Headquarters U.S. Air Force

Integrity - Service - Excellence

Joint Officer Management

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Joint Officer Management Program

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Purpose: Ensure significant number of officers are educated, trained and experienced in joint matters; joint qualification required prior to promotion to O7 (Brigadier General)

- Assertive program management
  - Manage tour length waivers
  - Monitor joint officer promotion results
  - Joint duty position validation
- Deliberate selection and assignment of high potential officers to joint positions
- Two methods to obtain joint qualification
  - Designated position - joint qualified officer, 36 points min
    - Joint qualification awarded upon completion of tour
      - O6 & below--36 months full term or 22 months w/waiver
      - O7 & above--24 months full term or 14 months w/waiver
  - Experience - experience review panel, 18 points min
    - Officer applies for Joint qualification for panel approval
- JOM action offices:
  - HQ AF Force Mgt Policy Directorate develops JOM policy
  - Executes JOM program
    - AF Personnel Center (O5 & below)
    - Colonels Group (O6 and O6-selects)
    - Generals Group (O7 & above)

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JOM Program NDAA 2007

John Warner National Defense Authorization Act (NDAA) 2007 mandates:

- **Secretary of Defense establish levels of joint qualification (Levels II, III, IV)**
- **Each level shall, as a minimum, have both joint *education* and joint *experience* criteria**
- **Systematic, progressive, career-long development of officers in joint matters**

A Total Force system to recognize career-long joint experiences no matter where they are gained

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Two Paths to Joint Qualification

TRADITIONAL PATH
S-JDA (JDAL)

- Statutory Tour Lengths
  - 36 month (O-6 & below)
  - 24 month (G/FO)
- Tour Length Waivers Available
- JPME I & II / AJPME Required
  - JPME Waiver Available

Full Credit

Converts to Points

Accrued Credit

EXPERIENCE PATH
E-JDA

LEVEL II

18 Points & JPME I

+ 18 Points & JPME II/AJPME

JOINT QUALIFIED OFFICER (JQO) [LEVEL III]

GFO Full Joint Credit & CAPSTONE

+ 24 Points & CAPSTONE

LEVEL IV

Officers O5 and Below AFPC

Objective: Match high potential officers to joint assignments

- **Maximize obtaining joint credit early in an officer's career, especially for rated community (limited O6 joint duty positions)**
- **#1 Mission needs based on prioritization plans**
- **#2 Development Team vector**
  - **Chaired by Senior Career Field Managers (GO level/equiv)**
  - **Meets ~3 times/year; considers reviewer's & officer's inputs**
  - **Vectors for officers to meet mission requirements & develop force**
  - **Key for filling/outplacing Sq/CC, IDE/SDE, joint positions**
  - **Vectors provide assignment teams the "pools" of officers to use to fill key billets based on quality & officer professional development**
- **#3 Officer's preferences**

Officers O6 and O6-selects AF/DPO

Multiple factors in selecting O6s for joint positions:

- **Member is a high potential officer and has not completed a joint tour which is required for O7 (Brigadier General)**
- **Position requirement indicates specific skill-sets that narrows the eligible pool size (language, AFSC, etc.)**
- **Officer is an O6 select sitting in an O5 joint position - officers are moved joint to joint to eliminate the need for a joint tour waiver**
- **Position is coded as critical S-JDA - matches are screened by the DPO AO and DPO joint desk to ensure officer is a JQO**

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General Officers AF/DPG

Joint requirements managed by Joint General / Flag Matters Office

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Services receive Request for Nomination
(3- & 4- stars SECDEF consideration)

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GO Inventory assessment / Slate prep – in coord with 4-stars

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CSAF approval (3- & 4- stars also meets SECAF approval)

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Submit nomination along with other Services (3- & 4- stars to SECDEF)

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If AF nominee selected, announce assignment
(3- & 4- stars requires Senate confirmation)

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Followed by timing / orders / prerequisite training for 1- & 2- stars
Followed by announcement/timing/orders for 3- & 4- stars

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Take Aways

- Since NDAA 2007, officers can receive joint credit via two methods

- AF ensures high potential officers are selected to fill joint duty positions to meet mission objectives and promotion requirements

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Questions?