

(c) *Education.* For further guidance on training participation and credit, see chapter 7.

Chapter 15

Chemical Branch

15-1. Unique features of the Chemical Branch

a. Unique purpose of the Chemical Branch. The Chemical Branch is a combat support branch aligned under the MF&E functional category and is focused primarily on warfighting operations and training that supports all aspects of combating weapons of mass destruction (WMD): nonproliferation, counter proliferation, and consequence management. The Chemical Corps is focused on operations and training in support of chemical, biological, radiological, and nuclear (CBRN) defense; obscurants, and flame employment; CBRN vulnerability assessment; biological and chemical arms control verification; smoke and flame munitions technology and management; chemical weapons storage and demilitarization; WMD force protection programs; CBRN foreign and domestic consequence management; and CBRN military support to civil authorities. Additional functions include scientific, developmental, and material management activities for these programs. The branch provides the Army with a highly trained corps of CBRN experts to advise commanders and staffs at all levels in the DOD. Officers assigned to the Chemical Branch carry branch code 74.

b. Unique functions performed by the Chemical Branch. CBRN officers plan, employ, and coordinate CBRN defense systems from platoon level through corps and Joint task forces in support of Joint and combined arms operations. These systems include CBRN agent reconnaissance systems, biological agent detection systems, smoke and obscurants systems, flame weapons, thermobaric devices and munitions, CBRN decontamination systems, and other CBRN hazard detection and warning systems. CBRN officers coordinate assets and efforts for WMD force protection programs, consequence management, and CBRN military support to civil authorities. Officers also conduct technical escort, CBRN hazard characterization, monitoring, disablement, and elimination support operations; provide WMD and CBRN incident emergency response; contingency support operations to combatant commanders and lead Federal agencies; and provide site remediation and restoration support operations for DOD.

c. Unique features of work in the Chemical Branch. CBRN officers work at all levels of command to advise and provide protection from the full range of toxic hazards. CBRN officers are generally the sole subject matter experts on CBRN defense operations within their organization. CBRN Soldiers and units are recognized for their unique mission capabilities that include expertise in: CBRN vulnerability analysis; multi-spectral obscuration; sensitive site exploitation; CBRN reconnaissance; CBRN decontamination; WMD force protection; and combating WMD, which includes nonproliferation, counter proliferation, and consequence management. These traits make CBRN units invaluable in supporting both foreign and domestic contingency operations. Additionally, CBRN officers perform the following functions and tasks:

- (1) Command and lead CBRN defense and obscuration units from platoon to brigade, to include the Special Forces Chemical Reconnaissance Detachments (CRDs).
- (2) Command chemical weapons storage and demilitarization activities/installations and ammunition manufacturing and storage activities/installations.
- (3) Command and supervise environmental activities.
- (4) Serve as CBRN staff officers in tactical through strategic national level organizations including Army staffs from battalion through Army level and in OSD, Joint, other Federal departments, and combatant command staffs. As staff officers, CBRN officers will conduct CBRN vulnerability assessments; plan, conduct, and supervise CBRN defense training and operations; evaluate CBRN technical and tactical intelligence data; develop plans for employing and conducting obscurant operations, flame field expedient and thermobaric operations; plan CBRN reconnaissance, detection, and decontamination operations, and plan and coordinate WMD elimination/sensitive site exploitation operations.
- (5) Develop requirements, organizational structure, doctrine, tactics, techniques, and procedures for CBRN, obscuration, flame, and thermobaric capabilities.
- (6) Serve as CBRN advisors to USAR and ARNG organizations.
- (7) Support WMD force protection and CBRN military support to civil authorities. Advise civil, Federal, state, and international agencies in WMD force protection and response to incidents involving CBRN materials.

