



Defense Security Cooperation University

Defense Security Cooperation Agency

# SECURITY COOPERATION POSITION CODING GUIDE



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# 1.0 Introduction

This Security Cooperation (SC) Position Coding Guide is intended to provide comprehensive guidance for coding billets, positions, and position descriptions (PDs) for the purpose of meeting the intent of the National Defense Authorization Act for Fiscal Year 2017 amending Title 10 of the U.S. Code, adding Section 384, directing the DoD to create and implement a Security Cooperation Workforce Development Program (SCWDP). To meet the full intent of the law, the components are to identify the SC Workforce, Military and Civilian, in the Department of Defense manpower and personnel systems.

## 1.1 Background

The updated DCPAS Message 2023111 (November 14, 2023) directed DoD Components to code their SC positions and position descriptions in the systems of record, reference Appendix A. During the September 13, 2023, Security Cooperation Workforce Stakeholder and Senior Steering Boards Meeting, senior leaders from across the Department affirmed their commitment to code SC positions by the extended March 31, 2024 suspense.

Effective March 31, 2024, the Security Cooperation Workforce Development Database (SCWD-D) will sunset and no longer be used for SC Workforce position management. The sunset of the SCWD-D intentionally aligns with the suspense for all SC positions to be coded in the components' respective manpower and personnel systems. The SC position coding effort requires the collaboration between key stakeholders to include the Component Certification Authority (CCA), manpower, personnel, classification support personnel, and supervisors or hiring officials.

## 1.2 Published Guidance

The National Defense Authorization Act for Fiscal Year 2017 amended Title 10 of the U.S. Code, adding Section 384, which directs DoD to create and implement a Security Cooperation Workforce Development Program (SCWDP). The Joint Explanatory Statement, 2017 National Defense Authorization Act directs the Secretary of Defense to create a Department of Defense SCWDP to oversee the development and management of a professional workforce supporting security cooperation programs and the execution of security assistance programs and activities under the Foreign Assistance Act and the Arms Control Act by the Department of Defense. Title 10, U.S. Code, Chapter 16, Section 384 details SCWDP purpose, requirements, and elements of the program. Reference the Interim Implementation Guidelines for the DoD Security Cooperation Workforce Certification Program 2.0 (hereafter referred to as "Interim Implementation Guidelines") for definitions and details to help inform position and PD coding. Appendix E provides a full list of references.



## 1.3 Timeline of Major Events

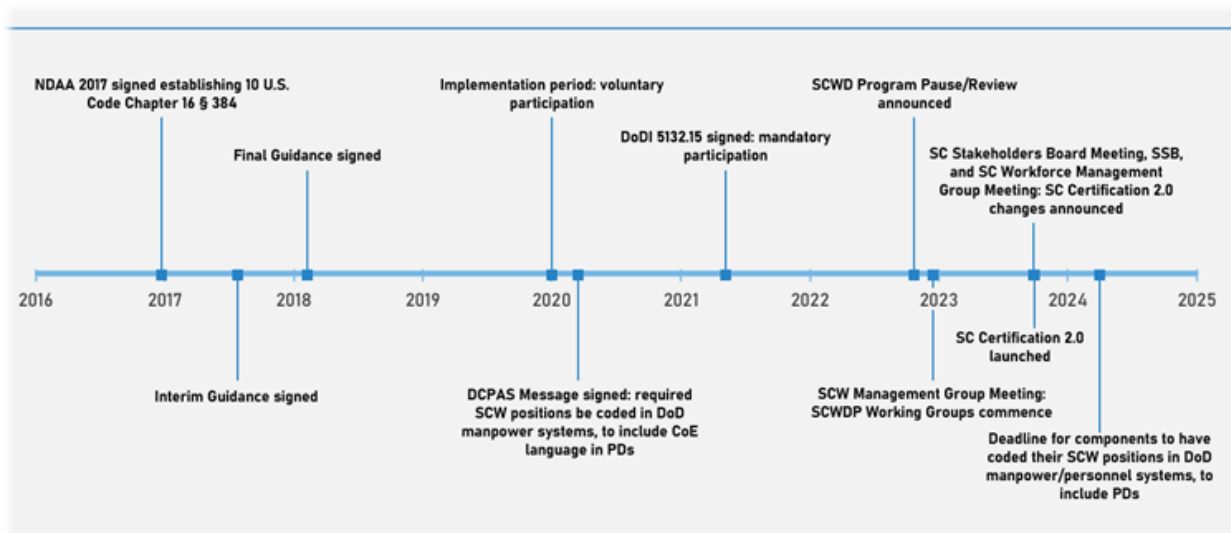


Figure 1: Timeline of Major Events

## 2.0 Position and Position Description (PD) Coding Responsibilities

Positional data is the primary means for tracking the SC Workforce. The Service or Agency classified as the owner of the position is responsible for determining the position requirements and coding. The owner of the position is responsible for the input of position data in the manpower system. All SC positions must be coded in manpower systems of record and provided to the SCWDP at routine intervals in the proper data format. Reference Appendix B for the Authorization of DoD SCW Manpower Military Billet and Civilian Position Codes – Comprehensive List.

The Civilian and Military SC Workforce filling a SC position will be identified in personnel systems. In respect to borrowed manpower, the organization with administrative control (ADCON) responsibilities will identify and track SC personnel within the workforce.

### 2.1 Key Security Cooperation Stakeholders

The supervisor or hiring official and designated Component Certification Authority (CCA) maintain an integral role in identifying SC positions or billets defined as the Security Cooperation Workforce (SCW) and working closely with manpower, personnel, and classification support personnel to ensure the proper coding of positions, billets, and PDs.



The DoD Component head or CCA, if one is designated:

Identifies SCW positions and key SC positions.

Designates a functional area and a proficiency level (based primarily upon the grade/rank of the position) for each SCW position identified.

Notifies individuals filling an SCW position that they are part of the SCW and must meet the requirements for certification relative to their respective position.

Manpower, personnel, and classification support personnel work closely with your organization's CCA to identify the SC positions and personnel in the manpower and personnel systems and to ensure PD coding, respectively.

## 3.0 Identifying SC Position & Billet Requirements

Organizations are required to identify their SC Workforce positions and billets in accordance with 10 U.S. Code § 384. 10 U.S. Code § 384 defines the SC Workforce as:

Members of the armed forces and civilian employees of the Department of Defense working in the security cooperation organizations of United States missions overseas.

Members of the armed forces and civilian employees of the Department of Defense in the geographic combatant commands and functional combatant commands responsible for planning, monitoring, or conducting security cooperation activities.

Members of the armed forces and civilian employees of the Department of Defense in the military departments performing security cooperation activities, including activities in connection with the acquisition and development of technology release policies.

Other military and civilian personnel of Defense Agencies and Field Activities who perform security cooperation activities.

Personnel of the Department of Defense who perform assessments, monitoring, or evaluations of security cooperation programs and activities of the Department of Defense, including assessments under section 383 of this title.

Other members of the armed forces or civilian employees of the Department of Defense who contribute significantly to the security cooperation programs and activities of the Department of Defense by virtue of their assigned duties, as determined pursuant to the guidance issued under subsection (e).



10 U.S. Code § 384 requires designation of key SC billets/positions. Key SC positions and billets/positions are those with duties and responsibilities that require the incumbent to issue guidance, make decisions, or direct SC activities that directly affect the execution of SC programs or activities. Key SC positions and billets are inherently governmental. There is no grade or rank requirement and no specified nor prescribed proficiency level for Key SC positions.

## 3.1 Security Cooperation Functional Areas

Functional Areas (FA), replacing the previous Areas of Concentration (AoC), directly correlate to core Security Cooperation competencies and job functions. Five of the nine functional areas have been cross walked to roughly align with the former five AoCs. However, the FAs provide a more nuanced description of the workforce. In choosing a functional area, determine the area in which the greatest percentage of SC work is performed. The SCW Certification Program 2.0 nine functional areas are:

**Policy and Resourcing** - This includes developing and issuing security assistance policies and providing policy guidance (e.g., release of U.S. military technology and technical data); planning and designing SC programs and activities. Example of positions/jobs: Strategy and Policy Planning Offices at Services/GCCs/DAFAs.

**Foreign Military Sales and Foreign Military Financing** - This includes the group of programs authorized by the Foreign Assistance Act of 1961 (as amended), the Arms Export Control Act of 1976 (as amended), and other related statutes by which the United States provides defense articles, by grant, loan, credit, or cash sales, in furtherance of national policies and objectives. This includes the oversight, direction, and administration of Security Assistance programs that provide defense articles, military training, and other defense related services, by grant, credit, cash, sale, lease, or loan. This function is typically performed by DSCA and the Implementing Agencies. Example of positions/jobs: Case Writing Support, Admin Support, LOR/A Development, Country Portfolio Directors, Country Desk Officers, Country Case Managers, SAPM, Supervisors, Directors, Regional Managers.

**Building Partner Capacity/DoD Train and Equip** - Conducting mid- and long-range planning programming and budgeting for security assistance programs. This function includes Title 10 programs and activities that provide materiel assistance and related tactical and operational training to partners to develop specific defense capabilities (e.g., the consolidated train-and-equip programs). Example of positions/jobs: Case Writing Support, Admin Support, SSCI Development, GCC Planner.

**Advise, Train, and Educate** - This function includes programs and activities that help a partner nation develop more effective defense institutions, ensuring effective oversight, management and execution of logistics, personnel, and resource management, strategy, policy, and doctrine. It also includes programs and activities that support participation of





partners in relevant multilateral education and training programs to educate partners on specific topics (e.g., the Regional Centers for Security Studies, the Inter-American Air Forces Academy, and international engagement authorities for Service Academies). Finally, this function includes programs and activities that enable U.S. forces to meet training requirements and improve readiness with the benefit of helping partners develop skills and operational concepts in line with U.S. interests. Example of positions/jobs: IMSO, Mil Service Training Activities, IMET planners, ICB Implementers, Other Trainers and Educators.

**Security Cooperation Organization** - This function is focused on SC activities conducted by a security cooperation office (SCO). This would typically include most members of the armed forces and civilian employees of the DoD working in SCOs overseas, as well as some combatant command (CCMD) staff. Example of positions/jobs: Service Section Chief, Case Manager, Financial Manager, Dep Chief, SCO Chief, BAOs.

**Acquisition** – Co-production Programs, international arms cooperation. Focus on acquiring defense articles and services using the DoD acquisition process for DoD’s international partners. Example of positions/jobs: Defense Acquisition Community.

**State Partnership Program (SPP)** - Designated members of the National Guard’s State Partnership Program. Example of positions/jobs: SPP Planners and Executors, some BAOs.

**Support Enablers (FM, HR, Legal, IT) \*** - This includes members of the major SC agencies and organizations (e.g., DSCA, Navy International Programs Office, et al.) that are engaged in support functions for SC but not in day-to-day Security Cooperation programs. Example of positions/jobs: Non-SC Support Functions.

