



17X Officer Assignments Team

**Cyber Warfare Operations (17X)
Officer Assignments Team (OAT)
HQ AFPC/DP2OAC**



Cyberspace Warfare Operations Functional Leadership



Functional Authority (FA)

Lt Gen Leah G. Lauderback

Deputy Chief of Staff for Intelligence, Surveillance, Reconnaissance (ISR) and Cyber Effects Operations (CEO), Headquarters U.S. Air Force



Functional Manager (FM) & Developmental Team (DT) Chair

Brig Gen Terrence A. Adams

Special Assistant, Cyber Effects Operations, Headquarters U.S. Air Force



Career Field Manager (CFM)

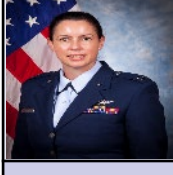
Col Katrina A. Terry

Chief, Cyberspace Force Development Division & Career Field Manager, 17X Cyberspace Warfare Operations Officers, Headquarters U.S. Air Force





17X Officer Assignments Team

	Role	Member	Portfolio
	Team Chief, Cyber Assignments (17X/3D/1B)	Lt Col Oliver Sagun 2006 ROTC, 17DXA, Graduated Sq/CC	Senior Leader Engagement, DE/ASG, Career Field Releases, SLMO & Col's Group Coordination, FGO (O-5)
	Dep Team Chief, Cyber Assignments (17X/3D/1B)	Maj Aaron "Prophet" Morphy 2012 ROTC, 17SXA	17SXA CGOs, WIC, CNODP, Social Media Lead, OCO FTU Outplacement, FGO (O-4)
	Cyber Assignments Officer	Capt Krystina "Hacksaw" Watkins 2013 ROTC, 17DXB	17DXA CGOs, Join Spouse, Accessions, UCWT, T17X
	Cyber Assignments Officer	Capt Michelle Langhoff 2014 OTS, 17SXB	17SXB CGOs, OI&RSD, AAD/SPEED, VML Lead, IT Systems Innovation
	Cyber Assignments Officer	Capt Cody Oakes 2014 ROTC, 17DXB	17DXB CGOs, 365s, WHCA, JSOC



Career Field Roles

AFPC Officer Assignments Team

- Talent Management & Counseling
- Assignments, Accessions, Career Field Releases
- Development Team (DT) Process
- SLMO & Colonels Group Coordination
- Internal AFPC Desks Coordination (Join Spouse)

Career Field Manager (CFM) Office

- 17X Development Policy & Guidance
- Requirements Priorities
- DT Guidance & Strategic Calendar
- Career Field Education & Training
- Strategic Engagements at all levels

Commanders & HHQ Functionals

- CC's communicate w/FAMs (manning, priorities)
- FAMs communicate w/OAT
- Responsible for ensuring up-to-date billets/data
- Upchannel inquiries on behalf of members

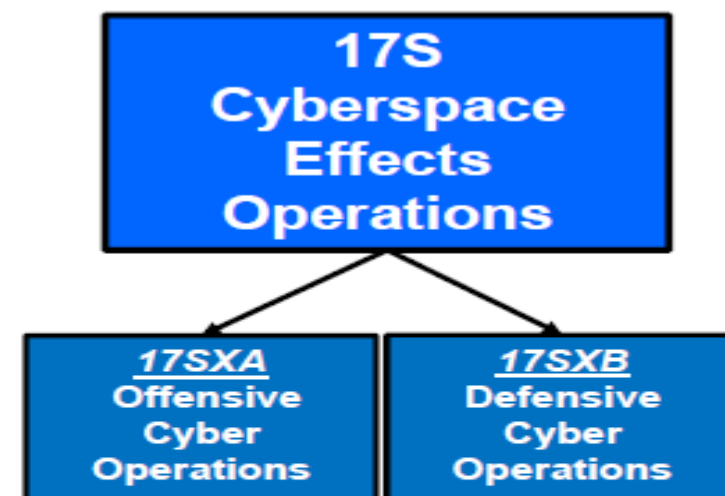
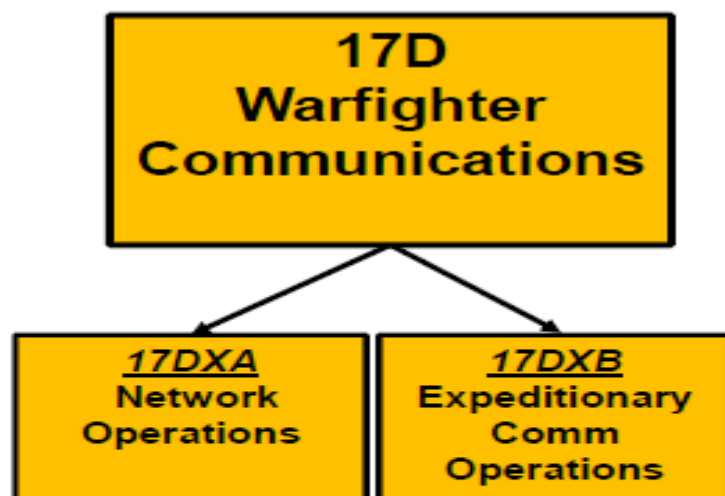
17X Member

