



Air Force's Personnel Center



Cyberspace Operations

“Spread the Word”

***Cyberspace Operations
Officer Assignments Team (OAT)***

November 2018



Why “Spread the Word?”

- Opportunity to inform/educate core 17Ds & provide maximum transparency to the field on various topics
 - Force Health
 - Force Development
 - Assignments
 - Advanced Education & Training
- Address questions/concerns directly from the field
- Conduct “One-on-One” career counseling sessions
- Receive vital feedback from unit leadership





Team Overview

- **Non-Rated Operations Airmen Career Management Branch Chief**
 - Lt Col Aaron “AB” Banks ('01 YG)
USAFA / USAFE / 86 CS / 561 NOS Det 2/CC / 33 NWS/CC
- **Cyberspace Airmen Career Management Section Chief**
 - Maj Orlando Lopez ('04 YG)
ROTC / USAFE Comp Sys / AFLEM HQ / 614 ACOMS / AFSPC/ 50 SCS
- **Cyberspace Officer Assignments**
 - Maj Jessica “Jess” Perez ('07 YG)
ROTC / 375 CS / 432 AMXS DO / Exec / USAF Warfare Center
 - Capt Mark “Zapp” Boatman ('09 YG)
ROTC / 84 RADES / 15 IS / 633 CS / 39 IOS
 - Capt Latiria Mayo ('11 YG)
OTS / 100 CS / 390 COS / 67 COG Exec



Assignment Team Roles

AFPC

- Assignments
- Career Counseling
- Talent Management
- Advanced Education
- 365-Day Extended Deployments
- Institutional Requirements

Functional

- Development Team (DT)
- Manpower Sustainment
- Requirements Prioritization
- Force Development Policy



HOT TOPICS

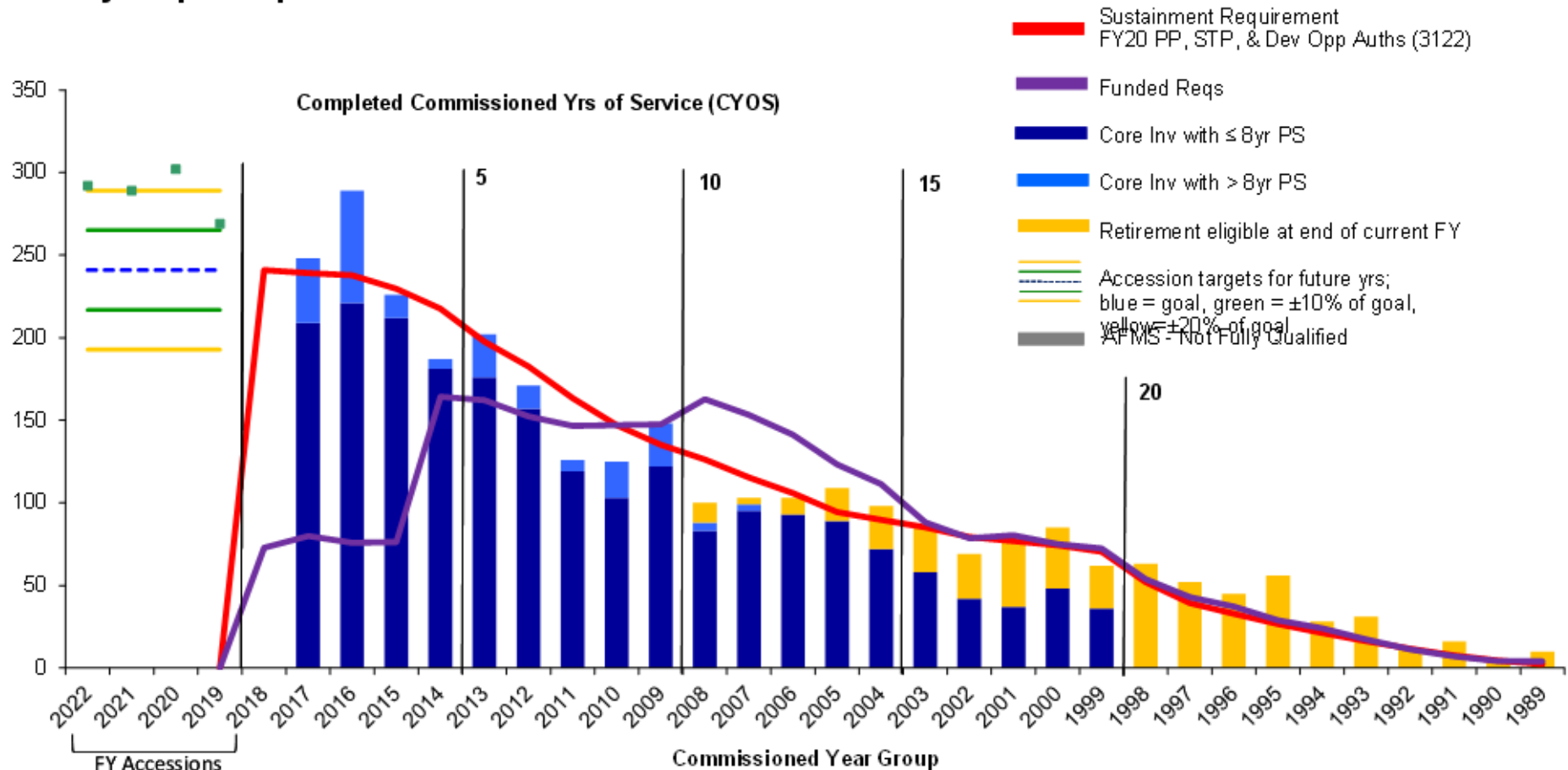
- **We are one career field!**
 - **Everyone is a 17D “Core ID”**
 - **17S vs 17D based on what position you’re assigned**
- **“What We Value”**
- **Vectoring Feedback – Fall 18 DT (2004, 2009, 2013, 2014 YGs)**
- **Officer Retention Bonus**
- **3-2 Assignment Cycles**
- **Talent Marketplace**
- **IDE/SDE**
- **Sq/CC & DO candidate selection**