\*Support Enablers can only be coded as a Level 1 for SC, but DSCU will offer specialized modules/courses for legal and FM professionals working in SC. Non-FM and Non-Legal Support Enablers do not have to complete a Primary Track.

**Assessment, Monitoring, and Evaluation (AM&E)** - SCW members responsible for reviewing and evaluating program performance. Example of positions/jobs: Data Collectors, Data Analysts, SMEs.

## 3.2 Proficiency Levels

The new SC certification program will feature four proficiency levels.

**Foundational** - Foundational knowledge and understanding of core SC competencies necessary for all members of the SCW.

**Practitioner** - Greater knowledge and understanding of the core competencies and specialized, technical knowledge and understanding of a Primary FA combined with



supplemental knowledge and understanding of a Secondary FA. Capable of conducting analysis of SC issues and offering courses of action to decision-makers.

**Expert** - Deeper understanding of core competencies as well as of a Primary FA combined with supplemental knowledge and understanding of a Secondary FA. Possesses advanced technical knowledge and understanding concerning SC as an instrument of U.S. national security that enable informed decision-making.

**Executive** - Tailored specifically to meet the training and knowledge requirements for general officers, flag officers (GO/FO), and Senior Executive Service (SES) members of the SCW who are in positions that require a broad foundation in SC.

Proficiency levels are determined nominally by the grade or rank of the position, which can be waived only by the SC Workforce Development Program. The SCWDP will issue guidance on the waiver process.

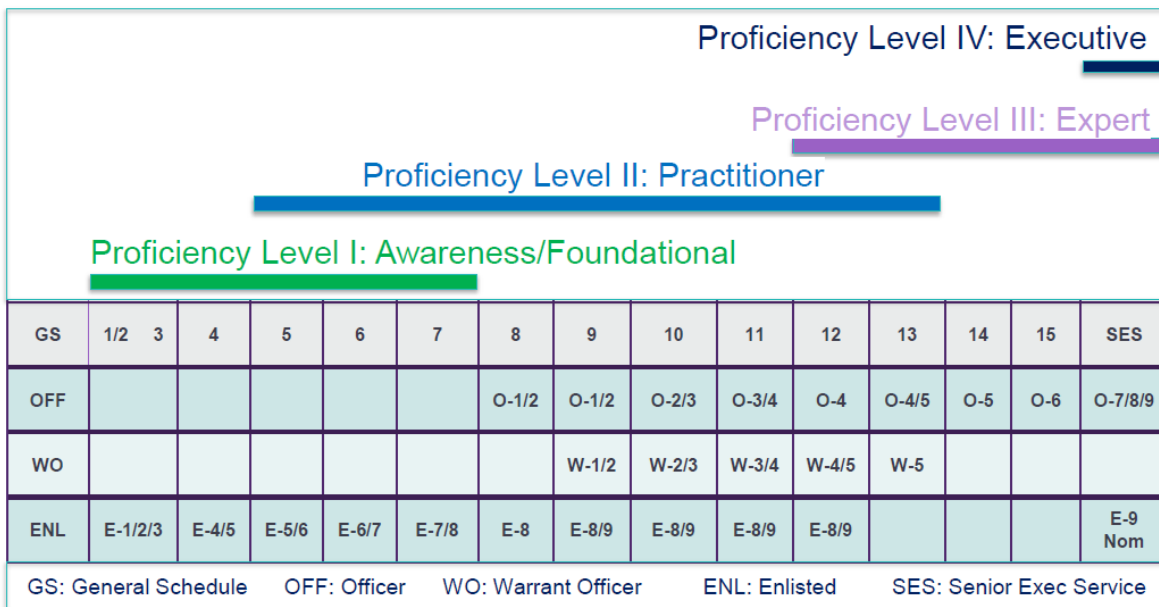


Figure 2: Designating SC Proficiency Levels

### 3.3 SC Position Coding Rubric

Based upon manpower and personnel system capabilities or restrictions, DSCA will grant by exception revisions to the first two characters of the SC position code. If your manpower system restricts to a four-digit code, you are authorized to precede the 3rd digit with a “S” or “C” (e.g. S2A1 vice SC2A1). The abbreviation must be documented and applied uniformly across the specific system of record. There will be no adjustments to the 3rd, 4th, and 5th characters. The SC Code for a position will include the following information unless an exception is granted.





**SCW Position/Billet Coding**

**S**

**C**

**3rd**

**4th**

**5th**

**PROPOSED CODING**

<b><u>3<sup>rd</sup> Digit:</u></b> <b><u>(Key Billet/Position Codes)</u></b>	<b><u>4<sup>th</sup> Digit:</u></b> <b><u>(Functional Area Codes)</u></b>	<b><u>5<sup>th</sup> Digit:</u></b> <b><u>(Proficiency Level Codes)</u></b>
2- Key Security Cooperation Position – Civilian	A- Policy and Resourcing* (Aligns w/ AoC 1: SC Planning, Oversight, & Execution Management)	1- Awareness/Foundational
3- Key Security Cooperation Billet – Military	B- Foreign Military Sales and Financing* (Aligns w/ AoC 2: SC Case Life Cycle Management)	2- Practitioner
4- Security Cooperation Position – Civilian	C- Security Cooperation Organization* (Aligns w/ AoC 3: SCO Operations and Management)	3- Expert/Advanced
5- Security Cooperation Billet - Military	D- Support Enablers* (FM, HR, Legal, IT)** (Aligns w/ AoC 4: SC Execution Support Management)	4- Executive
	E- Acquisition* (Aligns w/ AoC 5: SC Acquisition Management)	
	F- Building Partner Capacity/DoD Train and Equip (New FA)	
	G- Advise, Train, and Educate (New FA)	
	H- State Partnership Program (New FA)	
	I- Assessment, Monitoring, and Evaluation (New FA)	

*Figure 3: SC Position Coding Rubric*

\*Note: Functional Area code is represented by an alpha vice numeric character to enable future expansion, if required.

## 4.0 Manpower and Personnel Systems of Record

All SC positions will be coded in manpower and personnel systems of record. Reference Appendix C for instructions on how to add a SC billet designation code to FMTS. Also, reference Appendix D for instructions on how to add a SC code to the position description in DCPDS. Organizations will provide a digital report to the SCWDP quarterly, in proper data format, due to the impending retirement or repurposing of the Security Cooperation Workforce Development-Database (SCWD-D). The SCWDP will issue guidance on the position coding quarterly verification process.



Service	Workforce	Manpower Systems	Personnel Systems
Defense Agencies and DoD Field Activities	Civilian	FMTS	DCPDS
	Military	FMTS	By Service
Combatant Commands	Civilian	FMTS	DCPDS
	Military	FMTS	By Service
Air Force	Civilian	MPES	DCPDS
	Military	MPES	MilPDS
Army	Civilian	FMS-AOS	DCPDS
	Military	FMS-AOS	IPPS-A
Marine Corps	Civilian	TFSMS	DCPDS
	Military	TFSMS	MCTFS
Navy	Civilian	TFMMS	DCPDS
	Military	TFMMS	NSIPS

AOS: Army Organization Server      IPPS-A: Integrated Personnel and Pay System-Army      NSIPS: Navy Standard Integrated Personnel System  
 DCPDS: Defense Civilian Personnel Data System    MCTFS: Marine Corps Total Force System    TFMMS: Total Force Manpower Management System  
 FMS: Force Management System    MilPDS: Military Personnel Data System    TFSMS: Total Force Structure Management System  
 FMTS: Fourth Estate Manpower Tracking System    MPES: Manpower Programming and Execution System    TWMS: Total Management Services

Figure 4: Manpower and Personnel Systems of Record

Figure 4 identifies the DoD official manpower and personnel systems utilized across the SC enterprise, in which the SC code will exist in the designated field to identify SC position records and PDs.

## 5.0 Position Description (PD) Classification

Organizations have full range in the development of position descriptions. Provided in Sections 5.1 for key billets and 5.2 for all billets are position descriptions and other conditions of employment verbiage specific to certification requirements. Additionally, PD coding must be input in DCPDS and correspond with position coding for each respective position.



## 5.1 Key SC Positions

Definition: A Key Security Cooperation (SC) position are those SCW billets/positions with duties and responsibilities that require the incumbent to issue guidance, make decisions, and/or direct SC activities that directly affect the execution of SC programs or activities.

Note: For each proficiency level under section 5.2, insert the key SC position definition into the PD language for key positions.

## 5.2 All SC Positions

### Foundational Proficiency Level

Incumbent must attain DoD Security Cooperation Workforce (SCW) Certification and complete related continuous learning requirements in accordance with the National Defense Authorization Act (NDAA) 2017, Title 10 United States Code, Section 384 and Security Cooperation Workforce Certification Program 2.0 requirements. Incumbent must complete DoD SCW Basic-level certification courses within one year. Requirements for Proficiency Level 1 - At least 1 year of successful SC work experience with a performance appraisal rating of 3 or better. Incumbent must complete DoD SCW Foundational level certification requirements within one year of entering the SC position. In addition, 40 hours of continuing education (CUE) every two years.

### Practitioner Proficiency Level

Incumbent must attain DoD Security Cooperation Workforce (SCW) Certification and complete related continuous learning requirements in accordance with the National Defense Authorization Act (NDAA) 2017, Title 10 United States Code, Section 384 and Security Cooperation Certification Program 2.0 requirements. Requirements for Proficiency Level 2 - At least 1 year of successful SC work experience with a performance appraisal rating of 3 or better. Incumbent must complete DoD SCW Practitioner level certification requirements within two years of entering the SC position. In addition, 60 hours of continuing education (CUE) every two years.

### Expert Proficiency Level

Incumbent must attain DoD Security Cooperation Workforce (SCW) Certification and complete related continuous learning requirements in accordance with the National Defense Authorization Act (NDAA) 2017, Title 10 United States Code, Section 384 and Security Cooperation Certification Program 2.0 requirements. Requirements for Proficiency Level 3 - At least 1 year of successful SC work experience with a performance appraisal rating of 3 or better. Incumbent must complete DoD SCW Expert level certification requirements within two years of entering the SC position. In addition, 80 hours of continuing education (CUE) every two years.



### Executive Proficiency Level

Incumbent must attain DoD Security Cooperation Workforce (SCW) Certification in accordance with the National Defense Authorization Act (NDAA) 2017, Title 10 United States Code, Section 384 and Security Cooperation Certification Program 2.0 requirements. Executive proficiency is reserved for GO/FO/SES personnel who are in (or preparing for) positions that require a broad foundation in SC. DSCU offers Executive-level proficiency training.