- Review/Update SURF annually for currency (Dec)
- Update Talent Marketplace & MyVector email
- Understand career milestones/goals (ribbon chart)
- Stay informed of career field updates/changes
- Initiate requests through CoC (i.e. career field release)



17X Career Field Structure

- **JULY 2019: Multiple Studies Drove Functional Authority Decision for a Evolution of Cyber Career Field**
 - Formalized Distinguishing 17D and 17S: One Career Field, One Career Field Manager
 - Builds A More Lethal Force and Cultivates Leadership Skill Through Functional Competency and Ops

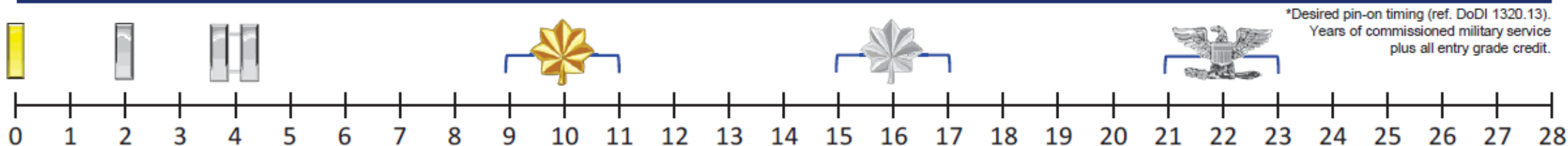


One Career Field...Cyberspace Warfare Operations!

Agile, Innovative, and Responsive...Fueling the Fight!



17X Career Progression



Functional Area Experiences (CGO):

- ❖ OIC, Crew/CC, Flt/CC, T17X Instructor, Watch Officer, CMF Element Lead, NC3, ISR, Capability / Software Developer, T&E, Space
- ❖ Deployments, Major Exercises (Ex. Pacific Sentry, Terminal Fury, Cyber Flag, Red Flag)

Formal Education/Training:

- ❖ Undergraduate Cyber Training (6 months)
- ❖ AFIT/NPS, DOD Cyber Certifications (Ex. Network+, Sec+, Cloud+, ITIL, CCNP, etc.), AOC, Joint C4 Planners Course (JC4PC), Acquisition Level 1, Cyber 200
- ❖ O-3 PME (PDE): Squadron Officer School

Special Experiences:

- ❖ EWI, Airborne, Sister Service/Foreign Partner exchange, WIC, Flight Test Engineer, Expeditionary Warfare School Computer Network Ops Development Program (CNODP)

Functional Area Experiences (FGO):

- ❖ O-4 Leadership (Det/CC, DO, Sq/CC), Cyber Mission Force Team Lead, T&E, Intel/Space, Branch Chief, Dep Div Chief, NC3, AO, Watch Officer, Prgm Element Manager, O-5 Sq/CC,
- ❖ Deployments/Operational Experience

Formal Education/Training:

- ❖ Joint Planning (JCWS), Strategy, Acquisition, Planning, PPBE/JCIDS, AOC, PhD, DOD Cyber Certifications (Ex. CISSP, CISM, GLSC, etc.), CIO Certificate, Acq Level 2, Cyber 300
- ❖ O-4 PME (IDE): ACSC/equiv (DL or residence)
- ❖ O-5 PME (SDE): AWC/equiv (DL or residence)