17X - Cyberspace Operations

Career Field Health as of 28 Feb 2018

17X - Cyberspace Operations



Agile, Innovative, and Responsive...Fueling the Fight!



Development Team (DT)

- Responsible for the deliberate development of officers at appropriate trigger points in their career
- Convenes twice per year to oversee the following:
 - Command Panel
 - Director of Operations (DO) Panel
 - Command Outplacement
 - IDE/SDE Vectoring
 - IDE/SDE Graduate Outplacement
 - Developmental Vectoring
- DT is comprised of senior leaders in key cyberspace positions
 - DT Chair – Brig Gen Kennedy
 - DT Members - CCMD J6s, MAJCOM A6s, Wing CCs, CFM





Leadership Selection Process

- All eligible records are scored (1999 – 2010)
- Officers removed based on status or declination SOI
- Cutline established based on # of vacancies
- DT Board members select three candidates for each Sq/CC & two for Det/CC and DO opportunity based on:
 - Board score
 - Candidate experience and career progression
 - Needs of each unit
- Consolidated candidate list released late summer
- Must be selected by Hiring Authority (Wg or Gp CC)
- Selection list released December
- PCS Summer '19



Advanced Education & Training

- Members apply IAW Advanced Academic Degree (AAD) & Special Experience Exchange Duties (SPEED) Guide
 - Education with Industry (EWI) - Quotas: 4
 - Expeditionary Warfare School (EWS) - Quotas: 12
 - Cyber-Intel Experience Exchange Tour (CIEET) – Quotas: 2
 - Air Force Institute of Technology (AFIT) - Quotas: 20
 - AFIT & USAFA Faculty Pipeline (FP) - Quotas: 6
 - USAF Weapons School Cyberspace WIC - ~10/yr
 - WIC Look – 1 week course for prospective candidates
 - Computer Network Ops Development Program (CNODP) - ~ 10/yr
- ADSCs = 5 yrs (PhD) / 3 yrs (Masters, EWI, EWS, CNODP)

All interested officers should apply! We do not get enough applicants to fill our quotas.



Career Broadening

- **Career Broadening: Non-17D duty positions**
 - Majority, if not all, require functional release
 - If released, officers will remain a core 17D
- **Functional release determined using several factors (career field sustainment, competing priorities, & needs of the AF)**
- **Types of Programs:**
 - DT selects FAO (3) & AFPAK Hands (1) candidates
 - Selectively hired (Exec, Aide-de-Camp, CAG, etc.)
 - Institutional requirements (ROTC, SOS, BMT, etc.)