## 6.0 Conditions of Employment

Consistent with previous approved guidance, below is standard verbiage for conditions of employment. Beginning October 1, 2024 (beginning of FY25), SCW members will complete required certification courses by proficiency level deadlines. Personnel will no longer progress through levels but only complete the proficiency level to which they are assigned. Please reference the Interim Implementation Guidelines for the DoD Security Cooperation Workforce Certification Program 2.0 for more details on new course offering timelines.

For key SC positions the following definition must accompany certification requirements: A Key Security Cooperation (SC) position are those SCW billets/positions with duties and responsibilities that require the incumbent to issue guidance, make decisions, and/or direct SC activities that directly affect the execution of SC programs or activities.

### Other Conditions of Employment:

In accordance with Security Cooperation Workforce Certification Program 2.0 requirements, incumbent must meet DoD SCW certification requirements applicable to the duties of this position. On October 1, 2024, the clock starts for existing SCW members to complete certification requirements by respective deadlines. For new SCW members, the clock starts once entered into a properly coded SCW position in the manpower and personnel system. In addition to certification requirements detailed above, SCW member must meet the following conditions to remain in good standing:

#### Foundational Proficiency level

At least 1 year of successful SC work experience with a performance appraisal rating of 3 or better. In addition, 40 hours of continuing education (CUE) every two years. The certification requirement is a condition of employment for the SC position. Failure to obtain DoD SCW certification within the required time may subject the incumbent to adverse action. The supervisor is responsible for enabling personnel to accomplish the SC Certification requirement.



#### Practitioner Proficiency level

At least 1 years of successful SC work experience with a performance appraisal rating of 3 or better. In addition, 60 hours of continuing education (CUE) every two years. The certification requirement is a condition of employment for the SC position. Failure to obtain DoD SCW certification within the required time may subject the incumbent to adverse action. The supervisor is responsible for enabling personnel to accomplish the SC Certification requirement.

#### Expert Proficiency level

At least 1 year of successful SC work experience with a performance appraisal rating of 3 or better. In addition, 80 hours of continuing education (CUE) every two years. The certification requirement is a condition of employment for the SC position. Failure to obtain DoD SCW certification within the required time may subject the incumbent to adverse action. The supervisor is responsible for enabling personnel to accomplish the SC Certification requirement.

#### Executive Proficiency Level

Incumbent of this position is required to comply with all Department of Defense and Defense Security Cooperation Agency requirements of this certification program. The certification requirement is a condition of employment for the SC position. Failure to obtain DoD SCW certification within the required time may subject the incumbent to adverse action. The supervisor is responsible for enabling personnel to accomplish the SC Certification requirement.



# Appendix A. DCPAS Message 2023111, Implementation of the Department of Defense Security Cooperation Workforce Certification Program, November 14, 2023

DCPAS Message 2023111



**DEPARTMENT OF DEFENSE**  
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1100

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FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

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FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester

SUBJECT: Implementation of the Department of Defense Security Cooperation Workforce Certification Program

SUSPENSE: March 31, 2024

ACTION: Disseminate to appropriate Department of Defense (DoD) Human Resources Practitioners

REFERENCE(S):

- a. 10 U.S. Code (U.S.C.), section 384, "Department of Defense security cooperation workforce development," (attached)
- b. Defense Security Cooperation Agency (DSCA) Memorandum, "Interim Implementation of the Department of Defense Security Cooperation Workforce Certification Program 2.0," dated November 6, 2023. (attached)
- c. Security Cooperation Excerpt Position Description (PD) Coding Verbiage, dated November 18, 2023. (Attached)
- d. DSCA Memorandum, "Authorization of DoD Security Cooperation Workforce Manpower Military Billet and Civilian Position Codes – Section 384," Detailed listing of Security Cooperation position codes, dated October 31, 2023. (attached)

BACKGROUND/INTENT: Reference (a) directed the DoD establishment of the Security Cooperation Workforce Development Program (SCWDP) and designated the Director, DSCA, as the program manager. Reference (b) requires DoD Components to code Security Cooperation Workforce (SCW) positions in DoD manpower systems, to include "conditions of employment" language in PDs and similar documents for SCW positions per reference (d). Newly classified PDs must be designated and coded effective immediately.

The coding timelines for existing positions are as follows:

- Key SCW positions: 100 percent by March 31, 2024 (adjusted from May 15, 2020)
- All other SCW positions/billets: 100 percent by March 31, 2024 (adjusted from May 30, 2020)

Per reference (b), the updated PD timeline for existing positions is 100 percent completion by March 31, 2024 (adjusted from December 31, 2021). DCPAS has completed the National Consultation Rights process for this effort. Before implementing the Certification Program, there may be bargaining obligations at the local level.

POINT(S) OF CONTACT:

Mr. Martin J. Holland, Security Cooperation Workforce Development Program Manager, 703-697-9830, [martin.j.holland.civ@mail.mil](mailto:martin.j.holland.civ@mail.mil), and Security Cooperation Workforce Development Program Office, [dscanrcrfo.mbx.scwdd@mail.mil](mailto:dscanrcrfo.mbx.scwdd@mail.mil)





# Appendix B. Authorization of DoD SCW Manpower Military Billet and Civilian Position Codes – Comprehensive List



**DEFENSE SECURITY COOPERATION AGENCY**  
201 12TH STREET SOUTH, SUITE 101  
ARLINGTON, VA 22202-5408

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
JOINT STAFF JI, MANPOWER AND PERSONNEL  
DIRECTORATE  
DEFENSE HUMAN RESOURCE ACTIVITY

SUBJECT: Authorization of DoD Security Cooperation Workforce Manpower Military Billet and Civilian Position Codes - Comprehensive List

Reference(s): Title I0, United States Code, Section 384

Consistent with the above reference, the Defense Security Cooperation Agency authorizes the provided Security Cooperation Workforce (SCW) codes and requests their use in authoritative Department of Defense manpower systems.

The SCW codes in Attachment 1 were previously identified for use. Those codes have been modified and are no longer effective, as October 1, 2023.

The SCW codes in Attachment 2 encompasses all SCW civilian position and military billet certification options for proper coding effective October 1, 2023.

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L. Celeste W. Gventer, PhD  
President  
Defense Security Cooperation University (DSCU)

Attachments:  
Old SCW Code List  
New SCW Code List





## Attachment 2: New SCW Code List

SCW Code	Key Billet?	SCW Code Meaning	Civilian or Military	Functional Area	Proficiency Level
SC2A1	Yes	Key Civilian; Policy and Resourcing; Awareness/Foundational	Civilian	Policy and Resourcing	Awareness/Foundational
SC2A2	Yes	Key Civilian; Policy and Resourcing; Practitioner	Civilian	Policy and Resourcing	Practitioner
SC2A3	Yes	Key Civilian; Policy and Resourcing; Expert/Advanced	Civilian	Policy and Resourcing	Expert/Advanced
SC2A4	Yes	Key Civilian; Policy and Resourcing; Executive	Civilian	Policy and Resourcing	Executive
SC2B1	Yes	Key Civilian; Foreign Military Sales and Financing; Awareness/Foundational	Civilian	Foreign Military Sales and Financing	Awareness/Foundational
SC2B2	Yes	Key Civilian; Foreign Military Sales and Financing; Practitioner	Civilian	Foreign Military Sales and Financing	Practitioner
SC2B3	Yes	Key Civilian; Foreign Military Sales and Financing; Expert/Advanced	Civilian	Foreign Military Sales and Financing	Expert/Advanced
SC2B4	Yes	Key Civilian; Foreign Military Sales and Financing; Executive	Civilian	Foreign Military Sales and Financing	Executive
SC2C1	Yes	Key Civilian; Security Cooperation Organization; Awareness/Foundational	Civilian	Security Cooperation Organization	Awareness/Foundational
SC2C2	Yes	Key Civilian; Security Cooperation Organization; Practitioner	Civilian	Security Cooperation Organization	Practitioner
SC2C3	Yes	Key Civilian; Security Cooperation Organization; Expert/Advanced	Civilian	Security Cooperation Organization	Expert/Advanced
SC2C4	Yes	Key Civilian; Security Cooperation Organization; Executive	Civilian	Security Cooperation Organization	Executive
SC2D1	Yes	Key Civilian; Support Enablers; Awareness/Foundational	Civilian	Support Enablers	Awareness/Foundational
SC2D2	Yes	Key Civilian; Support Enablers; Practitioner	Civilian	Support Enablers	Practitioner
SC2D3	Yes	Key Civilian; Support Enablers; Expert/Advanced	Civilian	Support Enablers	Expert/Advanced
SC2D4	Yes	Key Civilian; Support Enablers; Executive	Civilian	Support Enablers	Executive
SC2E1	Yes	Key Civilian; Acquisition; Awareness/Foundational	Civilian	Acquisition	Awareness/Foundational
SC2E2	Yes	Key Civilian; Acquisition; Practitioner	Civilian	Acquisition	Practitioner
SC2E3	Yes	Key Civilian; Acquisition; Expert/Advanced	Civilian	Acquisition	Expert/Advanced
SC2E4	Yes	Key Civilian; Acquisition; Executive	Civilian	Acquisition	Executive
SC2F1	Yes	Key Civilian; BPC/DoD Train and Equip; Awareness/Foundational	Civilian	BPC/DoD Train and Equip	Awareness/Foundational
SC2F2	Yes	Key Civilian; BPC/DoD Train and Equip; Practitioner	Civilian	BPC/DoD Train and Equip	Practitioner
SC2F3	Yes	Key Civilian; BPC/DoD Train and Equip; Expert/Advanced	Civilian	BPC/DoD Train and Equip	Expert/Advanced
SC2F4	Yes	Key Civilian; BPC/DoD Train and Equip; Executive	Civilian	BPC/DoD Train and Equip	Executive
SC2G1	Yes	Key Civilian; Advise, Train, and Educate; Awareness/Foundational	Civilian	Advise, Train, and Educate	Awareness/Foundational
SC2G2	Yes	Key Civilian; Advise, Train, and Educate; Practitioner	Civilian	Advise, Train, and Educate	Practitioner
SC2G3	Yes	Key Civilian; Advise, Train, and Educate; Expert/Advanced	Civilian	Advise, Train, and Educate	Expert/Advanced
SC2G4	Yes	Key Civilian; Advise, Train, and Educate; Executive	Civilian	Advise, Train, and Educate	Executive
SC2H1	Yes	Key Civilian; State Partnership Program; Awareness/Foundational	Civilian	State Partnership Program	Awareness/Foundational
SC2H2	Yes	Key Civilian; State Partnership Program; Practitioner	Civilian	State Partnership Program	Practitioner
SC2H3	Yes	Key Civilian; State Partnership Program; Expert/Advanced	Civilian	State Partnership Program	Expert/Advanced
SC2H4	Yes	Key Civilian; State Partnership Program; Executive	Civilian	State Partnership Program	Executive
SC2I1	Yes	Key Civilian; Assessment, Monitoring, and Evaluation; Awareness/Foundational	Civilian	Assessment, Monitoring, and Evaluation	Awareness/Foundational
SC2I2	Yes	Key Civilian; Assessment, Monitoring, and Evaluation; Practitioner	Civilian	Assessment, Monitoring, and Evaluation	Practitioner
SC2I3	Yes	Key Civilian; Assessment, Monitoring, and Evaluation; Expert/Advanced	Civilian	Assessment, Monitoring, and Evaluation	Expert/Advanced
SC2I4	Yes	Key Civilian; Assessment, Monitoring, and Evaluation; Executive	Civilian	Assessment, Monitoring, and Evaluation	Executive