Special Experiences:

- ❖ ASG (SAASS, SAMS, MAWS, ASP, SAW)
- ❖ FAO, PAS, Legislative Affairs, White House Fellow, Spectrum, Joint Interface Control Officer (JICO)

Functional Area Experiences (O-6):

- ❖ Wing CC/CV, Gp/CC, HAF/JS Div Chief, MAJCOM/CCMD Director, Deputy Dir/Div Chief, Cyber Ops Integrated Planning Element
- ❖ Deployments/Operational Experience: CAOC, JTF, JSOTF, AETF, AFFOR

Formal Education/Training:

- ❖ AAD, Joint Planning (JCWS), AAD, Acquisition, PPBE/JCIDS, CIO, CISO, Risk Mgt, DOD Cyber Certifications, Acq Level 3, Cyber 400

Special Experiences:

- ❖ Defense Attaché, Cross Functional

Formal Instructor & Recruiting Duty:

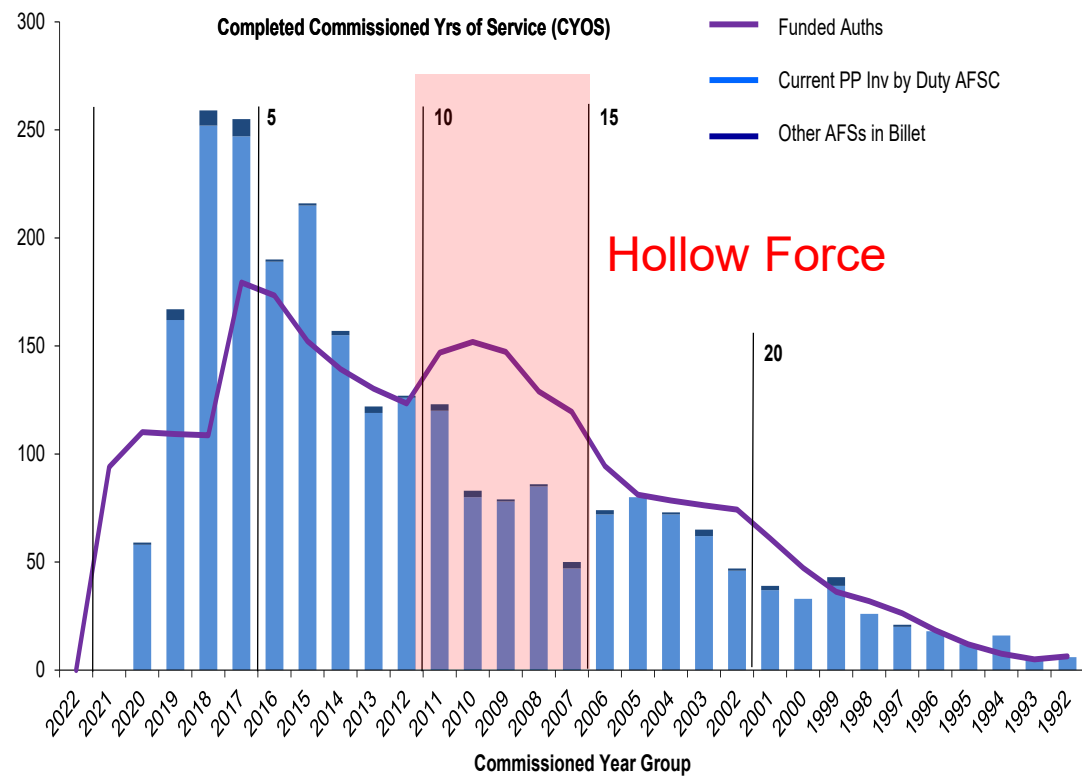
- ❖ Target is typically at the 5-8 year point, after two 17X assignments to develop core skills, while realizing there are opportunities at FGO rank