Cyberspace Warfare Operations Weapons Instructor Course (WIC)

Who should apply?

- 17D/14N/62E O-2/O-3 w/max of 8 years TAFCSD (prefer mid-Capt)
- Minimum 2 years operational cyberspace experience in DCO/OCO units/missions
- Minimum 1 year instructor or evaluator experience preferred (K/T/Q prefix)

What is the application process?

- Wg/CC nominated, AFPC-boarded
- Prefer WIC look 2+ years prior to application & 1 wk course for candidates ~1 year prior
- Alpha class applications in Jun
- Bravo class applications in Dec

What happens during CWO WIC?

- 23 weeks of academics and missions focused cyber capabilities integrated into Air and Space ops
- Four main phases: Planning, DCO, OCO and Integration
- Multiple TDYs to DoD and commercial cyber orgs

What happens after graduation?

- Assignment to run sq weapons and tactics program with the goal to increase combat effectiveness
- 3 year ADSC and 3-5 years in Weapons Officer positions
- Bound by calling to Build, Teach, Lead



Assignment Process Changes



What is Talent Marketplace

MyVECTOR

DASHBOARD

TALENT MARKETPLACE

LATEST NEWS

Talent Marketplace

Your journey starts here



Active Vulnerable Mover Cycle in Progress!

Advertise positions, find officers, rank them, and manage the process.

[Learn More](#)

Update Intent and Preferences



Update your Profile
Update your Intent

[Begin](#)

Search Billets



Search Billets
Rank Order Billets
View Billet Details

[Begin](#)

Billet Owner



Advertise Positions
Find Officer
Rank Officers

[Begin](#)

Assignment Teams



Manage Eligibles
Confirm Positions
Match Candidates

[Begin](#)

Officer Assignment Managers



Create VML Cycles
Manage Assignment Teams
Talent Management

[Begin](#)

Agile, Innovative, and Responsive...Fueling the Fight!



What is Talent Marketplace

- A tool that will be used in place of AMS to publish/manage the VML, submit/prioritize requisitions, and submit assignment preferences (in place of ADPs) by all stakeholders in the assignments process (squadron commanders, members, position owners, MAJCOM FAMs, AFPC, etc.).
- You can access Talent Marketplace by going to myVector: <https://myvector.us.af.mil/myvector> and creating an account then click on Talent Marketplace
- Tool is being developed as we are using it!



Functions in TM

- Creation and refinement of VML: Initial VML, reclama process, and notification
- Submission and prioritization of requisitions
- Browse Advertised Assignments
- Specify Marketplace Assignment Preferences (MAPs)
- Bid on Officers
- “The Algorithm”
- Routing and loading Assignments



2018-2019 AFOAS Timeline

2019 SUMMER TIMELINE (NORMAL SYSTEM, USING AMS AND ADP)

Participation includes all stakeholders in communities not participating in Talent Marketplace (see below)

	INITIAL VML POSTED (0900 CST)	FIELD VML RECLAMA WINDOW	FINAL VML POSTED (COB)	LAST DAY TO SUBMIT REQ	LAST DAY TO SUBMIT HHQ PRIORITIES	PRD VISIBILITY WINDOW	ADP & BNR DUE DATE	AFPC MATCHES ASGMTS	RNLTD MONTHS
SUMMER	1 AUG 18	1 – 15 AUG 18	28 AUG 18	5 SEP 18	17 SEP 18	1 - 31 OCT 18	31 OCT 18	1 NOV 18 – 31 JAN 19	JUN – SEP 19

TALENT MARKETPLACE TIMELINE (NEW SYSTEM, NO AMS OR ADP)

Participation includes all stakeholders in the following communities: **All Rated, 13L, 13S, 17D, 38F, 41A, and 61X officers**