SC3A1	Yes	Key Military; Policy and Resourcing; Awareness/Foundational	Military	Policy and Resourcing	Awareness/Foundational
SC3A2	Yes	Key Military; Policy and Resourcing; Practitioner	Military	Policy and Resourcing	Practitioner
SC3A3	Yes	Key Military; Policy and Resourcing; Expert/Advanced	Military	Policy and Resourcing	Expert/Advanced
SC3A4	Yes	Key Military; Policy and Resourcing; Executive	Military	Policy and Resourcing	Executive
SC3B1	Yes	Key Military; Foreign Military Sales and Financing; Awareness/Foundational	Military	Foreign Military Sales and Financing	Awareness/Foundational
SC3B2	Yes	Key Military; Foreign Military Sales and Financing; Practitioner	Military	Foreign Military Sales and Financing	Practitioner
SC3B3	Yes	Key Military; Foreign Military Sales and Financing; Expert/Advanced	Military	Foreign Military Sales and Financing	Expert/Advanced
SC3B4	Yes	Key Military; Foreign Military Sales and Financing; Executive	Military	Foreign Military Sales and Financing	Executive
SC3C1	Yes	Key Military; Security Cooperation Organization; Awareness/Foundational	Military	Security Cooperation Organization	Awareness/Foundational
SC3C2	Yes	Key Military; Security Cooperation Organization; Practitioner	Military	Security Cooperation Organization	Practitioner
SC3C3	Yes	Key Military; Security Cooperation Organization; Expert/Advanced	Military	Security Cooperation Organization	Expert/Advanced
SC3C4	Yes	Key Military; Security Cooperation Organization; Executive	Military	Security Cooperation Organization	Executive
SC3D1	Yes	Key Military; Support Enablers; Awareness/Foundational	Military	Support Enablers	Awareness/Foundational
SC3D2	Yes	Key Military; Support Enablers; Practitioner	Military	Support Enablers	Practitioner
SC3D3	Yes	Key Military; Support Enablers; Expert/Advanced	Military	Support Enablers	Expert/Advanced
SC3D4	Yes	Key Military; Support Enablers; Executive	Military	Support Enablers	Executive
SC3E1	Yes	Key Military; Acquisition; Awareness/Foundational	Military	Acquisition	Awareness/Foundational
SC3E2	Yes	Key Military; Acquisition; Practitioner	Military	Acquisition	Practitioner
SC3E3	Yes	Key Military; Acquisition; Expert/Advanced	Military	Acquisition	Expert/Advanced
SC3E4	Yes	Key Military; Acquisition; Executive	Military	Acquisition	Executive
SC3F1	Yes	Key Military; BPC/DoD Train and Equip; Awareness/Foundational	Military	BPC/DoD Train and Equip	Awareness/Foundational
SC3F2	Yes	Key Military; BPC/DoD Train and Equip; Practitioner	Military	BPC/DoD Train and Equip	Practitioner
SC3F3	Yes	Key Military; BPC/DoD Train and Equip; Expert/Advanced	Military	BPC/DoD Train and Equip	Expert/Advanced
SC3F4	Yes	Key Military; BPC/DoD Train and Equip; Executive	Military	BPC/DoD Train and Equip	Executive
SC3G1	Yes	Key Military; Advise, Train, and Educate; Awareness/Foundational	Military	Advise, Train, and Educate	Awareness/Foundational
SC3G2	Yes	Key Military; Advise, Train, and Educate; Practitioner	Military	Advise, Train, and Educate	Practitioner
SC3G3	Yes	Key Military; Advise, Train, and Educate; Expert/Advanced	Military	Advise, Train, and Educate	Expert/Advanced
SC3G4	Yes	Key Military; Advise, Train, and Educate; Executive	Military	Advise, Train, and Educate	Executive
SC3H1	Yes	Key Military; State Partnership Program; Awareness/Foundational	Military	State Partnership Program	Awareness/Foundational
SC3H2	Yes	Key Military; State Partnership Program; Practitioner	Military	State Partnership Program	Practitioner
SC3H3	Yes	Key Military; State Partnership Program; Expert/Advanced	Military	State Partnership Program	Expert/Advanced
SC3H4	Yes	Key Military; State Partnership Program; Executive	Military	State Partnership Program	Executive
SC3I1	Yes	Key Military; Assessment, Monitoring, and Evaluation; Awareness/Foundational	Military	Assessment, Monitoring, and Evaluation	Awareness/Foundational
SC3I2	Yes	Key Military; Assessment, Monitoring, and Evaluation; Practitioner	Military	Assessment, Monitoring, and Evaluation	Practitioner
SC3I3	Yes	Key Military; Assessment, Monitoring, and Evaluation; Expert/Advanced	Military	Assessment, Monitoring, and Evaluation	Expert/Advanced
SC3I4	Yes	Key Military; Assessment, Monitoring, and Evaluation; Executive	Military	Assessment, Monitoring, and Evaluation	Executive



# Defense Security Cooperation University

## Defense Security Cooperation Agency

SC4A1	No	Non-Key Civilian; Policy and Resourcing; Awareness/Foundational	Civilian	Policy and Resourcing	Awareness/Foundational
SC4A2	No	Non-Key Civilian; Policy and Resourcing; Practitioner	Civilian	Policy and Resourcing	Practitioner
SC4A3	No	Non-Key Civilian; Policy and Resourcing; Expert/Advanced	Civilian	Policy and Resourcing	Expert/Advanced
SC4A4	No	Non-Key Civilian; Policy and Resourcing; Executive	Civilian	Policy and Resourcing	Executive
SC4B1	No	Non-Key Civilian; Foreign Military Sales and Financing; Awareness/Foundational	Civilian	Foreign Military Sales and Financing	Awareness/Foundational
SC4B2	No	Non-Key Civilian; Foreign Military Sales and Financing; Practitioner	Civilian	Foreign Military Sales and Financing	Practitioner
SC4B3	No	Non-Key Civilian; Foreign Military Sales and Financing; Expert/Advanced	Civilian	Foreign Military Sales and Financing	Expert/Advanced
SC4B4	No	Non-Key Civilian; Foreign Military Sales and Financing; Executive	Civilian	Foreign Military Sales and Financing	Executive
SC4C1	No	Non-Key Civilian; Security Cooperation Organization; Awareness/Foundational	Civilian	Security Cooperation Organization	Awareness/Foundational
SC4C2	No	Non-Key Civilian; Security Cooperation Organization; Practitioner	Civilian	Security Cooperation Organization	Practitioner
SC4C3	No	Non-Key Civilian; Security Cooperation Organization; Expert/Advanced	Civilian	Security Cooperation Organization	Expert/Advanced
SC4C4	No	Non-Key Civilian; Security Cooperation Organization; Executive	Civilian	Security Cooperation Organization	Executive
SC4D1	No	Non-Key Civilian; Support Enablers; Awareness/Foundational	Civilian	Support Enablers	Awareness/Foundational
SC4D2	No	Non-Key Civilian; Support Enablers; Practitioner	Civilian	Support Enablers	Practitioner
SC4D3	No	Non-Key Civilian; Support Enablers; Expert/Advanced	Civilian	Support Enablers	Expert/Advanced
SC4D4	No	Non-Key Civilian; Support Enablers; Executive	Civilian	Support Enablers	Executive
SC4E1	No	Non-Key Civilian; Acquisition; Awareness/Foundational	Civilian	Acquisition	Awareness/Foundational
SC4E2	No	Non-Key Civilian; Acquisition; Practitioner	Civilian	Acquisition	Practitioner
SC4E3	No	Non-Key Civilian; Acquisition; Expert/Advanced	Civilian	Acquisition	Expert/Advanced
SC4E4	No	Non-Key Civilian; Acquisition; Executive	Civilian	Acquisition	Executive
SC4F1	No	Non-Key Civilian; BPC/DoD Train and Equip; Awareness/Foundational	Civilian	BPC/DoD Train and Equip	Awareness/Foundational
SC4F2	No	Non-Key Civilian; BPC/DoD Train and Equip; Practitioner	Civilian	BPC/DoD Train and Equip	Practitioner
SC4F3	No	Non-Key Civilian; BPC/DoD Train and Equip; Expert/Advanced	Civilian	BPC/DoD Train and Equip	Expert/Advanced
SC4F4	No	Non-Key Civilian; BPC/DoD Train and Equip; Executive	Civilian	BPC/DoD Train and Equip	Executive
SC4G1	No	Non-Key Civilian; Advise, Train, and Educate; Awareness/Foundational	Civilian	Advise, Train, and Educate	Awareness/Foundational
SC4G2	No	Non-Key Civilian; Advise, Train, and Educate; Practitioner	Civilian	Advise, Train, and Educate	Practitioner
SC4G3	No	Non-Key Civilian; Advise, Train, and Educate; Expert/Advanced	Civilian	Advise, Train, and Educate	Expert/Advanced
SC4G4	No	Non-Key Civilian; Advise, Train, and Educate; Executive	Civilian	Advise, Train, and Educate	Executive
SC4H1	No	Non-Key Civilian; State Partnership Program; Awareness/Foundational	Civilian	State Partnership Program	Awareness/Foundational
SC4H2	No	Non-Key Civilian; State Partnership Program; Practitioner	Civilian	State Partnership Program	Practitioner
SC4H3	No	Non-Key Civilian; State Partnership Program; Expert/Advanced	Civilian	State Partnership Program	Expert/Advanced
SC4H4	No	Non-Key Civilian; State Partnership Program; Executive	Civilian	State Partnership Program	Executive
SC4I1	No	Non-Key Civilian; Assessment, Monitoring, and Evaluation; Awareness/Foundational	Civilian	Assessment, Monitoring, and Evaluation	Awareness/Foundational
SC4I2	No	Non-Key Civilian; Assessment, Monitoring, and Evaluation; Practitioner	Civilian	Assessment, Monitoring, and Evaluation	Practitioner
SC4I3	No	Non-Key Civilian; Assessment, Monitoring, and Evaluation; Expert/Advanced	Civilian	Assessment, Monitoring, and Evaluation	Expert/Advanced
SC4I4	No	Non-Key Civilian; Assessment, Monitoring, and Evaluation; Executive	Civilian	Assessment, Monitoring, and Evaluation	Executive