15-2. Officer characteristics required

a. The Chemical Branch requires officers skilled in leadership at all levels, who emulate the Warrior Ethos, possess strong Army Values; are technically and tactically proficient in CBRN operational tactics, techniques, and procedures; and are educated in the CBRN sciences and technologies required for the 21st Century. They must be dynamic, competent warfighters who can effectively apply the character attributes and core leader competencies required of contemporary leaders. (For additional discussion of these attributes and competencies, see FM 6-22.) The core leader competencies emphasize the role, functions, and activities of what leaders do. The values and attributes set the basis for the character of the leader - what a leader must be. The skills developed and knowledge gained by leaders establishes

his or her competence - what a leader must know. Leaders are not effective until they apply this knowledge; the actions that leaders conduct and execute constitute leadership - what a leader must do. The leadership framework describes a leader of character and competence who acts to achieve excellence across the range of military operations. One who personifies the Warrior Ethos in all aspects, from warfighting to statesmanship to business management as a way of life.

b. Unique skills are as follows:

(1) *Decisionmaking skills.* CBRN officers often work in an environment where time available for problem analysis is limited but where sound and timely decisions are urgent. Information gained in this environment will vary in its completeness and ambiguity. An ability to operate under stress, make decisions, and act under a variety of conditions is critical to success.

(2) *Tactical and technical skills.* CBRN officers must be technically proficient with branch and mission-unique equipment, tools, and systems. CBRN mission success requires the proper balance between technical skills and the ability to understand and apply the appropriate tactical skills at the right moment. These skills must be gained and developed through repetitive operational and institutional assignments and continuous professional study and self-development. CBRN officers must not only know their own unique branch skills, tactics, techniques, procedures, and specialized equipment; but they must also know the uniqueness of the units to which they are assigned or are supporting.

c. Unique knowledge is as follows:

(1) Officers must possess expert knowledge of Chemical Branch requirements, combined arms, CBRN unit support, and coordination principles. This knowledge includes practical experience in tactics, combined arms operations, and the employment of all assets available to the Chemical Branch, as well as general knowledge of JIIM operations and how the Chemical Corps supports each of them. Officers gain this knowledge through a logical sequence of continuous education, training, and experience sustained through mentoring. Individual officers sustain knowledge through institutional training and education, experience gained in operational assignments, and continuous self-development.

(2) Serving as staff and faculty at the Chemical School allows officers with recent troop and CBRN staff assignments to share their field experience with the school and students. In turn, officers from the school return to the field with an updated knowledge of doctrinal, training, organizational, and materiel developments. With such an exchange of knowledge and experience between the field and the Chemical School, these officers ensure that the Chemical Corps, sister Services, and the Army are fully prepared to fight and win on the increasingly complex battlefields associated with the contemporary operational environment (COE).

d. Unique attributes are as follows:

(1) *Personal attributes.* CBRN officers must know and routinely execute drills and operate within established SOPs. Officers must be physically fit, flexible, agile, adaptable, and values-based if they, as warfighters, are to lead CBRN Soldiers effectively across the full range of military operations.

(2) *Multi-functionality.* CBRN officers initially will perform duties that are branch oriented; however, as the officer becomes more familiar with systems and their specialty, they can expect to be called upon for a wide range of duties including those providing JIIM exposure. Officers must develop and use a diverse set of skills as they move between branch TOE and TDA leadership positions and as they serve in branch/generalist assignments. CBRN officers must be able to design and lead CBRN organizations and personnel that enable the warfighter to retain the highest levels of combat power.

(3) *Situational awareness of the battlespace.* The ability to quickly judge terrain, weather effects, friendly capabilities, and threat capabilities is vital. This transcends viewing the terrain, analyzing the weather, and knowing the range capability of threat weapon systems and our weapon systems. It is the ability to visualize the battlespace and know how terrain and weather impact threat employment of CBRN weapons and how to optimize CBRN defense systems in a multidimensional battlespace.