	INITIAL VML POSTED ----- FIRST DAY TO SUBMIT REQS	FIELD VML RECLAMA WINDOW	FINAL VML POSTED ----- FIRST DAY TO SUBMIT ASSIGNMENT INTENT ANSWERS / LOSING CC INPUTS	LAST DAY TO SUBMIT BILLET OWNER REQS & PRIORITIES	LAST DAY TO SUBMIT HHQ REQS & PRIORITIES	FIRST DAY TO START MARKETPLACE ASSIGNMENT PREFERENCES (MAPS) / BIDDING FOR OFFICERS	LAST DAY TO SUBMIT MAPS / LOSING CC INPUTS	LAST DAY TO SUBMIT BIDS FOR OFFICERS	AFPC MATCHES ASGMTS	RNLTD MONTHS
SUMMER TALENT MARKETPLACE	1 AUG 18	1 – 15 AUG 18	28 AUG 18	5 SEP 18	17 SEP 18	1 OCT 18	24 OCT 18	31 OCT 18	1 NOV 18 – 31 JAN 19	JUN – SEP 19

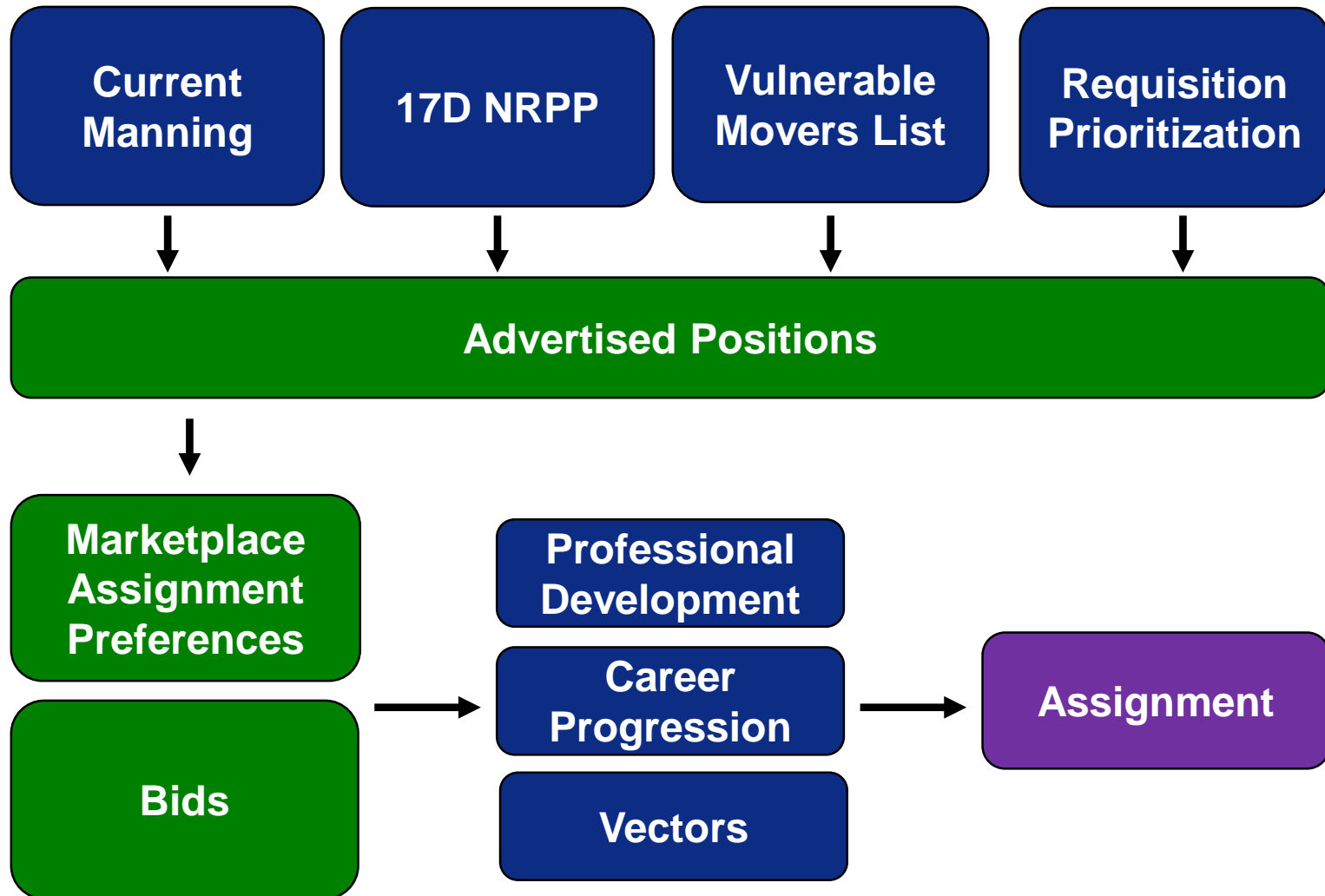
Talent Marketplace Notes

Enter Talent Marketplace through your MyVector CAC log-on: <https://afvec.langley.af.mil/myvector>

