

FORCE MANAGEMENT FUNCTIONAL AREA 50 (FA50)

Primer Sheet

WHY HAVE AN FA50? FA50 officers - Army Force Managers - know “*how the Army runs.*” Force Management officers integrate and implement changes to the force across the full spectrum of organizing, manning, training and equipping the Army. This includes requirements determination, organizational design/change, Total Army Analysis (TAA), manpower and equipment allocations, POM development and the Operational Needs Statements (ONS) process. They translate strategy into structure, and advise Army leaders on the second- and third-order effects of force structure, organizational and equipment changes. FA50s are problem solvers.

WHAT TO LOOK FOR IN OUR OFFICERS: FA50s should be evaluated on their performance in **Force Management positions**. Well-rounded FA50 officers should possess a **blend of Generating and Operating Force** experience. **Deployment experience** indicates the officer can apply FM processes in a combat environment. FA50 officers should complete the appropriate Army educational requirements, i.e., Intermediate Level Education (ILE) and the **Force Management Qualification Course**. Key developmental assignments include **Force Modernization Officer** at Division level, **Requirements/Systems Synchronization Officer** on the HQDA staff and **Force Developer or Force Integrator** at all levels. LTC/COL FA50s should have **Branch Chief or Team Chief experience**. Joint experience is valuable, but not required. FA50 has 15 COL and LTC **Centralized Selection List (CSL)** positions - the **Chief Force Management Division** billets at Corps, Army Service Component Command (ASCC) and Army Command (ACOM). Six COL slots at HQDA G-3/5/7 and G-8 are considered **post-CSL**, our equivalent of Former Brigade Commander (FBC) positions. Majors should have at least one successful FA50 assignment, and LTCs should have three or more successful FA50 assignments. FA50 officers compete for professional development opportunities in three areas: Advanced Civil Schooling, Training with Industry and Fellowship programs.

WHERE ARE FA50 OFFICERS? FA50 officers are found primarily at Headquarters Department of the Army G-3/5/7 and G-8, ACOM and ASCC headquarters, Corps and Division headquarters as well as OSD, the Joint Staff and eight Joint Command headquarters.

UNIQUE KNOWLEDGE, SKILLS & CHARACTERISTICS

- *Army Force Managers* approach Force Management as an art and a science.
- *Army Force Managers* execute and synchronize the complex processes that **define the force** (force development) to reshape our Army, and **build the force** (force integration) in support of the Warfighter.
- FA50s have expertise in: Requirements, Documentation and Equipping.
- FA50s are self-disciplined adaptive leaders, resourceful strategic thinkers, insightful change managers, and effective communicators.

OFFICER DEVELOPMENT/CAREER PROGRESSION

Initial assignment at HQDA/ACOM level, when possible, provides officers a solid grounding in Department of the Army force management policy and processes, enhancing future utility for “1-of-1” assignments in the operational Army.

Captain	<ul style="list-style-type: none">• Branch Qualified, has acquired basic technical and tactical skills• Working knowledge of military operations and Army doctrine• Assessed into FA50 via the Voluntary Transfer Incentive Program (VTIP)• Normally promoted to Major within 2 years of accession
Major	<ul style="list-style-type: none">• Complete ILE Core and the 14-week FA50 Qualification Course• Key developmental positions at Army G-3/5/7 and G-8• At least one Force Management Division level, ASCC or ACOM assignment• Qualified Majors and LTCs eligible for ACS, TWI or Fellowship consideration
Lieutenant Colonel-Colonel	<ul style="list-style-type: none">• Senior Army Force Managers• Have successfully completed FM leadership jobs in a deployed environment• 15 CSL positions• Army and Joint Staff; FM Branch and Division Chiefs in the Operational Force• Officers should have about three FA50 assignments by this time