17X Career Field Health

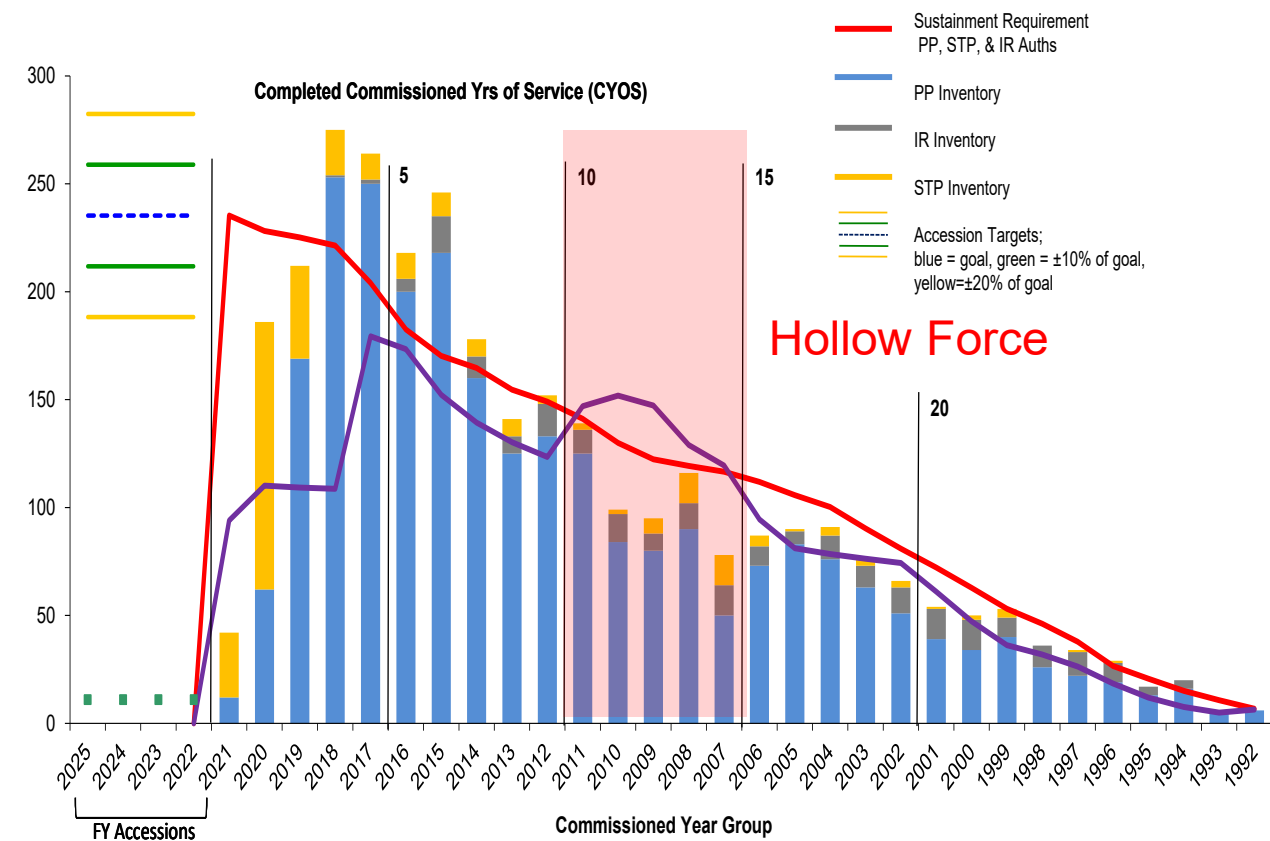
Career Field Health as of 28 Feb 2022

17X - Cyberspace Operations



Career Field Health as of 28 Feb 2022

17X - Cyberspace Operations



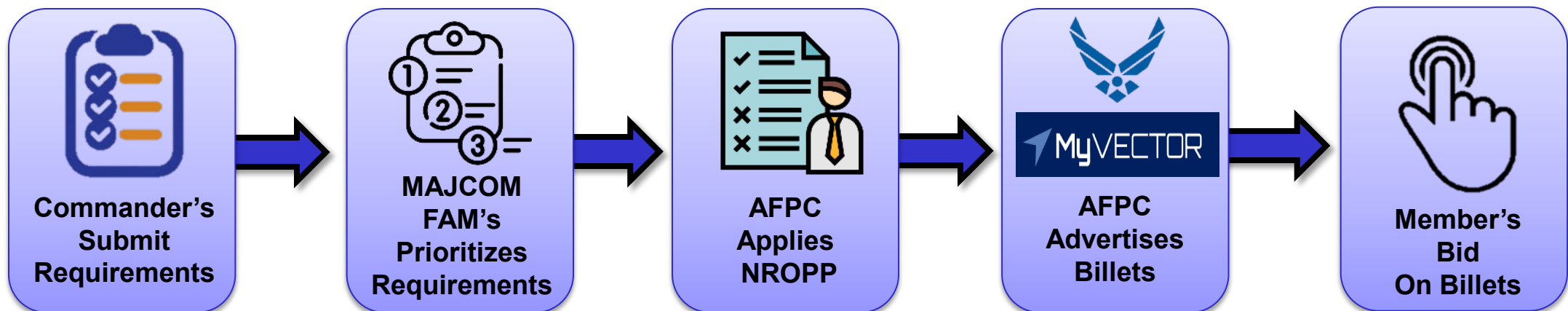
FGO hollow force requires a relook at current 17X FGO requirements



17X Non-Rated Officer Prioritization Plan

■ 17X Non-Rated Officer Prioritization Plan (NROPP)

- Sets 17X Manpower Allocation Targets
- Manages Shortfall of 300 17X Officers
- Optimizes Placement IAW Higher Level Guidance
- Each HHQ A6/J6/S6 and A1/J1/S1 Set Priorities for Respective Requirements
- 17X OAT Utilizes NROPP to Establish Number of Validated Requisitions
- Provides Transparency to the Process



FY23 NROPP update routing for approval...will be applied to Summer 23' VML Cycle



O-4 Business Rules

PROBLEM: Previous Personnel Force Reduction Measures, Coupled with the Ongoing Demand for High-Demand/Low-Density Quality Field Grade Cyber Warfare Officers, Challenges the Air Force's Ability to Sustain Cyber Warfare Operations Across the Enterprise.