1. VML Officers have 2 windows: 1) Answer Assignment Intent Questions (28 Aug – 24 Oct) and 2) Submit MAP lists (1 - 24 Oct)
 2. Losing CCs have 2 windows: 1) Submit Reclama Requests (1 – 15 Aug) and 2) Submit Inputs/VML Rankings (28 Aug – 24 Oct)
 3. Billet Owners have 3 windows: 1) Submit Requisitions (1 Aug – 5 Sep), 2) Submit Reclama Requests (1 – 15 Aug) and 3) Bidding for Officers (1 – 31 Oct). *For Sum 19 – Losing Commanders can designate an agent (eg billet owner) to submit reclamas on their behalf.
- Approved Billets should be Advertised starting 1 Oct 2018*



Key Factors





Core 17D Non-Rated Prioritization Plan (NRPP)

Must Fill	Priority Fill	Entitlement Fill
DT-Boarded Positions	Flight CC	Squadron
Short Tours	17D Instructor (UCT, PCE)	Agency/Center
AF Institutional Requirements	NAOC (aircrew)	HQ AF/SAS/JCS
Cyber Mission Forces (CMF)		MAJCOM
White House Comm Agency (WHCA)		Instructor (USAFA, AFIT)
Key Nuclear Billet (KNB)		NAF
JSOC		Joint

Grade	Winter 2018 Entitlement Rates	Summer 2019 Entitlement Rates
LTC	72%	64%
MAJ	55%	52%
CAPT	63%	68%
LT	75%	90%



Institutional Requirements (IR)

- 16G – Ops Staff Officer
- 16R – Planning & Programming
- 16F/P – RAS/PAS
- 30C – Support Commander
- 80C – USAFA AOC
- 81C – OTS CC
- 81T – Instructor
- 82A – Academic Prgm Mgr
- 83R – Recruiting (incl C-prefix)
- 85G – Honor Guard
- 86M – Ops Mgmt
- 86P – Command & Control
- 87X – IG
- 88A – Aide-de-Camp
- 91C – Commander
- 97E – Executive Officer

Requirements based on Air Force needs that fall
outside the scope of traditional
career fields/processes

**Entitlement rates factored into IR process –
Allocated IRs are MUST FILL**



Requisition Prioritization

- **Requisition Process**
 - Units submit requisitions for pending vacancies
 - FAMs & AFPC validate requisitions
 - COCOM, MAJCOM, & Agencies prioritize requisition lists by grade
 - Focus on Must-Fills & COCOM, MAJCOMs, & Agencies with lowest entitlement rates

Bottom Line: The advertised positions are based off the NRPP and MAJCOM Prioritizations



Vulnerable Movers List (VML)

- VML generated each assignment cycle by AFPC
 - CCs validate VML & submit reclaims
 - Members can be added to VML, must meet TOS constraints
 - MAJCOM & AFPC approve or deny reclaims
 - Reclaims typically approved for OPD, manning/mission, etc.
 - Reclaims generally denied if repeat or push to Summer VML
 - CCs/FAMs responsible for knowing disposition of reclaims
 - Ensure vMPF profile emails are up-to-date
 - ASD established once on the final VML

Bottom Line: Know your projected VML!



Assignment Observations

- **Unrealistic expectations**
 - **Officers ask for positions based on location only and state they are not concerned with officer professional development**
 - **Officers ask for only jobs in Florida, Hawaii, and Germany because there are 50+ jobs advertised there**
 - **Officers fail to submit an updated MAP**
- **Officers need to update email address in vMPF to receive VML and assignment notification messages**

Bottom Line: Increase Fidelity and Manage Expectations



VML Time on Station (TOS) Considerations

PCS REASON	Career 17D	1 st Tour LTs
CONUS	48 months	36 months
OCONUS	DEROS	DEROS
Join Spouse	12 months (if separated)	
SQ/CC & DO Tour	24 months	N/A
IDE/SDE	12 - 18 months	
Joint Tours	36 months	



