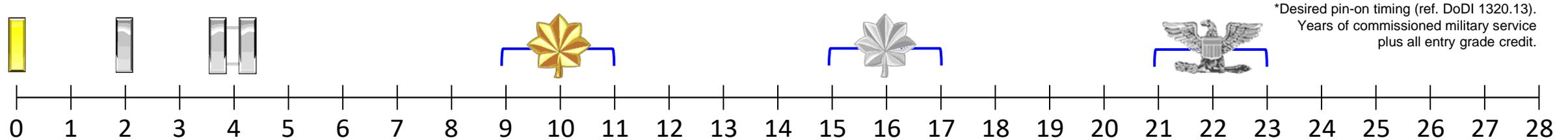




Intelligence Officer (14N) Career Progression



Functional Area Experiences (CGO):

- ❖ Flight/CC, Section Chief, Unit Level Intelligence (Flying, AGOS, ICBM)
- ❖ Below Wing (OSS, DCGS, CMF, SIGINT SQ)
- ❖ Combat Support Agency (INT-focused)
- ❖ Operational Deployment (JTF, CJTF etc.)
- ❖ Operational Experience (RED FLAG, JCS level exercise UFG, Key Resolve)

Formal Education/Training:

- ❖ ISR 100 & ISR 200, Continuum of Learning
- ❖ Targeting, Advanced analytic tradecraft, IFTU, INT discipline, Weapons Instructor Course
- ❖ O-3 PME (PDE): Squadron Officer School

Special Experiences:

- ❖ Career Enhancement (5-9 yr): EWI, foreign language, Internships (JOCCP, JOGP, CNODP, SIIP, SPEED, WIC) Service/Foreign Partner Exch's, Acquisition, Space, Cyber, Air Advisor, HUMINT

Functional Area Experiences (FGO):

- ❖ Boarded/Selectively-manned intel leadership:
 - ❖ O-4: Det/CC, Sq/DO, Wg SIO (~77 Yearly)
 - ❖ O-5: ISR Sq/CC (~35 Yearly)
- ❖ Selected Staff: HAF, Joint (JCS / CCMD / CSA / OSD), Green Door
- ❖ Operational Deployment (JTF, CJTF etc.)
- ❖ Operational Exercises (RED FLAG, JCS)
- ❖ Cyber Mission Force (CMF) Team Lead

Formal Education/Training:

- ❖ O-4 PME (IDE): ACSC/equiv (DL or residence)
- ❖ O-5 PME (SDE): AWC/equiv (DL or residence)
- ❖ ISR 300, ASG (SAASS/SAW)

Special Experiences:

- ❖ Career Enhancement (12-15 yr): Partner w/ industry/academia, foreign language, etc.
- ❖ ARC leadership tour
- ❖ Air Advisor, FAO, Attaché, PAS

Functional Area Experiences (O-6):

- ❖ Milestone positions, MAJCOM A2, CCMD J2, JIOC/CC; Group/CC; Wing/CC or CV
- ❖ Staff: HAF, Joint (JCS/CCMD/CSA/OSD)
- ❖ Joint, Interagency, International Assignments
- ❖ Operational Deployment (JTF, CJTF etc.)

Formal Education/Training:

- ❖ Advanced Academic Degree (AAD)
- ❖ ISR 400, Executive Leadership Opportunities

Special Experiences:

- ❖ Senior Def Official, Defense or Air Attaché
- ❖ AFROTC Det/CC

Formal Instructor & Recruiting Duty:

- ❖ Target for OI&RSD or T-prefix functional instructor assignments is typically between 5-13 years OR after O-4 leadership opportunity



Assignment Considerations

CGO OPD – Experience in Missions Sets and Competencies

■ Mission Sets Include:

- Air Operations Center
- Cyber
- Distributed Common Ground System
- Flying Unit Support
- Human Intelligence
- Instructor
- National Combat Support Agency
- Recruiting
- Signals Intelligence
- Space
- Special Operations Forces
- Targeting

■ Competencies:

- Analysis
- Collection
- Targeting
- Integration



14N – Intelligence Officer Career Development Guidance

AFSC Description: The Air Force conducts globally integrated Intelligence, Surveillance, and Reconnaissance (ISR) operations through application of four functional competencies: Analysis, Collection, Targeting, and Sensing Grid Activities. Sensing Grid Activities is the newest competency that includes the skills necessary to discover and manage information through the use of technology to enable the other three. Intelligence officers are primarily assigned to the following units/mission areas: airborne ISR (U-2, RQ-4, MQ-9, U-28, etc.), Air and Space Operations Centers (AOC), cyberspace ISR units, Distributed Common Ground System (DCGS), Combat Support Agencies (CSA) (NSA, NGA, DIA, etc.), flying units, space, analysis, targeting, Special Operations Forces (SOF), and Human Intelligence (HUMINT). Some officers are hand-picked for duties in the latter two mission areas that are data masked and whose classification prevents detailed explanation of the officer's true duties and mission impact.

Brief Developmental History: The 14N Talent Management Framework (TMF) vectors members to explore the career field with overarching pathways in: Operations (85%), Strategy (14%), and Academics (1%). The ISR mission requires 14Ns to deploy and/or perform deployed-in-place or reach-back missions throughout a career with multiple opportunities at each grade.

Prior to Major: 14Ns are expected to gain depth or breadth in AF ISR's four core competencies with assignments leading ISR operations across the full range of military operations either deployed, downrange, or in-place. A limited number of 14Ns may compete for special programs and internships such as Junior Officer Cryptologic Career Program (JOCCP), Junior Officer Geospatial Program (JOGP), Computer Network Operations Developmental Program (CNODP), Space Intelligence Intern Program (SIIP), AFSOC Intern Program, Education with Industry (EWI), Special Experience Exchange Program (SPEED), and Weapons Instructor Course (WIC).

Prior to Lieutenant Colonel: O-4 developmental leadership opportunities include Det/CC, Sq/DO, and Wing Senior Intelligence Officer (SIO). These positions lead ISR operations within flying wings, ISR wings, and CSAs. Also, during this time 14Ns should serve in selected staff tours (HAF, MAJCOM, Joint – OSD, JCS, CCMD, and CSA) providing expertise in support of ISR functional or force generation requirements.

Prior to Colonel: Prior to O-6, 14Ns will serve in Squadron Command or other leadership opportunities at ISR operational units in Combat Support Agencies, OSD, Joint Staff, Combatant Commands, MAJCOMs, or Joint Task Force staffs.

Career Broadening Expectations:

- Formal instructor or recruiting special duty is a valued assignment for personal development and enterprise perspective.
- Typically, 14Ns will not spend more than one assignment (~3 years) out of core unless selected for special career broadening programs, such as FAO (Defense/Air Attaché), PAS, fellowships, or other academic programs (e.g. CSAF/SecAF Fellowships, Olmsted Scholars, RAND).