SOLUTION: O-4 Leadership Business Rules:

- Maximizes 'bang-for-buck' placement of DO's
- Reallocates other O-4s into key assignments
- Units that don't earn DO may receive Senior O-3
- Changes from "DO" to "Ops O"
- Requires CFM Billet Review (on-going)

Category	Business Rule
O4 Sq/CC	No DO
Det/CC	No DO
O5 Sq/CC	DO Authorized If: Sq > 150 (Ofcr/Enl/Civ) or Sq > 10 Officers And No Civilian Deputy



Assignments Process

Reference: AFI 36-2110 Total Force Assignments



Assignments Overview

■ Assignment Policy and Procedures

- Two assignment cycles
 - Winter (Oct-May), Summer (Jun-Sep)
- AFPC Time-On-Station (TOS) policy = 48 months/DEROS
- 36 months for 1st Assignment Officers (UCT Students)

■ Assignment Considerations

- Functional Prioritization (*HAF A2/6 Prioritization Plan*)
- Mission Needs (*MAJCOM Prioritizations, Institutional Requirements*)
- Officer Professional Development (*DT Vectors & CC Comments*)
- Member Preference (*Members' Comments*)

■ Talent Management

- Talent Management Framework
- Special programs (CNODP, AAD/SPEED, AFSC Redesignation, T-Prefix Instructor)