SC5A1	No	Non-Key Military; Policy and Resourcing; Awareness/Foundational	Military	Policy and Resourcing	Awareness/Foundational
SC5A2	No	Non-Key Military; Policy and Resourcing; Practitioner	Military	Policy and Resourcing	Practitioner
SC5A3	No	Non-Key Military; Policy and Resourcing; Expert/Advanced	Military	Policy and Resourcing	Expert/Advanced
SC5A4	No	Non-Key Military; Policy and Resourcing; Executive	Military	Policy and Resourcing	Executive
SC5B1	No	Non-Key Military; Foreign Military Sales and Financing; Awareness/Foundational	Military	Foreign Military Sales and Financing	Awareness/Foundational
SC5B2	No	Non-Key Military; Foreign Military Sales and Financing; Practitioner	Military	Foreign Military Sales and Financing	Practitioner
SC5B3	No	Non-Key Military; Foreign Military Sales and Financing; Expert/Advanced	Military	Foreign Military Sales and Financing	Expert/Advanced
SC5B4	No	Non-Key Military; Foreign Military Sales and Financing; Executive	Military	Foreign Military Sales and Financing	Executive
SC5C1	No	Non-Key Military; Security Cooperation Organization; Awareness/Foundational	Military	Security Cooperation Organization	Awareness/Foundational
SC5C2	No	Non-Key Military; Security Cooperation Organization; Practitioner	Military	Security Cooperation Organization	Practitioner
SC5C3	No	Non-Key Military; Security Cooperation Organization; Expert/Advanced	Military	Security Cooperation Organization	Expert/Advanced
SC5C4	No	Non-Key Military; Security Cooperation Organization; Executive	Military	Security Cooperation Organization	Executive
SC5D1	No	Non-Key Military; Support Enablers; Awareness/Foundational	Military	Support Enablers	Awareness/Foundational
SC5D2	No	Non-Key Military; Support Enablers; Practitioner	Military	Support Enablers	Practitioner
SC5D3	No	Non-Key Military; Support Enablers; Expert/Advanced	Military	Support Enablers	Expert/Advanced
SC5D4	No	Non-Key Military; Support Enablers; Executive	Military	Support Enablers	Executive
SC5E1	No	Non-Key Military; Acquisition; Awareness/Foundational	Military	Acquisition	Awareness/Foundational
SC5E2	No	Non-Key Military; Acquisition; Practitioner	Military	Acquisition	Practitioner
SC5E3	No	Non-Key Military; Acquisition; Expert/Advanced	Military	Acquisition	Expert/Advanced
SC5E4	No	Non-Key Military; Acquisition; Executive	Military	Acquisition	Executive
SC5F1	No	Non-Key Military; BPC/DoD Train and Equip; Awareness/Foundational	Military	BPC/DoD Train and Equip	Awareness/Foundational
SC5F2	No	Non-Key Military; BPC/DoD Train and Equip; Practitioner	Military	BPC/DoD Train and Equip	Practitioner
SC5F3	No	Non-Key Military; BPC/DoD Train and Equip; Expert/Advanced	Military	BPC/DoD Train and Equip	Expert/Advanced
SC5F4	No	Non-Key Military; BPC/DoD Train and Equip; Executive	Military	BPC/DoD Train and Equip	Executive
SC5G1	No	Non-Key Military; Advise, Train, and Educate; Awareness/Foundational	Military	Advise, Train, and Educate	Awareness/Foundational
SC5G2	No	Non-Key Military; Advise, Train, and Educate; Practitioner	Military	Advise, Train, and Educate	Practitioner
SC5G3	No	Non-Key Military; Advise, Train, and Educate; Expert/Advanced	Military	Advise, Train, and Educate	Expert/Advanced
SC5G4	No	Non-Key Military; Advise, Train, and Educate; Executive	Military	Advise, Train, and Educate	Executive
SC5H1	No	Non-Key Military; State Partnership Program; Awareness/Foundational	Military	State Partnership Program	Awareness/Foundational
SC5H2	No	Non-Key Military; State Partnership Program; Practitioner	Military	State Partnership Program	Practitioner
SC5H3	No	Non-Key Military; State Partnership Program; Expert/Advanced	Military	State Partnership Program	Expert/Advanced
SC5H4	No	Non-Key Military; State Partnership Program; Executive	Military	State Partnership Program	Executive
SC5I1	No	Non-Key Military; Assessment, Monitoring, and Evaluation; Awareness/Foundational	Military	Assessment, Monitoring, and Evaluation	Awareness/Foundational
SC5I2	No	Non-Key Military; Assessment, Monitoring, and Evaluation; Practitioner	Military	Assessment, Monitoring, and Evaluation	Practitioner
SC5I3	No	Non-Key Military; Assessment, Monitoring, and Evaluation; Expert/Advanced	Military	Assessment, Monitoring, and Evaluation	Expert/Advanced
SC5I4	No	Non-Key Military; Assessment, Monitoring, and Evaluation; Executive	Military	Assessment, Monitoring, and Evaluation	Executive





## Appendix C. Adding a SC Billet Designation Code to a FMTS Position Data Record

### Adding a Security Cooperation billet designation code to an FMTS Position Data record

Security Cooperation codes are in the Special Requirements section of the Position Data record.

This field may be edited using the Automatic Position Changes component, or the Add/Modify Position Data (CMP) component, depending upon the business process specified by the organization.

Update Position Data record according to the normal process.

1. Navigate to Manpower Admin (Perm Party) > Maintain Positions > Add/Modify Position Data (CMP) OR Automatic Position Changes (there are homepage tiles for each)

If the organization is using FMTS workflow for this process, and the edits are made in Add/Modify Position Data (CMP), the change row may be saved in Work-in-Progress or Proposed status by a Position Manager, for the organization's Position Administrator to review/Approve.

If the organization is NOT using FMTS workflow for this process, and the edits are made in Add/Modify Position Data (CMP), the change row may be saved in Work-in-Progress or Proposed status by a Position Manager, for the organization's Position Administrator to review/Approve, or by a Position Administrator who may Approve at the time.

If the organization is using the Automatic Position Changes component to add Security Cooperation codes, the Position row status will become Approved directly upon Save.

2. Open desired FMTS Position Data record.
3. Select "+" to add a row to the FMTS Position Data record. This will add a draft Work-in-Progress row to the record.
4. On the Description tab (first tab), enter the Effective Date of the update (at least one day later than the previously approved position row), a Position Change Group Tracking ID (PCGT ID, or Tracking ID) and Action Reason code = "PAC" for Position Attribute Change.
5. On the Specific Information tab (second tab), Special Requirements section is the fourth section on the page. Security Cooperation codes are in this picklist. **[See Security Cooperation coding guidance for descriptions of the codes.]**
  - If there are no other Special Requirement codes in the billet, enter "SC" in the field and select the lookup icon. Select the correct value from the dropdown list.
  - If there are other Special Requirements codes already listed in the billet (which need to remain), select "+" to add a row to this section. Enter "SC" in the field and select the lookup icon. Select the correct value from the dropdown list.
  - If any of the other Special Requirements codes already listed in the billet which do NOT need to remain, select "-" next to the obsolete code.
    - User will see a Deletion confirmation message: Delete current/selected rows from this page? The delete will occur when the transaction is saved.

Once all edits to this position change row are made, the Position row may be saved.

Click "Save".



Combined Classified Information - Power State Manpower Tracking

Manpower Administrator (PP) > Add/Modify Position Data (CMP)

Headcount Status: Open Current Head Count: 0 out of

Effective Date: 11/13/2022

Max Head Count: 1  Key Position  Job Sharing Permitted

Language Skills: Language, Priority, Speaking, Reading, Writing, Regional Expertise, Listening

Experience: Experience Code, Description

Education: School Code, Description

Special Requirements: Requirement Code, Description

JDAL Attributes: JDAL Position, JDAL Critical, Automatic JDAL, JDAL CMP Review, Start Date, Stop Date, Apprv Date

GFO Attributes: GFO CMP Review, GFO Joint Pool, GFO Joint Pool ID, Joint Pool Offset Info, Chairman's Reserve Position

Look Up Requirement Code

Special Requirements begins with: SC  
Description begins with:  
Status as of Effective Date: =

Look Up Clear Cancel Basic Lookup

Search Results

View 100 First 1-144 of 144 Last

Special Requirements	Description	Status as of Effective Date
SC2A1	SC Pol&Rsrc-KEY- CIV - Foundnl	Active
SC2A2	SC Pol&Rsrc-KEY- CIV - Practnr	Active
SC2A3	SC Pol&Rsrc-KEY- CIV - Exp/Adv	Active
SC2A4	SC Pol&Rsrc-KEY- CIV - Exec	Active
SC2B1	SC FMS&Fin-KEY- CIV - Foundnl	Active
SC2B2	SC FMS&Fin-KEY- CIV - Practnr	Active
SC2B3	SC FMS&Fin-KEY- CIV - Exp/Adv	Active
SC2B4	SC FMS&Fin-KEY- CIV - Exec	Active
SC2C1	SC SCO-KEY-CIV - Foundnl	Active
SC2C2	SC SCO-KEY-CIV - Practnr	Active
SC2C3	SC SCO-KEY-CIV - Exp/Adv	Active
SC2C4	SC SCO-KEY-CIV - Exec	Active
SC2D1	SC SPT ENAB-KEY-CIV - Foundnl	Active
SC2D2	SC SPT ENAB-KEY-CIV - Practnr	Active
SC2D3	SC SPT ENAB-KEY-CIV - Exp/Adv	Active
SC2D4	SC SPT ENAB-KEY-CIV - Exec	Active
SC2E1	SC ACO-KEY-CIV - Foundnl	Active
SC2E2	SC ACO-KEY-CIV - Practnr	Active
SC2E3	SC ACO-KEY-CIV - Exp/Adv	Active
SC2E4	SC ACO-KEY-CIV - Exec	Active
SC2F1	SC BPC-KEY-CIV - Foundnl	Active
SC2F2	SC BPC-KEY-CIV - Practnr	Active
SC2F3	SC BPC-KEY-CIV - Exp/Adv	Active
SC2F4	SC BPC-KEY-CIV - Exec	Active
SC2G1	SC ATE-KEY-CIV - Foundnl	Active
SC2G2	SC ATE-KEY-CIV - Practnr	Active
SC2G3	SC ATE-KEY-CIV - Exp/Adv	Active
SC2G4	SC ATE-KEY-CIV - Exec	Active
SC2H1	SC SPP-KEY-CIV - Foundnl	Active
SC2H2	SC SPP-KEY-CIV - Practnr	Active
SC2H3	SC SPP-KEY-CIV - Exp/Adv	Active
SC2H4	SC SPP-KEY-CIV - Exec	Active