Summer 2019 Numbers

Rank	Year Group	Movers	Reqs
Lt & Capt	2017-2010	174	401
Maj	2009-2005	114	274
Lt Col	2004+	97	163
	Totals	385	838



Special Assignment Considerations

- **Humanitarian**
 - Resolves severe/short-term family issue
 - Overrides OPD; standard tour length
- **Exceptional Family Member Program (EFMP)**
 - EFMP process starts after the assignment match
 - If location is not suitable, 17D OAT will work with EFMP office for options
 - Enrollment is MANDATORY
- **Join Spouse**
 - Military-to-Military regardless of Service
 - Not guaranteed but we will do our best to match join spouse
- **High School Senior Assignment Deferment (HSSAD)**
 - Submitted Junior year of High School
 - Remain in-place until 60 days after graduation



Marketplace Assignment Preference Tips

- **Do** submit preferences by date in AFAS Timeline
- **Don't** pick just 1 or 2 advertised positions... if we can't match them you become a team player
- **Do** consider only advertised positions
- **Don't** recite your career or accolades (we have that)... but **Do** tell us briefly what you want and why it fits
- **Don't** only volunteer for overseas (long and short)...but **Do** volunteer if interested
- **Do** identify special factors (Join Spouse, EFMP, etc.) in comments
- **Do** ensure commander (or equivalent) involvement

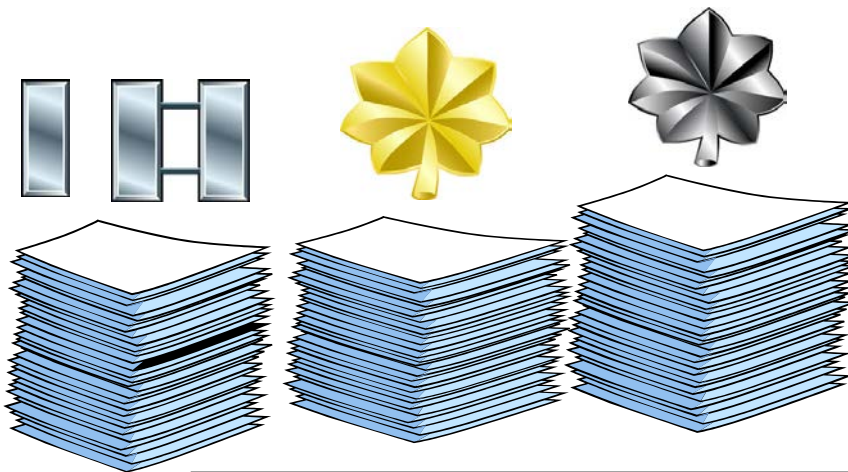


Assignment Matching

Order of Matching:

- Short Tours/365s returnee
- Graduating CCs & DE grads
- DOR per grade

- First pick DOES NOT mean first choice
- Each officer has a fair chance for each position
- Multiple “soft” matches before final decision
- Bottom line: Right officer for the right job at the right time



Advertised Positions in TM



- **PSDMs:**
- https://mypers.af.mil/app/answers/detail/a_id/12973
 - Command process, candidate lists, selection results
 - AAD/SPEED selection results
 - Bonuses
 - IDE/SDE process
 - And many other programs/opportunities
- **AAD/SPEED Guide/information:**
 - https://mypers.af.mil/app/answers/detail/a_id/14396
- **Promotion:**
 - <https://mypers.af.mil/app/categories/p/8%2C9/c/656>
 - DOR Chart, line numbers, board information, fact sheets



17D milBook Page

- **Career Development Tools**
 - Ribbon chart, What We Value, CFETP, Spread the Word Brief
- **Assignment Process**
 - VML Webinars, AFAS Timeline
- **Special Programs Flyers**
 - CNODP, WIC, AAD/SPEED, AFPAK Hands, White House Fellows
- **DT Outbriefs**
- **Sq/CC and DO Selection Process and Results**
- **<https://www.milsuite.mil/book/groups/17d-cyberspace-operations-assignments-team>**



Contact Information

Phone Number

DSN: 665-2491 / Comm: (210) 565-2491

E-mail

afpc.17D@us.af.mil

myPers

https://gum-crm.csd.disa.mil/app/answers/detail/a_id/13754/p/8%2C9/c/20

Talent Marketplace

<https://myvector.us.af.mil/myvector>

17D milBook Page

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QUESTIONS?

