#3

Senior Service College (SSC) Update

Sarah Graham, Chief
Army SES Office
(SAMR-SES)

March -

G-3 Zero Based Review

- Initiated in FY02
- Quotas remain at 10 through AY 04/05
  - Does not include DLAMP
- Results of review will affect out-years
  - Limited flexibility in quotas
- Mar 02 memo requested MACOM/FCR review of GS14-GS15 positions
- Consolidated list of civilian positions requiring SSC delivered to G-3 June 02

Validation Guidance for Military and Civilian Positions that Require Senior Service College Education

"A military member, LTC and above, or DA Civilian, GS-14 and above, who occupies a leadership position[1] (both command and staff) that requires a thorough knowledge of strategy and the art and science of developing and using instruments of national power (diplomatic, economic, military, and informational) during peace and war. This knowledge is necessary in order to perform Army, Joint, or Defense agency operations at the strategic level (MACOM, Army Component Command (ACC), Field Operating Agency, Joint Task Force or higher)."[2]

Note 1: Exceptions to leadership position include:

- War planner or strategist at an MACOM/ACC or higher.
- Executive office to a flag officer in the grade of O9 and above.
- Executive assistant to SES
- Military assistant or Deputy to the SA, USA, or ASA.
- Military assistant to Defense Secretaries or elected officials.
- Instructor at a Senior Service College

•Note2: All General Officer and SES positions require Senior Service College education

G-3 Zero Based Review

- Aug 02, G-3 requested further clarification of positions
- FCR assistance required (MACOM support)
  - Group positions by major function, e.g.
  - Provide a concise, one paragraph description of functional category
- Preparing memorandum for G-1 to FCRs/Functional Proponents
  - Hand carry/meet with Functional leads
  - Input needed by Feb 15, 2003

Sample 1

Career Program: 11
CMD: CofS
[redacted]C: Ms. Brown
[redacted]ONE NUMBER: 000-000-0000
Organization/CMD/Location: Pentagon, Washington, DC

Function Description:

Analyzes National Security and Army strategic issues and recommends solutions to critical problems that affect Army overall, other military services, other government agencies, ADASA(M&RA). Senior Strategic Planner and primary consul for National Security and Army Strategic issues and trends. Participates in the development of strategic direction for Manpower, Force Structure, Personnel and Reserve Affairs. Key planner and integrator on issues dealing with major defense or Army reviews and studies.

Positions:

PP/SS/GD	Position Title	Location	CPCN	PAR/LN	UIC
GS-343-15	Program Analyst	Pentagon	ANHT19293	041 04	W0Z2AA
GS-343-15	Program Analyst	Pentagon	ANHT19561	11B 12	W0ZUAA
GS-343-15	Program Analyst	Pentagon	ANHT19521	006A 04	W0ZUAA

Sample 2

Career Program: 13
CMD: CofS
POC: Ms. White
ONE NUMBER: 000-000-0000
ganization/CMD/Location: Pentagon, Washington, DC

Function Description:

Directs the development and implementation of policy and guidance that ensures the Readiness Program meets the ARNG mission goals and objectives. Develops readiness goals and provide recommendations on resource strategy to ensure goals and objectives of the ARNG are resourced in the POM. Facilitates 54 States and territories with resources, planning, and programming future unit structure for wartime capability. Coordinates with members of the Joint Staff, Office of the Secretary of Defense, and the Department of the Army on readiness related matters. Supervision and oversight require substantial coordination and integration of the complex programs of professional work comparable Readiness Reporting, Policy and Analysis, and Initiatives and Improvements, all entailing decisions of major impact on the organization of the Readiness Division and all of the programs under its jurisdiction. **Work involves major recommendations and actions, which have a direct and substantial effect on the entire ARNG and its readiness programs nationwide.**

Positions

PP/SS/GD	Position Title	Location	CPCN	PAR/LN	UIC
GM-346-15	Supv Logist Mgmt Spec	Pentagon	ANHT19416	024C 001	W0Z3AA
GM-346-15	Supv Logist Mgmt Spec	Pentagon	ANHT19320	0027 001	W0Z3AA
GM-346-15	Supv Logist Mgmt Spec	Pentagon	HT91B94003	024B 1	W0Z3AA
GS-346-15	Supv Logist Mgmt Spec	Pentagon	ANHT19347	0014 002	W0Z3AA

SSC
Mandatory Follow-on Placement

- Purpose: To require follow-on operational assignments for all Army SSC graduates (Army & DLAMP)
  - Advance the goals of professionalizing leader development in the civilian work force
  - Plan for maximum return on investment of SSC graduates
  - Improve justification for civilian SSC quotas
- Policy memo signed by the ASA(M&RA)
- Implementation guidance from Asst G-1, CPP