Save Return to Search Previous in List Next in List Notify Add Update/Display

Description | Specific Information | IA Specific Information | Reporting Requirements | DCPDS Display | Incumbents | GOFD Data





**List of Security Cooperation Codes with Descriptions as of 10/01/2023**

SC2A1	SC Pol&Rsrc-KEY- CIV - Foundnl	Active
SC2A2	SC Pol&Rsrc-KEY- CIV - Practnr	Active
SC2A3	SC Pol&Rsrc-KEY- CIV - Exp/Adv	Active
SC2A4	SC Pol&Rsrc-KEY- CIV - Exec	Active
SC2B1	SC FMS&Fin -KEY- CIV - Foundnl	Active
SC2B2	SC FMS&Fin -KEY- CIV - Practnr	Active
SC2B3	SC FMS&Fin -KEY- CIV - Exp/Adv	Active
SC2B4	SC FMS&Fin -KEY- CIV - Exec	Active
SC2C1	SC SCO-KEY-CIV - Foundnl	Active
SC2C2	SC SCO-KEY-CIV - Practnr	Active
SC2C3	SC SCO-KEY-CIV - Exp/Adv	Active
SC2C4	SC SCO-KEY-CIV - Exec	Active
SC2D1	SC SPT ENAB-KEY-CIV - Foundnl	Active
SC2D2	SC SPT ENAB-KEY-CIV - Practnr	Active
SC2D3	SC SPT ENAB-KEY-CIV - Exp/Adv	Active
SC2D4	SC SPT ENAB-KEY-CIV - Exec	Active
SC2E1	SC ACQ-KEY-CIV - Foundnl	Active
SC2E2	SC ACQ-KEY-CIV - Practnr	Active
SC2E3	SC ACQ-KEY-CIV - Exp/Adv	Active
SC2E4	SC ACQ-KEY-CIV - Exec	Active
SC2F1	SC BPC-KEY-CIV - Foundnl	Active
SC2F2	SC BPC-KEY-CIV - Practnr	Active
SC2F3	SC BPC-KEY-CIV - Exp/Adv	Active
SC2F4	SC BPC-KEY-CIV - Exec	Active
SC2G1	SC ATE-KEY-CIV - Foundnl	Active
SC2G2	SC ATE-KEY-CIV - Practnr	Active
SC2G3	SC ATE-KEY-CIV - Exp/Adv	Active
SC2G4	SC ATE-KEY-CIV - Exec	Active
SC2H1	SC SPP-KEY-CIV - Foundnl	Active
SC2H2	SC SPP-KEY-CIV - Practnr	Active
SC2H3	SC SPP-KEY-CIV - Exp/Adv	Active
SC2H4	SC SPP-KEY-CIV - Exec	Active
SC2I1	SC AME-KEY-CIV - Foundnl	Active
SC2I2	SC AME-KEY-CIV - Practnr	Active
SC2I3	SC AME-KEY-CIV - Exp/Adv	Active
SC2I4	SC AME-KEY-CIV - Exec	Active



SC3A1	SC Pol&Rsrc-KEY- MIL - Foundnl	Active
SC3A2	SC Pol&Rsrc-KEY- MIL - Practnr	Active
SC3A3	SC Pol&Rsrc-KEY- MIL - Exp/Adv	Active
SC3A4	SC Pol&Rsrc-KEY- MIL - Exec	Active
SC3B1	SC FMS&Fin -KEY- MIL - Foundnl	Active
SC3B2	SC FMS&Fin -KEY- MIL - Practnr	Active
SC3B3	SC FMS&Fin -KEY- MIL - Exp/Adv	Active
SC3B4	SC FMS&Fin -KEY- MIL - Exec	Active
SC3C1	SC SCO-KEY-MIL - Foundnl	Active
SC3C2	SC SCO-KEY-MIL - Practnr	Active
SC3C3	SC SCO-KEY-MIL - Exp/Adv	Active
SC3C4	SC SCO-KEY-MIL - Exec	Active
SC3D1	SC SPT ENAB-KEY-MIL - Foundnl	Active
SC3D2	SC SPT ENAB-KEY-MIL - Practnr	Active
SC3D3	SC SPT ENAB-KEY-MIL - Exp/Adv	Active
SC3D4	SC SPT ENAB-KEY-MIL - Exec	Active
SC3E1	SC ACQ-KEY-MIL - Foundnl	Active
SC3E2	SC ACQ-KEY-MIL - Practnr	Active
SC3E3	SC ACQ-KEY-MIL - Exp/Adv	Active
SC3E4	SC ACQ-KEY-MIL - Exec	Active
SC3F1	SC BPC-KEY-MIL - Foundnl	Active
SC3F2	SC BPC-KEY-MIL - Practnr	Active
SC3F3	SC BPC-KEY-MIL - Exp/Adv	Active
SC3F4	SC BPC-KEY-MIL - Exec	Active
SC3G1	SC ATE-KEY-MIL - Foundnl	Active
SC3G2	SC ATE-KEY-MIL - Practnr	Active
SC3G3	SC ATE-KEY-MIL - Exp/Adv	Active
SC3G4	SC ATE-KEY-MIL - Exec	Active
SC3H1	SC SPP-KEY-MIL - Foundnl	Active
SC3H2	SC SPP-KEY-MIL - Practnr	Active
SC3H3	SC SPP-KEY-MIL - Exp/Adv	Active
SC3H4	SC SPP-KEY-MIL - Exec	Active
SC3I1	SC AME-KEY-MIL - Foundnl	Active
SC3I2	SC AME-KEY-MIL - Practnr	Active
SC3I3	SC AME-KEY-MIL - Exp/Adv	Active
SC3I4	SC AME-KEY-MIL - Exec	Active





SC4A1	SC Pol&Rsrc-NonKEY-CIV-Foundnl	Active
SC4A2	SC Pol&Rsrc-NonKEY-CIV-Practnr	Active
SC4A3	SC Pol&Rsrc-NonKEY-CIV-Exp/Adv	Active
SC4A4	SC Pol&Rsrc-NonKEY-CIV-Exec	Active
SC4B1	SC FMS&Fin-NonKEY- CIV-Foundnl	Active
SC4B2	SC FMS&Fin-NonKEY- CIV-Practnr	Active
SC4B3	SC FMS&Fin-NonKEY- CIV-Exp/Adv	Active
SC4B4	SC FMS&Fin-NonKEY-CIV-Exec	Active
SC4C1	SC SCO-NonKEY-CIV-Foundnl	Active
SC4C2	SC SCO-NonKEY-CIV-Practnr	Active
SC4C3	SC SCO-NonKEY-CIV-Exp/Adv	Active
SC4C4	SC SCO-NonKEY-CIV-Exec	Active
SC4D1	SC SPT ENAB-NonKEY-CIV-Foundnl	Active
SC4D2	SC SPT ENAB-NonKEY-CIV-Practnr	Active
SC4D3	SC SPT ENAB-NonKEY-CIV-Exp/Adv	Active
SC4D4	SC SPT ENAB-NonKEY-CIV-Exec	Active
SC4E1	SC ACQ-NonKEY-CIV-Foundnl	Active
SC4E2	SC ACQ-NonKEY-CIV-Practnr	Active
SC4E3	SC ACQ-NonKEY-CIV-Exp/Adv	Active
SC4E4	SC ACQ-NonKEY-CIV-Exec	Active
SC4F1	SC BPC-NonKEY-CIV - Foundnl	Active
SC4F2	SC BPC-NonKEY-CIV - Practnr	Active
SC4F3	SC BPC-NonKEY-CIV - Exp/Adv	Active
SC4F4	SC BPC-NonKEY-CIV - Exec	Active
SC4G1	SC ATE-NonKEY-CIV - Foundnl	Active
SC4G2	SC ATE-NonKEY-CIV - Practnr	Active
SC4G3	SC ATE-NonKEY-CIV - Exp/Adv	Active
SC4G4	SC ATE-NonKEY-CIV - Exec	Active
SC4H1	SC SPP-NonKEY-CIV - Foundnl	Active
SC4H2	SC SPP-NonKEY-CIV - Practnr	Active
SC4H3	SC SPP-NonKEY-CIV - Exp/Adv	Active
SC4H4	SC SPP-NonKEY-CIV - Exec	Active
SC4I1	SC AME-NonKEY-CIV - Foundnl	Active
SC4I2	SC AME-NonKEY-CIV - Practnr	Active
SC4I3	SC AME-NonKEY-CIV - Exp/Adv	Active
SC4I4	SC AME-NonKEY-CIV - Exec	Active



SC5A1	SC Pol&Rsrc-NonKEY-MIL-Foundnl	Active
SC5A2	SC Pol&Rsrc-NonKEY-MIL-Practnr	Active
SC5A3	SC Pol&Rsrc-NonKEY-MIL-Exp/Adv	Active
SC5A4	SC Pol&Rsrc-NonKEY-MIL-Exec	Active
SC5B1	SC FMS&Fin-NonKEY-MIL-Foundnl	Active
SC5B2	SC FMS&Fin-NonKEY-MIL-Practnr	Active
SC5B3	SC FMS&Fin-NonKEY-MIL-Exp/Adv	Active
SC5B4	SC FMS&Fin-NonKEY-MIL-Exec	Active
SC5C1	SC SCO-NonKEY-MIL-Foundnl	Active
SC5C2	SC SCO-NonKEY-MIL-Practnr	Active
SC5C3	SC SCO-NonKEY-MIL-Exp/Adv	Active
SC5C4	SC SCO-NonKEY-MIL-Exec	Active
SC5D1	SC SPT ENAB-NonKEY-MIL-Foundnl	Active
SC5D2	SC SPT ENAB-NonKEY-MIL-PRactnr	Active
SC5D3	SC SPT ENAB-NonKEY-MIL-Exp/Adv	Active
SC5D4	SC SPT ENAB-NonKEY-MIL-Exec	Active
SC5E1	SC ACQ-NonKEY-MIL - Foundnl	Active
SC5E2	SC ACQ-NonKEY-MIL - Practnr	Active
SC5E3	SC ACQ-NonKEY-MIL - Exp/Adv	Active
SC5E4	SC ACQ-NonKEY-MIL - Exec	Active
SC5F1	SC BPC-NonKEY-MIL - Foundnl	Active
SC5F2	SC BPC-NonKEY-MIL - Practnr	Active
SC5F3	SC BPC-NonKEY-MIL - Exp/Adv	Active
SC5F4	SC BPC-NonKEY-MIL - Exec	Active
SC5G1	SC ATE-NonKEY-MIL-Foundnl	Active
SC5G2	SC ATE-NonKEY-MIL-Practnr	Active
SC5G3	SC ATE-NonKEY-MIL-Exp/Adv	Active
SC5G4	SC ATE-NonKEY-MIL-Exec	Active
SC5H1	SC SPP-NonKEY-MIL - Foundnl	Active
SC5H2	SC SPP-NonKEY-MIL - Practnr	Active
SC5H3	SC SPP-NonKEY-MIL - Exp/Adv	Active
SC5H4	SC SPP-NonKEY-MIL - Exec	Active
SC5I1	SC AME-NonKEY-MIL - Foundnl	Active
SC5I2	SC AME-NonKEY-MIL - Practnr	Active
SC5I3	SC AME-NonKEY-MIL - Exp/Adv	Active
SC5I4	SC AME-NonKEY-MIL - Exec	Active



