



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-2000

IN REPLY REFER TO

OPNAVINST 1301.10B  
N3/N5  
4 May 06

OPNAV INSTRUCTION 1301.10B

From: Chief of Naval Operations

Subj: NAVY FOREIGN AREA OFFICER (FAO) PROGRAM

Ref: (a) DODD 1315.17  
(b) OPNAVISNT 1300.14C  
(c) MILPERSMAN 1212-010  
(d) OPNAVINST 1210.5  
(e) OPNAVINST 7220.7E  
(f) OPNAVINST 1520.23B

1. Purpose. Per reference (a), this instruction promulgates policies, procedures, and responsibilities for the management of the Navy Foreign Area Officer (FAO) Program. This instruction has been administratively revised and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 1301.10A.

3. Background

a. To achieve national security objectives and success in current and future operations, including The Long War, the United States Navy must be prepared to conduct operations in a variety of geographic, economic, cultural and political circumstances, and across the entire range of military operations. Of particular importance to the naval service, whose forces are forward deployed to shape events unfolding overseas, is detailed regional knowledge of these operating environments, including the ability to communicate effectively with both friends and foes in the area.

b. The goal of the Foreign Area Officer (FAO) Program is to produce a cadre of officers with the skills required to manage and analyze politico-military activities overseas. FAOs will serve as regional specialists on fleet staffs, defense and naval attachés,

security assistance officers, mobile training team officers and foreign war college students or personnel exchange program office

c. FAOs will be appropriately apportioned among four disciplines and eleven sub regions: EUCOM/NAVEUR - North Africa, West Africa, Europe, Russia and Eurasia; CENTCOM/NAVCENT - Middle East and South Asia, East Africa; PACOM/PACFLT - Northeast Asia, Southeast Asia, India and South Asia, China; and SOUTHCOM/NAVSOUTH - Latin America and the Caribbean.

#### 4. Policy

##### a. Eligibility:

(1) Line and staff officers with a minimum eight years of commissioned service.

(2) A Defense Language Aptitude Battery (DLAB) score of 95 or greater or tested at a minimum 2/2 (listening/reading) level on the Defense Language Proficiency Test (DLPT).

(3) Overseas assignability as defined in reference (b). Completion of a medical overseas suitability screening is required to be FAO Program eligible.

(4) Eligible for TS/SCI security clearance.

##### b. Selection Procedures:

(1) The FAO Program Selection Board will be convened semi-annually by CHNAVPERS (PERS-00), in conjunction with the regularly scheduled Lateral Transfer & Re-designation Board (outlined in references (c) and (d)), and sponsored by the Deputy Chief of Naval Operations (Plans, Policy and Operations) (N3/N5).

(2) Applicants will submit applications via their commanding officers to Commander, Navy Personnel Command (COMNAVPERSCOM) (PERS-4801G). Selection will be based upon the

officer's overall professional performance, foreign language proficiency or aptitude, politico-military and area studies education, regional experience, and potential. Officers having graduate education in foreign area studies or international affairs, foreign language proficiency or aptitude, or regional/in-country experience (e.g., Olmsted Scholars, Personnel Exchange Program (PEP) Officers, foreign service college graduates, Naval Postgraduate School (NPS) - National Security Affairs Area Studies graduates) with or without the attendant regional pol-mil subspecialty code (2101, 2102, 2103, or 2104) are highly encouraged to apply.

c. Career Progression and Assignment:

(1) Officers selected to the FAO Program will be re-designated as FAO Under Instruction (FAO UI). They will be assigned to fully funded graduate education to obtain a masters degree in a Navy specified course of regional study. FAO selects will then receive 6-15 months of language training within their region of specialization. FAOs will also be assigned a period of in-country language/cultural immersion training. Upon successful completion of education and training, to include proven language proficiency (DLPT score) per reference (a), FAO students will be re-designated FAO within the FAO restricted line community. At the discretion of the program sponsor (CNO N3/N5), any of the above mentioned requirements may be waived for experience and/or education previously attained.

(2) FAOs will serve exclusively in FAO-designated billets within the FAO community. Career paths and billets (grades O-3 through O-7) to which these officers will be assigned will be specified by the Deputy Chief of Naval Operations (Plans, Policy, and Operations) (N3/N5), in conjunction with the Director of Naval Intelligence (CNO) and FAO Officer Community Manager (OCM). COMNAVPERSCOM FAO distribution functions (placement/detailing) will monitor the professional development of the individual officer within the FAO community.

d. Foreign Language Proficiency Bonus (FLPB). FAOs will be eligible to receive continuous FLPB regardless of current

assignment, provided they maintain language proficiency meeting the eligibility criteria contained in reference (e).

e. Service Obligation. Officers selected to the FAO program will incur a service obligation based on education and training benefits. In the case of graduate education, FAO selects must agree to remain on active duty for a period equal to three times the number of months of education up to a maximum of three years. In the case of language training, FAO selects must agree to remain on active duty for one three-year tour usually served abroad. These service obligations will be discharged concurrently. These agreements do not obligate the Navy to retain the member on active duty. If an officer fails to complete the agreed period of active duty, such officer shall reimburse the United States for the cost of the education and training received prorated for the obligated time served.