Air Force Officer Assignment System (AFOAS) Timeline

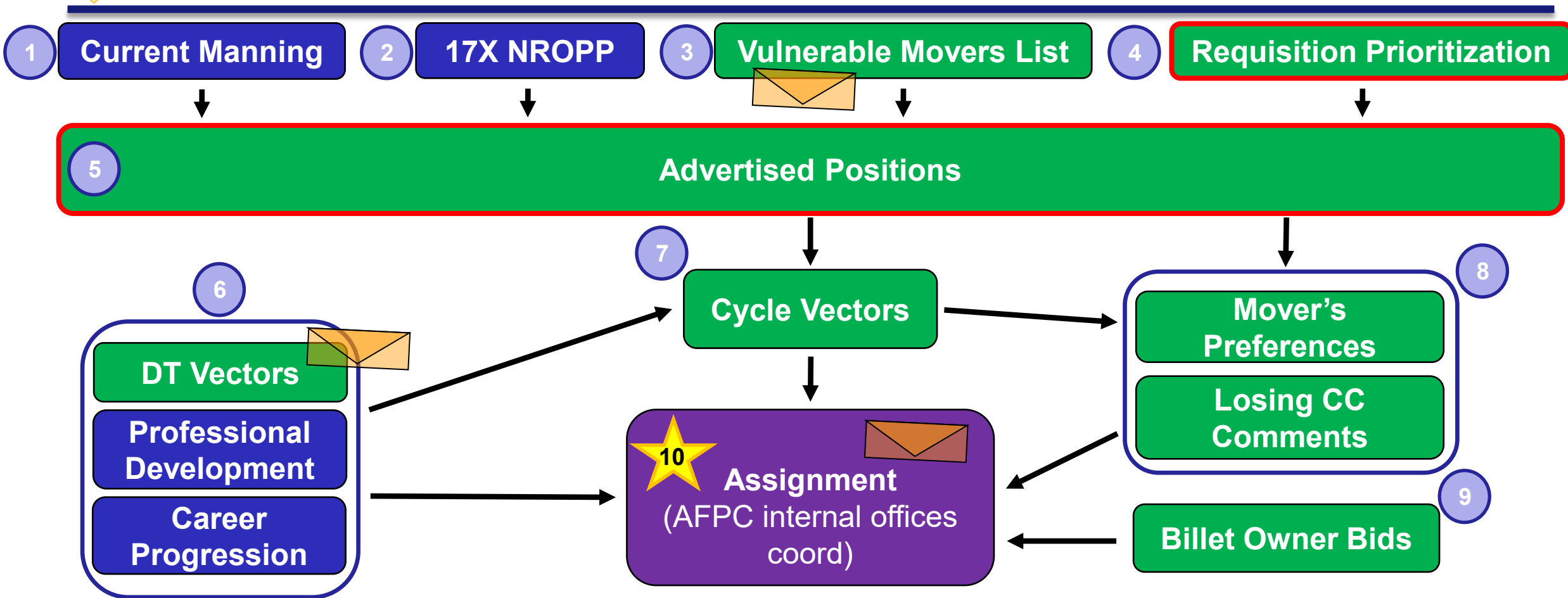
AFOAS TIMELINE

Transition to Talent Marketplace System (from AMS & ADP) complete for all officer AFSCs (except for JAG officers)

	INITIAL VML POSTED ----- FIRST DAY TO SUBMIT REQS	FIELD VML RECLAMA WINDOW	FINAL VML POSTED ----- FIRST DAY TO SUBMIT ASSIGNMENT INTENT ANSWERS / LOSING CC INPUTS	LAST DAY TO SUBMIT BILLET OWNER REQS & PRIORITIES	LAST DAY TO SUBMIT HHQ REQS & PRIORITIES	FIRST DAY TO START MARKETPLACE ASSIGNMENT PREFERENCES (MAPS) / BIDDING FOR OFFICERS	LAST DAY TO SUBMIT MAPS / LOSING CC INPUTS	LAST DAY TO SUBMIT BIDS FOR OFFICERS	AFPC MATCHES ASGMTS	ASGMTS LOADED IN MILPDS NLT	RNLTD MONTHS
SUMMER '23	3 AUG 22	3-17 AUG 22	31 AUG 22	7 SEP 22	14 SEP 22	5 OCT 22	19 OCT 22	26 OCT 22	27 OCT 22 – 26 JAN 23	* 27 JAN 23	JUN – SEP 23
WINTER '23-24	8 FEB 23	8 – 22 FEB 23	8 MAR 23	15 MAR 23	22 MAR 23	12 APR 23	26 APR 23	4 MAY 23	4 MAY 23 – 27 JUN 23	* 28 JUN 22	OCT 23 – MAY 24
Notes	SUMMER 23 Enter Talent Marketplace through your myVector CAC log-on: https://myvector.us.af.mil/myvector VML Officers have 2 windows: 1) Answer Assignment Intent Questions (31 Aug – 19 Oct) and 2) Submit MAP lists (5 Oct – 19 Oct) Losing CCs have 2 windows: 1) Submit Reclama Requests (3 – 17 Aug) and 2) Submit Inputs/VML Rankings (31 Aug – 19 Oct) Billet Owners have 2 windows: 1) Submit Requisitions (3 Aug – 7 Sep) and 2) Bidding for Officers (5 Oct – 26 Oct) * In support of Commander's 7-Day Advance Notification, VML Officers may not receive Assignment notification/RIPs until 27 Jan 23 or later Additional Notes: - Talent Marketplace works best in Google Chrome or Microsoft Edge internet browser - Windows close at 2359 UTC (Zulu) on the date indicated above - Primary Billet Owners can now submit reclamas during the reclama window - Senior Leader Requests (formerly BNRs) will be accomplished by the Billet Owner during the bidding window (<u>5 Oct – 26 Oct</u>) - Additional information is available within TM; Role/Feature based step-by-step "Need help with this page?" located in the upper right hand corner of each page. Current as of 8 Aug 2022 (Summer 23 Cycle)										



