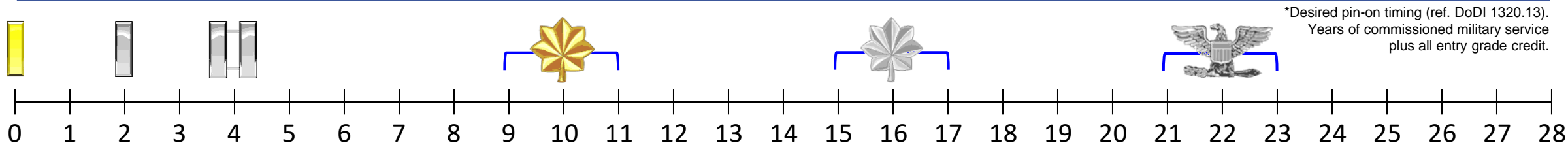




Civil Engineer Officer (32E) Career Progression



Functional Area Experiences (CGO):

- ❖ Base Level (~10 years); Flight Element Chief/Section OIC; Flight CC (e.g., Readiness or EOD); Intermediate Staff (AFIMSC, AFCEC, NAF); RED HORSE; deployment

Formal Education/Training:

- ❖ AFIT Courses [WMGT 101; WENG 200 / 400 / 481, WMGT 409 420 / 422 / 423 / 426 / 430 / 436 / 531 / 585 / 590 (position-specific courses)]; Professional Continuing Education (PCE); Joint Engineer Ops Course; SILVER FLAG
- ❖ O-3 PME (PDE): Squadron Officer School

Special Experiences:

- ❖ Instructor (USAFA, AFIT, SOS); Professional Certification; Engineer Exchange Officer (Navy or Army); EWI; AFPAK Hands; CRG; Joint; EOD (9-month Joint school); Exec; CAG; Aide

Functional Area Experiences (FGO):

- ❖ Flight CC (e.g., Operations or Engineering); RED HORSE Sq CC, CD, or DO; Sq CC/CD (CES, BMT, TRS, etc.); Gp/CD; HHQ/Intermediate Staff (HAF, Joint, MAJCOM, AFIMSC, AFCEC, NAF); Range Flt/CC (EOD); deployment

Formal Education/Training:

- ❖ O-4 PME (IDE): ACSC/equiv (DL or residence)
- ❖ O-5 PME (SDE): AWC/equiv (DL or residence)
- ❖ EOC Director's Course; Fire Marshal Course; AFIT WMGT 400 / 585, WMSS 600; Position-specific courses; PCE; SILVER FLAG

Special Experiences:

- ❖ Exec/Aide/CAG; Instructor (ACSC, AFIT, USAFA); Fellowships; LL; PAS, FAO; AFPAK Hands; Exchange Officer; Professional Certification; Joint Staff; IG; Attaché

Functional Area Experiences (O-6):

- ❖ CEG/CC; RED HORSE Gp CC; MAJCOM A4C; HAF, AFIMSC, AFCEC Division Chiefs; Joint Staffs (JCS, NORTHCOM, TRANSCOM); OSD Staff; Installation Support Panel Chair; SAF/IE Mil Asst; deployment

Formal Education/Training:

- ❖ Advanced Academic Degree (AAD)
- ❖ Senior Joint Engineer Crs; PCE; WMGT 700

Special Experiences:

- ❖ WG/CC; AFIMSC/CV; WG/CV; MSG/CC; AFIMSC Det/CC; TRG/CC; Joint Staff; IG

Formal Instructor & Recruiting Duty:

- ❖ Typical Instructor or recruiting assignment target at the 4 to 14 year point, after SOS and before Sq/CC; encouraged for all 32Es

32E – Civil Engineer Officer Career Development Guidance

AFSC Description: 32Es lead, manage, and direct military and civilian personnel in facility and infrastructure maintenance, repair, planning, design, project management, and construction; utilities operations; environmental management; family and unaccompanied housing management; Base Recover After Attack (BRAAT); Explosive Ordnance Disposal (EOD); Chemical Biological Radiological Nuclear response; Fire and Emergency Services; and Readiness and Emergency Management.

Brief Developmental History: The skillsets, experience, breadth and depth required of CE Officers has not changed significantly through the years. However, developmental opportunities have changed dramatically with the 2014 stand-up of the AF Installation and Mission Support Center (AFIMSC). The opportunities for CE Officers on MAJCOM staffs are now very limited, and most staff-level positions reside in AFIMSC, its Detachments, the Air Force Civil Engineer Center (AFCEC), and a few at Headquarters Air Force.

Prior to Major: 32Es are expected to develop as a leader and tactical/operational advisor on CE squadron-level matters. They will serve in a wide variety of developmental positions, gaining technical competencies, with two to three base-level assignments. Base-level assignments include traditional CE Squadrons, responsible for day-to-day base operations and sustainment, as well as RED HORSE Squadrons, which are specialized squadrons that provide the AF a rapid response, heavy repair and construction capability to support contingency operations worldwide. Developmental positions for CGOs include Element Chief, Section OIC, as well as Readiness or EOD Flight Commander. In order to lead the EOD Flight, CE Officers must be EOD-qualified through the Joint EOD School. Most 32Es will deploy at least once as a CGO.

Prior to Lieutenant Colonel: 32Es are expected to further develop operational and strategic competence, planning, and communication skills through experience in various staff-level positions at AFCEC, AFIMSC, or HAF. Operations Flight Commander is a milestone position that provides officers with a broader perspective of organizational leadership, although not a prerequisite for Command. Most 32Es will deploy at least once as an FGO.

Prior to Colonel: 32Es are expected to further develop as a leader and operational/strategic advisor on matters across CE core areas via base-level breadth, deployments, staff, and Joint experiences. 32Es are expected to command at the squadron level at least once, and often twice. This is a milestone experience as an organizational leader and tactical/operational advisor. In staff positions, 32Es will shape programs policy, strategy and execution, which in turn prepares them for Group Command. Experience from squadron level through various staffs provides development of the operational breadth and technical depth required to succeed in senior positions.

Career Broadening Expectations:

- Formal instructor or recruiting special duty is a valued assignment for personal development and enterprise perspective.
- Most 32Es will not spend more than one assignment (~3 years) out of core unless selected for special career broadening programs, such as FAO, PAS, or academic programs