Assistant S2</li> <li>Combat Support BN S2</li> <li>Asst Bde S2</li> <li>MI BN Staff</li> </ul>	<ul style="list-style-type: none"> <li>BN S2</li> <li>Company/Det Cdr</li> <li>BCT A/S2 S2X (ARNG)</li> <li>Collection Mgr/Targeting Off/Watch (ARNG)</li> <li>DET OIC, ARISC (USAR)</li> <li>Collection Mgr, Regional Ops CO (USAR)</li> <li>Ops Off, JRIC (USAR)</li> <li>CMD Chief, Interrogation BN (USAR)</li> <li>Asset MI BN Ops Off (USAR)</li> </ul>	<ul style="list-style-type: none"> <li>S2 BDE/BCT/Rgt/SF Grp</li> <li>Bn/Bde/Grp XO/S3</li> <li>Division ACE Chief (ARNG)</li> <li>Collection Mgr (ARNG)</li> <li>Deputy DCS/JFHQ, G2/G2 Planner (ARNG)</li> <li>G2X Div/SBCT S2X (ARNG)</li> <li>Operations Officer, ARISC (USAR)</li> <li>Dep ACE Chief, Theater Support Bn (USAR)</li> <li>AREC Intel Planner (USAR)</li> </ul>	<ul style="list-style-type: none"> <li>Division G2</li> <li>Battalion Level Cmd</li> <li>JFHQ G/J2 (ARNG)</li> <li>ACE Chief (ARNG)</li> <li>ARNG SIO/Branch Chief (ARNG)</li> <li>Dep Bde Cdr (ARNG)</li> <li>CSL ARISC Cdr (USAR)</li> <li>CSL Det Cdr SIG/MIG (USAR)</li> <li>Ops Off, USARE JIOC (USAR only)</li> <li>ARET Intel Plnr (USAR)</li> </ul>	<ul style="list-style-type: none"> <li>Brigade level Command</li> <li>JFHQ, JTF or Theater J2</li> <li>Army Component G2</li> <li>ARNG/NGB Division Chief (ARNG)</li> <li>Deputy Cdr (USAR)</li> <li>Nominative Assignment with Combat Support Agency (USAR)</li> <li>Chief, Reserve Management Office, Combatant Command J2 (USAR)</li> <li>MIRC G-3/5/7 (USAR only)</li> <li>Dir, Army Reserve Element, JIOC (USAR)</li> </ul>					

**7. Reserve Component warrant officers**

a. General career development. RC warrant officer (USAR and ARNG) development objectives and qualifications parallel those of their AA counterparts.

b. Branch development opportunities. Even though geographical considerations limit some RC warrant officers, all should strive for Military Intelligence assignments that yield the same developmental opportunities as their AA counterparts.

c. Training and development. Required training and recommended branch developmental assignments by grade are as follows:

(1) Warrant officer one.

(a) Education. Must complete WOCS and WOBC before promotions to CW2.

(b) Developmental and broadening assignments. Assignments vary by intelligence discipline but include team leader, section chief and senior analyst. WO1 positions are concentrated in corps and below MTOE organizations.

(2) Chief warrant officer two.

(a) Education. Officer with at least 1 year time in grade as a CW2 can attend but must complete WOAC before promotion to CW3.

(b) Developmental and broadening assignments. Assignments vary by intelligence

discipline but include team leader, section chief, senior analyst and platoon leader. CW2 positions are concentrated in corps and below MTOE organizations.

(3) Chief warrant officer three.

(a) Education. Officer with at least 1 year time in grade as a CW3 can attend but must complete WOILE before promotion to CW4.

(b) Developmental and broadening assignments. Assignments vary by intelligence discipline but include instructor, detachment commander, senior analyst and platoon leader. CW3 positions are concentrated in corps and above TDA organizations within the USAR and division and below for ARNG.

(4) Chief warrant officer four.

(a) Education. Officer with at least 1 year time in grade as a CW4 can attend but must complete WOSSE before promotion to CW5.

(b) Developmental and broadening assignments. Assignments vary by intelligence discipline but include instructor, detachment commander and section or branch chief in a joint assignment. CW4 positions are concentrated in corps and above TDA organizations within the USAR and division and below for ARNG.

(5) Chief warrant officer five.

(a) Must be assigned to authorized Military Intelligence CW5 position.

(b) CW5 positions are key staff officer positions at major commands. CW5s advise commanders at all levels on doctrine, structure, assignments and training.

Figure 4. Military Intelligence warrant officer development