Assignment Cycle Process



The right Officer for the right job at the right time, for both the unit and the Officer



17X OAT Matching Checklist

- **OAT first considers mission needs, OPD, and functional priorities; then when met, members' preferences are evaluated**

- **Departure Category (matrixed by YG, AFSC shred)**
 - Tier 1. Special Handling: SLRs, Hardships, Special Program Outplacement, Join Spouse,
 - Tier 2. Priority Placement: Short Tour/365s, Grad Sq/CC or DO, DE Grad T-Prefix, OI&RSD
 - Tier 3. General Population

- **Matching Criteria (Timing)**
 - Matching order vs remaining open requirements
 - TM member preferences vs. Billet Owner bids Losing CC Comments & Member Intent questions responses
 - TM self-reported experience
 - OAT notes from CC and other correspondence
 - Member's ROP, DT Vectors (if any), and OPD



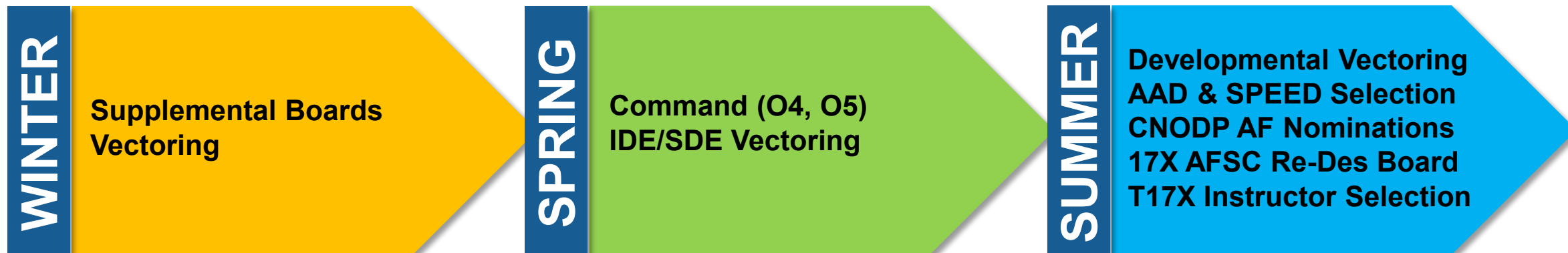
Development Team (DT)

Reference: Force Development and other PSDMs on MyPers



Development Team (DT)

- Responsible for the deliberate development of officers at appropriate trigger points in their career. Convenes 2x/year (at minimum) to oversee...
- DT is comprised of senior leaders in key cyberspace positions
 - DT Chair – Brig Gen Terrence Adams
 - DT Members – CFM, CCMD/MAJCOM J6s, Wg/CCs, Gp/CCs, Guests





Degrees & Special Programs

- **Advanced Academic Degrees (AAD)**

- Every year, the CFM office advocates at the Air Force Education Requirements Board (AFERB) to be awarded quotas for degrees.