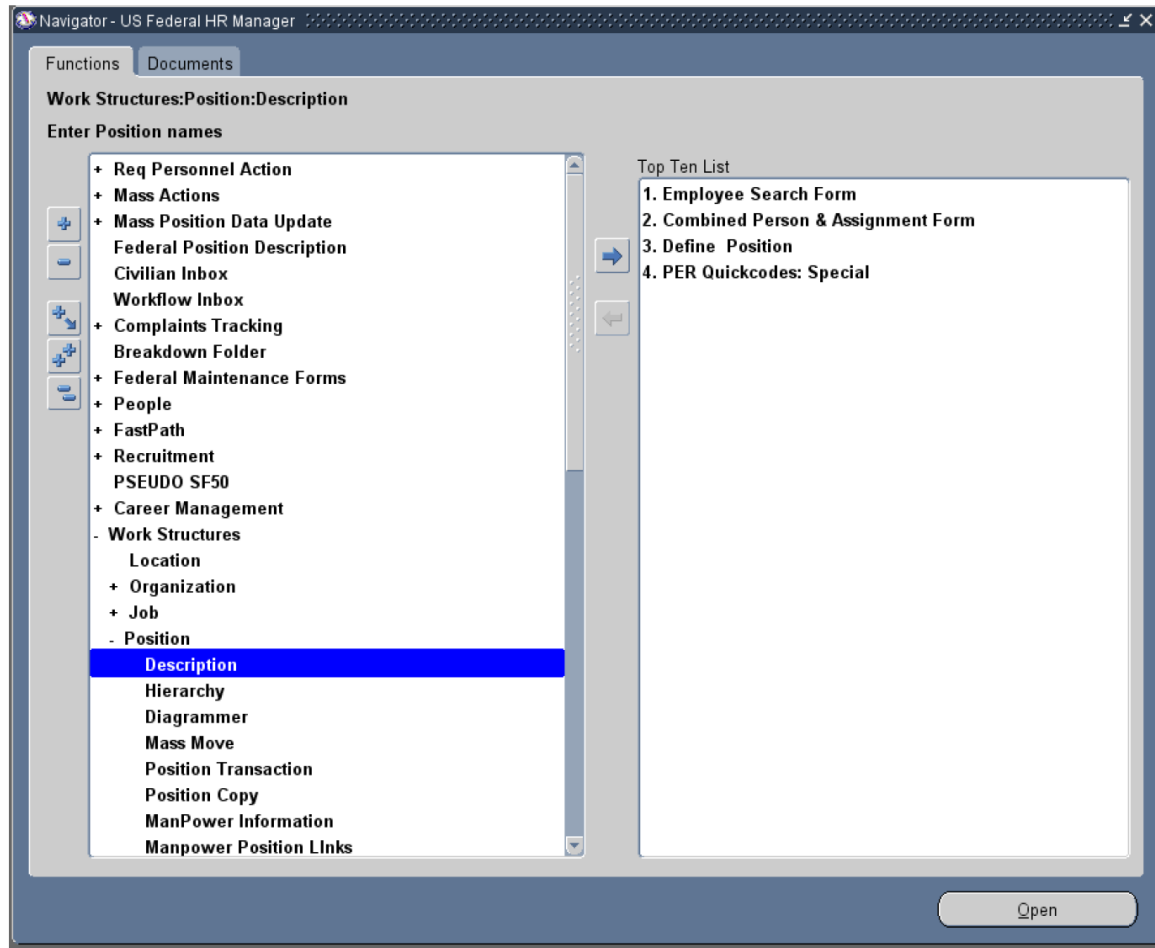


## Appendix D. Adding a SC Code to the Position Description in a DCPDS Personnel Data Record

# DCPDS SECURITY COOPERATION WORKFORCE INFORMATION

New Security Cooperation Workforce Lookup values were implemented in DCPDS on November 22, 2023 with an effective date of October 1, 2023. Previous lookup values were ended September 30, 2023. Any position coded with a Security Cooperation Workforce lookup value prior to October 1, 2023 will need to be updated with a new value effective as of October 1, 2023.

Position → Extra Information → Psn Tracking Info





### Date Track to 1-Oct-2023 to view/update new Security Cooperation Workforce values

Position: 01-OCT-2023

Name: 0651B.HUMAN RESOURCES ASSISTANT.705579.NV19.APPR

Open    Under Review    Approved Future Actions

Position Details   Hiring Information   Work Terms   Additional Detail   Budgets

Start Date: 01-FEB-2015

Date Effective Name: 0651B.HUMAN RESOURCES ASSISTANT.705579.NV19.APPR

Type: Single Incumbent    Permanent    Seasonal

Organization & Job

Organization	FLTREADCEN EAST	NV1965923	Proposed End Date	
Job	0203.Human Resources Assistance (0203)		Proposed End Date	

Hiring Status

Status	Active	Start Date	01-FEB-2015	Proposed End Date	
--------	--------	------------	-------------	-------------------	--

Location: 370885049   Status: Valid

Effective Dates From: 01-FEB-2015   To:   Further Info: [ NC ]

Buttons: Validate(Z)   Occupancy   Extra Information   Reporting To   Others...

Position: 01-OCT-2023

Extra Position Information: 01-OCT-2023;0651B HUMAN RESOURCES ASSISTANT.705579.NV

Type: Psn Tracking Info

Extra Position Information

Joint Base Indicator		
In-Sourced Indicator	No	
In-Sourced Date		
Original In-Sourced Sequence Number		
Psn Titling Indicator		
Combatant Command (COCOM) Indicator		
Combatant Command (COCOM)		
Nuclear Weapons Related Materiel (NWRM) Indicator		
Telework Indicator	YA001	ELIGIBLE - Eligible for Regular and Recurring Telework.
Source Position Seq Number	1260057	
Covered under New Beginnings		
Security Cooperation Workforce		
Prevention and Response Workforce Indicator	NONE	None

Buttons: OK   Cancel   Clear   Help





### New Security Cooperation Workforce values as of 1-Oct-2023

Position: 01-OCT-2023

Extra Position Information: 01-OCT-2023/05516/HUMAN RESOURCES ASSISTANT 745579 JH

Type: **Psn Tracking Info**

Extra Position Information:

Joint Base Indicator:

In-Sourced Indicator: **No**

In-Sourced Date:

Original In-Sourced Sequence Number:

Psn Titling Indicator:

Combatant Command (COCOM) Indicator:

Combatant Command (COCOM):

Nuclear Weapons Related Material (NWRM) Indicator:

Telwork Indicator: **YA001** ELIGIB

Source Position Seq Number: **1260057**

Covered under New Beginnings:

Security Cooperation Workforce:

Prevention and Response Workforce Indicator: **NONE** No

Plan design Copy: **PAY500**

Pay Regeneration: **Pay Status**

Security Cooperation Workforce:

SC%	Description
SC2A1	Key Civilian, Policy and Resourcing, Awareness/Foundational
SC2A2	Key Civilian, Policy and Resourcing, Practitioner
SC2A3	Key Civilian, Policy and Resourcing, Expert/Advance
SC2A4	Key Civilian, Policy and Resourcing, Executive
SC2B1	Key Civilian, Foreign Military Sales and Financing, Awareness/Foundational
SC2B2	Key Civilian, Foreign Military Sales and Financing, Practitioner
SC2B3	Key Civilian, Foreign Military Sales and Financing, Expert/Advance
SC2B4	Key Civilian, Foreign Military Sales and Financing, Executive
SC2C1	Key Civilian, Security Cooperation Organization, Awareness/Foundational
SC2C2	Key Civilian, Security Cooperation Organization, Practitioner
SC2C3	Key Civilian, Security Cooperation Organization, Expert/Advance
SC2C4	Key Civilian, Security Cooperation Organization, Executive
SC2D1	Key Civilian, Support Enablers, Awareness/Foundational
SC2D2	Key Civilian, Support Enablers, Practitioner
SC2D3	Key Civilian, Support Enablers, Expert/Advance
SC2D4	Key Civilian, Support Enablers, Executive
SC2E1	Key Civilian, Acquisition, Awareness/Foundational
SC2E2	Key Civilian, Acquisition, Practitioner
SC2E3	Key Civilian, Acquisition, Expert/Advance
SC2E4	Key Civilian, Acquisition, Executive
SC2F1	Key Civilian, EPC/D&D Train and Equip, Awareness/Foundational
SC2F2	Key Civilian, EPC/D&D Train and Equip, Practitioner
SC2F3	Key Civilian, EPC/D&D Train and Equip, Expert/Advance
SC2F4	Key Civilian, EPC/D&D Train and Equip, Executive
SC2G1	Key Civilian, Advise, Train, and Educate, Awareness/Foundational
SC2G2	Key Civilian, Advise, Train, and Educate, Practitioner
SC2G3	Key Civilian, Advise, Train, and Educate, Expert/Advance
SC2G4	Key Civilian, Advise, Train, and Educate, Executive
SC2H1	Key Civilian, State Partnership Program, Awareness/Foundational
SC2H2	Key Civilian, State Partnership Program, Practitioner
SC2H3	Key Civilian, State Partnership Program, Expert/Advance

Buttons: End, OK, Cancel



### Date Track to 30-Sep-2023 to view Security Cooperation Workforce field

Position: 30-SEP-2023

Name: 0651B.HUMAN RESOURCES ASSISTANT.705579.NV19.APPR

Open  Under Review  Approved Future Actions

Position Details | Hiring Information | Work Terms | Additional Detail | Budgets

Start Date: 01-FEB-2015

Date Effective Name: 0651B.HUMAN RESOURCES ASSISTANT.705579.NV19.APPR

Type: Single Incumbent  Permanent  Seasonal

Organization & Job

Organization	FLTREADCEN EAST NV1965923	Proposed End Date	
Job	0203.Human Resources Assistance (0203)	Proposed End Date	

Hiring Status

Status	Active	Start Date	01-FEB-2015	Proposed End Date	
--------	--------	------------	-------------	-------------------	--

Location: 370885049 Status: Valid

Effective Dates: From 01-FEB-2015 To 30-SEP-2023 Further Info: [ NC ]

Buttons: Validate(Z) | Occupancy | Extra Information | Reporting To | Others...