## 5. Action

a. Chief of Naval Personnel will:

(1) Coordinate with CNO (N3/N5), Defense Intelligence Agency (DIA), and the Office of Naval Intelligence (ONI-1) in managing the FAO Program to ensure optimum FAO development and utilization.

(2) Assign a FAO Officer Community Manager (OCM), FAO placement officer, and detailer to coordinate FAO closed loop distribution functions and to closely monitor the professional development and assignment of FAOs. Provide, on a continuing basis, the personnel information needed for CNO (N3/N5) to monitor FAO assignments and for CNO (N2) to make attaché nominations.

(3) Receive FAO Program applications, conduct initial screening of applicants for completeness, and forward applications to the president of the selection board for action.

(4) In conjunction with CNO (N3/N5) identify FAO and FAO training billets and, with the concurrence of cognizant Joint and Navy commands, assign each a FAO designation.

(5) Following Lateral Transfer/Re-designation Board action, assign appropriate FAO designation codes to officers selected for the FAO Program.

b. Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education)(N1/NT):

(1) Maintain administrative responsibility for the FAO Program Selection process, as part of the Lateral Transfer and Re-designation Board. Maintain records of selection board actions and provide notification of selectees.

(2) Establish eligibility requirements and administer certification procedures for FAOs to qualify for FLPB. Maintain an accurate database of FAO foreign language skills.

(3) Provide funding resources to fully support FLPB.

(4) Provide resource sponsorship and claimancy for the FAO program to include graduate and language education funding resources in accordance with reference (f) to fully support FAO graduate Education and Foreign Language Skill Requirements.

c. Deputy Chief of Naval Operations (Plans, Policy, and Operations) (N3/N5):

(1) Serve as FAO Program Sponsor.

(2) Issue policy guidance and directives as required.

(3) Serve as FAO Program Lateral Transfer/Re-designation Selection Board Sponsor, including Board membership approval and briefings.

(4) Assign an OPNAV FAO Program Officer to serve as liaison with N1/NT and the FAO Community Manager in close coordination with COMNAVPERSCOM (PERS-442C) and the Office of Naval Intelligence (ONI-1).

(5) In conjunction with COMNAVPERSCOM (PERS-442C), designate career paths that provide for development and sustainment of FAO qualifications in accordance with DOD Directives.

(6) Establish and review criteria for the assignment of FAO designation codes.

(7) In coordination with COMNAVPERSCOM, select FAOs for nomination to the Director of Naval Intelligence CNO (N2) for further nomination to the Defense Intelligence Agency as attachés.

(8) Develop, issue, and maintain FAO educational skill requirements (ESR). Revise as necessary and reissue biennially in conjunction with national security affairs (NSA).

(9) In conjunction with the President, Naval Postgraduate School (NPS) review and approve NSA curricula equivalents at accredited civilian universities and colleges.

(10) Coordinate with the OPNAV staff (N6/N7) and President, NPS, to plan, program, and fund postgraduate level studies (Master's and Doctorate) at civilian universities.

d. FAO Officer Community Manager (OCM):

(1) Responsible for overall FAO career planning and management.

(2) Develop, monitor and manage FAO career force maintenance and professional development programs and policies.

(3) Develop, monitor, and manage career path progression, inventory levels, billet requirements, promotion and screening opportunity, accession, lateral transfer, and strength planning, subspecialty and joint requirements, retention, and incentives for the FAO community.

(4) Monitor and engage for development with special interest trends and related emerging personnel requirements.

(5) Manage and refine FAO community policy and training covering the entire management life cycle from billet requirement to personnel entry through separation.

(6) Coordinate FAO manpower requirements.

(7) Liaison with FAO community personnel and commands and/or organizations having FAO-coded billets.

(8) Develop a FAO Marketing Plan to properly publicize the Naval FAO community.

(9) Serve as lead point of contact within OPNAV for all matters relating to FAO.

(10) Coordinate with CNO (N3/N5) on FAO matters.

(11) Conduct analysis of requirements versus inventory for all FAO officers as a basis for educational programs and selection board requirements

e. Director of Naval Intelligence CNO (N2). In conjunction with CNO (N3/N5) and FAO OCM, nominate FAO officers for duty as attachés.

f. President, Naval Postgraduate School (NPS). Review NPS Area Studies curricula in conjunction with biennial curriculum reviews to ensure compliance with Educational Skill Requirements in support of the FAO Program.

g. Chief, Bureau of Medicine and Surgery (BUMED). Ensure availability of resources to complete overseas suitability screenings on FAO applicants and the families of FAO selects.

5. The reporting requirement contained in paragraph 5a(2) is exempt from reports control by SECNAV Manual M-5214.1.

/s/

J. G. MORGAN, JR.  
Vice Admiral, U.S. Navy  
Deputy Chief of Naval Operations  
(Plans, Policy, and Operations)

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