- **Special Experience Exchange Programs (SPEED)**

- Education with Industry (EWI)
- Expeditionary Warfare School (EWS)
- Cyber-Intel Exchange Tour (CIEET),
- Information Officer Engineering Exchange (IOEE)
- Analyst & Cyber Exchange Program (ACEP)

- **T-Prefix Instructor Hiring**

- **Redesignation Board (17S / 17D)**

- **CNODP**



Career Field Trends



- **Outdated or Inaccurate SURFs**
 - Incorrect duty title or repetitive entries in Duty History
 - Members not properly gained into units (<6 months). Verify
- **Missing Losing Commander Comments**
 - Comments cannot be updated/modified by the OAT
 - Suspense is 2359 Zulu on the date from the AFOAS timeline
 - Members without comments received significantly lower bids than population
- **DEROS Extension / Reclamas. Pay attention to timing consideration that may limit or remove you for worldwide leadership opportunities and promotion looks.**
- **Poor Member Preferences**
 - Bidding on wrong RANK (if you will be selected for a rank at the next location, bid that rank)
 - Bidding on wrong SHRED (if you desire other shreds, redesignate! Manning #s align to billets)



Trends

- **Seek Masters Degree based on what career field values (e.g. technical degrees)**
- **Do your DE by Correspondence...do not wait until last minute!**
- **Strongly consider T17X Instructor Duty. We want our best to grow our best!**
- **O4 Leadership reduced. Alleviate FGO Hollow Force to support joint needs**
 - **Less 17D DO position and less emphasis on their importance**
- **PCA. Do not work any PCA actions on billets that were requisitioned!**
- **Career Field Releases (Don't assume; ask)**
 - **Must be endorsed by Commander (or equivalent)**
 - **Balanced against our inventory, timing, OPD**
 - **Members in non-17X billets (FAO, 97E, OIRSD) required additional coord**

Remember the OAT! When working your future assignments, ensure to include OAT in discussion BEFORE taking any action or decision.



The annual OI&RSD board covers both summer and winter assignment cycles

SR ACCOUNTABILITY DATE	OFFICER APPLICATION WINDOW	SR NOMINATION WINDOW	OI&RSD BOARD	ORGANIZATIONAL CUSTOMERS SUBMIT REQS Billet Owners submit requisitions	CANDIDATES VOL FOR POSITIONS IN TALENT MARKETPLACE	BILLET OWNER BIDDING WINDOW	DP2OSS REVIEW AND FINALIZE ASGMT MATCHES	DP2OSS PROCESSES OI&RSD ASGMTS	ASGMTS LOADED IN MILPDS NLT	RNLT MONTHS
4 APR	11 APR – 14 MAY	11 APR - 21 MAY	13 - 17 JUN	MAY-JUN 22*	JUL 22**	JUL-AUG 22	AUG – SEP 22	NOV 22 – JAN 23	31-JAN-22	JUN 23 - MAY 24

Current as of 19 Jan 22



Contact and Resources

	AFPC Total Force Service Center (24/7)	DSN: 665-0102 / Comm: (210) 565-0102
	17X Assignments Team	DSN: 665-2491 / Comm: (210) 565-2491 / afpc.17X@us.af.mil
	Assignments Team milBook Page	https://www.milsuite.mil/book/groups/17xoat
	USAF/USSF 17X Cyber Officers Code: r9b98wb	https://dod.teams.microsoft.us/l/team/19%3adod%3a4be92f03146f43db908ff37c5a4aa403%40thread.skype/conversations?groupId=e33acfc8-1653-4896-9209-313e8d9e3418&tenantId=8331b18d-2d87-48ef-a35f-ac8818ebf9b4
	17X FAM / OAT	https://dod.teams.microsoft.us/l/team/19%3adod%3a123dfc03b52d446a96c67bade52ea17f%40thread.skype/conversations?groupId=56663bf8-09df-446b-a06b-492b64787f03&tenantId=8331b18d-2d87-48ef-a35f-ac8818ebf9b4
	USAF 17X Cyber Officers	https://www.facebook.com/groups/584907348223262
	17X Career Field Management milBook Page	https://www.milsuite.mil/book/groups/cyberspace-warfare-officer-career-field-management-forum



Questions?