Position: 30-SEP-2023

Extra Position Information: 30-SEP-2023(0651B.HUMAN RESOURCES ASSISTANT.705579.NV19)

Type: Psn Tracking Info

Extra Position Information

Joint Base Indicator	
In-Sourced Indicator	No
In-Sourced Date	
Original In-Sourced Sequence Number	
Psn Titling Indicator	
Combatant Command (COCOM) Indicator	
Combatant Command (COCOM)	
Nuclear Weapons Related Materiel (NWRM) Indicator	
Telework Indicator	YA001 ELIGIBLE - Eligible for Regular and Recurring Telework.
Source Position Seq Number	1260057
Covered under New Beginnings	
Security Cooperation Workforce	
Prevention and Response Workforce Indicator	NONE None

Buttons: OK | Cancel | Clear | Help



Position: 30-SEP-2023

Extra Position Information: 30-SEP-2023(05518 HUMAN RESOURCES ASSISTANT 705579 NV

Type  
**Psn Tracking Info**

Extra Position Information

Joint Base Indicator

In-Sourced Indicator **No**

In-Sourced Date

Original In-Sourced Sequence Number

Psn Titing Indicator

Combatant Command (COCOM) Indicator

Combatant Command (COCOM)

Nuclear Weapons Related Materiel (NWRM) Indicator

Telework Indicator **YA001** ELIGIBLE - Eligible for R

Source Position Seq Number **1260057**

Covered under New Beginnings

Security Cooperation Workforce

Prevention and Response Workforce Indicator **NONE** None

Plan design Copy  
PAY500  
Pay Regeneration  
Pay Status

Security Cooperation Workforce

Find SC%

Security Cooperation Workforce	Description
SC211	Key SC Planning, Oversight and Execution Management-Basic Certification
SC212	Key SC Planning, Oversight and Execution Management-Intermediate Certi
SC213	Key SC Planning, Oversight and Execution Management-Advanced Certifi
SC214	Key SC Planning, Oversight and Execution Management-Expert Certification
SC221	Key SC Case Life Cycle Management-Basic Certification
SC222	Key SC Case Life Cycle Management-Intermediate Certification
SC223	Key SC Case Life Cycle Management-Advanced Certification
SC224	Key SC Case Life Cycle Management-Expert Certification
SC231	Key SC Operations and Management-Basic Certification
SC232	Key SC Operations and Management-Intermediate Certification
SC233	Key SC Operations and Management-Advanced Certification
SC234	Key SC Operations and Management-Expert Certification
SC241	Key SC Execution Support Management-Basic Certification
SC242	Key SC Execution Support Management-Intermediate Certification
SC243	Key SC Execution Support Management-Advanced Certification
SC244	Key SC Execution Support Management-Expert Certification
SC251	Key SC Acquisition Management-Basic Certification
SC252	Key SC Acquisition Management-Intermediate Certification
SC253	Key SC Acquisition Management-Advanced Certification
SC254	Key SC Acquisition Management-Expert Certification
SC411	SC Planning, Oversight and Execution Management-Basic Certification
SC412	SC Planning, Oversight and Execution Management-Intermediate Certificat
SC413	SC Planning, Oversight and Execution Management-Advanced Certification
SC414	SC Planning, Oversight and Execution Management-Expert Certification
SC421	SC Case Life Cycle Management-Basic Certification
SC422	SC Case Life Cycle Management-Intermediate Certification
SC423	SC Case Life Cycle Management-Advanced Certification
SC424	SC Case Life Cycle Management-Expert Certification
SC431	SC Operations and Management-Basic Certification
SC432	SC Operations and Management-Intermediate Certification
SC433	SC Operations and Management-Advanced Certification
SC434	SC Operations and Management-Expert Certification

Find OK Cancel



Position previously updated with a Security Cooperation Workforce value

Position: 27-SEP-2020

Name: T50105000.HUMAN RESOURCES SPECIALIST (MILITARY).2552780.NGAR.APPR

Open  Under Review  Approved Future Actions

Position Details | Hiring Information | Work Terms | Additional Detail | Budgets

Start Date: 01-OCT-2017

Date Effective Name: T50105000.HUMAN RESOURCES SPECIALIST (MILITARY).255278

Type: Single Incumbent  Permanent  Seasonal

Organization & Job

Organization: PAARNG FULL TIME SUPPORT NGAR Proposed End Date: [ ]

Job: 0201.Human Resources Management (0201) Proposed End Date: [ ]

Hiring Status

Status: Active Start Date: 01-OCT-2017 Proposed End Date: [ ]

Location: 423875075 Status: Valid

Effective Dates From: 01-MAR-2019 To: [ ] Further Info: [ ] [ UV ]

Buttons: Validate(Z) | Occupancy | Extra Information | Reporting To | Others...

Position: 27-SEP-2020

Extra Position Information: 27-SEP-2020(T50105000.HUMAN RESOURCES SPECIALIST (MILITARY).2552780.NGAR.APPR)

Type: Psn Tracking Info

Details: .No.....YA002.25458

Extra Position Information

Joint Base Indicator: [ ]

In-Sourced Indicator: No

In-Sourced Date: [ ]

Original In-Sourced Sequence Number: [ ]

Psn Titling Indicator: [ ]

Combatant Command (COCOM) Indicator: [ ]

Combatant Command (COCOM): [ ]

Nuclear Weapons Related Materiel (NWRM) Indicator: [ ]

Telework Indicator: YA002 Eligible for situational telework only, including Emergency a

Source Position Seq Number: 2545839

Covered under New Beginnings: Yes

Security Cooperation Workforce: SC211 Key SC Planning, Oversight and Execution Management

Prevention and Response Workforce Indicator: NONE None

Buttons: OK | Cancel | Clear | Help







Position: 01-OCT-2023  
Extra Position Information: 01-OCT-2023(T58105000) HUMAN RESOURCES SPECIALIST (MILIT)

Type  
Psn Tracking Info

Extra Position Information

Joint Base Indicator  
In-Sourced Indicator: **No**  
In-Sourced Date  
Original In-Sourced Sequence Number  
Psn Titling Indicator  
Combatant Command (COCOM) Indicator  
Combatant Command (COCOM)  
Nuclear Weapons Related Materiel (NWRM) Indicator  
Telework Indicator: **YA002**  
Source Position Seq Number: **2545839**  
Covered under New Beginnings: **Yes**  
Security Cooperation Workforce: **SC211**  
Prevention and Response Workforce Indicator: **NONE**

Security Cooperation Workforce

Find SC%	Description
SC2A1	Key Civilian, Policy and Resourcing, Awareness/Foundatio
SC2A2	Key Civilian, Policy and Resourcing, Practitioner
SC2A3	Key Civilian, Policy and Resourcing, Expert/Advance
SC2A4	Key Civilian, Policy and Resourcing, Executive
SC2B1	Key Civilian, Foreign Military Sales and Financing, Awarene
SC2B2	Key Civilian, Foreign Military Sales and Financing, Practitio
SC2B3	Key Civilian, Foreign Military Sales and Financing, Expert/A
SC2B4	Key Civilian, Foreign Military Sales and Financing, Executiv
SC2C1	Key Civilian, Security Cooperation Organization, Awareness
SC2C2	Key Civilian, Security Cooperation Organization, Practitione
SC2C3	Key Civilian, Security Cooperation Organization, Expert/Adv
SC2C4	Key Civilian, Security Cooperation Organization, Executive
SC2D1	Key Civilian, Support Enablers, Awareness/Foundational
SC2D2	Key Civilian, Support Enablers, Practitioner
SC2D3	Key Civilian, Support Enablers, Expert/Advance

Find End OK Cancel

Position: 01-OCT-2023  
Extra Position Information: 01-OCT-2023(T50105000) HUMAN RESOURCES SPECIALIST (MILIT)

Type  
Psn Tracking Info

Extra Position Information

Joint Base Indicator  
In-Sourced Indicator: **No**  
In-Sourced Date  
Original In-Sourced Sequence Number  
Psn Titling Indicator  
Combatant Command (COCOM) Indicator  
Combatant Command (COCOM)  
Nuclear Weapons Related Materiel (NWRM) Indicator  
Telework Indicator: **YA002** Eligible for situational telework only, including Emergency a  
Source Position Seq Number: **2545839**  
Covered under New Beginnings: **Yes**  
Security Cooperation Workforce: **SC2A1** Key Civilian; Policy and Resourcing; Awareness/Foundat  
Prevention and Response Workforce Indicator: **NONE** None

OK Cancel Clear Help





Position: 01-OCT-2023

Name: **T50105000.HUMAN RESOURCES SPECIALIST (MILITARY).2552780.NGAR.APPR**

Open     Under Review     Approved Future Actions

Position Details    Hiring Information    Work Terms    Additional Detail    Budgets

Start Date: **01-OCT-2017**

Date Effective Name: **T50105000.HUMAN RESOURCES SPECIALIST (MILITARY).255278**

Type: **Single Incumbent**     Permanent     Seasonal

Organization & Job

Organization	<b>PAARNG FULL TIME SUPPORT    NGAR</b>	Proposed End Date	
Job	<b>0201.Human Resources Management (0201)</b>	Proposed End Date	

Hiring Status

Status	<b>Active</b>	Start Date	<b>01-OCT-2017</b>	Proposed End Date	
--------	---------------	------------	--------------------	-------------------	--

Location: **423875075**    Status: **Valid**

Effective Dates From: **27-SEP-2020**    To:    Further Info: [ **UN** ]

Buttons: Validate(Z)    Occupancy    Extra Information    Reporting To    Others...



## Appendix E. References

10 U.S. Code § 384 - Department of Defense Security Cooperation Workforce Development, December 23, 2016

Under Secretary of Defense for Policy, "Guidance for the Department of Defense Security Cooperation Workforce Development Program," February 8, 2018

DCPAS Message 2020020, Implementation of the Department of Defense Security Cooperation Workforce Certification Program, March 16, 2020

Making Security Cooperation as a Department of Defense Functional Community Memorandum, August 11, 2023

Interim Implementation Guidelines for the DoD Security Cooperation Workforce Certification Program 2.0, November 6, 2023

DOD INSTRUCTION 5132.15, IMPLEMENTATION OF THE SECURITY COOPERATION WORKFORCE CERTIFICATION PROGRAM, May 7, 2021 (NOTE this document is currently being updated to reflect SCWPD Certification 2.0)

National Defense Strategy Implementation, DOD Workforce Needed to Build Capacity of Allies and Partners Task 4.5.1- Report and Action Plan, February 7, 2023

Director, DSCA memorandum, "FY 2025 Security Assistance Program and Budget Review Planning Guidance for Foreign Military Sales and Foreign Military Financing Administrative Budgets and Attachment A- FY2025 SAPBR Detailed Guidance," February 9, 2023