15-3. Critical officer developmental assignments

a. *CBRN officer career development.* CBRN officers develop in the Maneuver, Fire and Effects functional category. A CBRN officer should expect, over the span of a 20 to 30 year career, to be assigned to a variety of units and organizations and developmental assignments. An officer will serve in several troop assignments in CBRN and other units from platoon to Army level; CTCs; TRADOC Service schools; chemical weapons storage and demilitarization; DA, DOD, field operating agency, Office of the Secretary of Defense (OSD), interagency, Joint and combatant command staff positions; and Active Army assistance to the RC (Active Army/RC) positions. KD assignments for each grade are listed below. Some assignments by their very nature offer greater opportunity to gain knowledge and experience. These positions impact the Army and the CBRN mission over the longer term and are especially challenging. Officers should seek one or more of these assignments at each level of their career. (See fig 15-1, below, for an Active Army career development model. See para 23-8c and fig 15-2 for a RC career development model.) Regardless of the assignment, individual success is ultimately tied to performance.

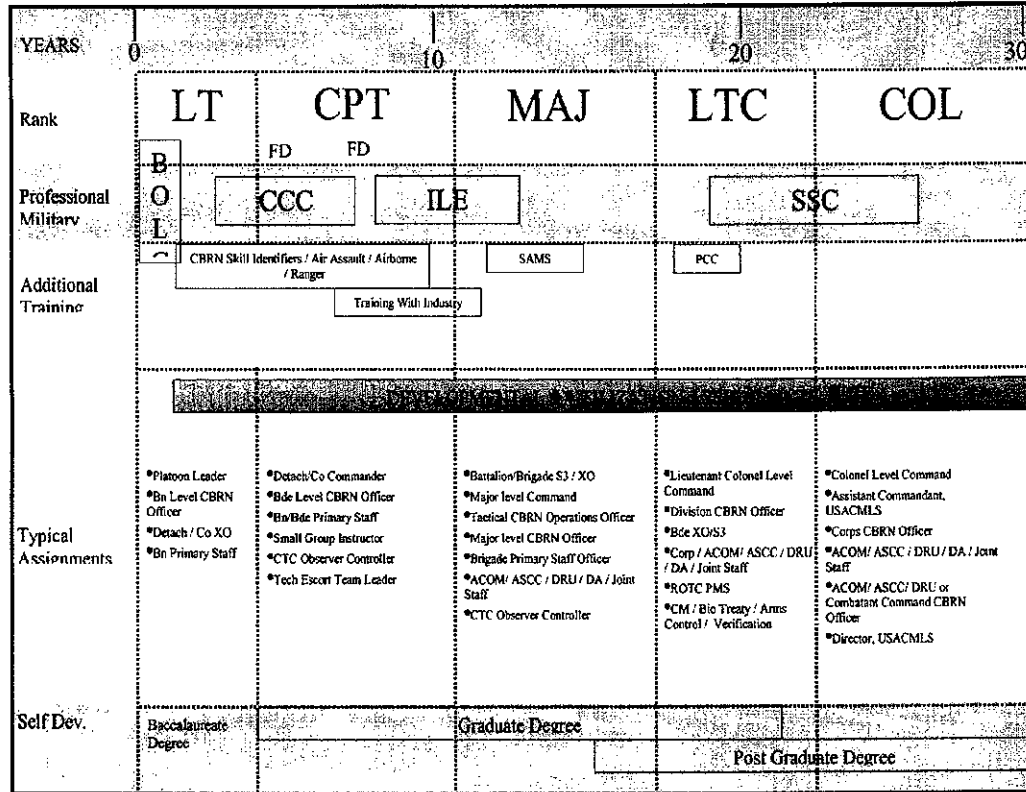


Figure 15-1. Chemical Active Army Developmental Model

(1) *Lieutenant.*

(a) Newly commissioned officers will attend the CBRN BOLC Phase III at the U.S. Army Chemical School (USACMLS) at Fort Leonard Wood, Missouri. CBRN BOLC emphasizes leadership, tactics, combined arms operations, maintenance, supply, and physical fitness. Additional areas of concentration include CBRN decontamination, obscuration operations, hazardous materials (HAZMAT), radiological operations, chemical and biological warfare agents, and CBRN reconnaissance operations. CBRN lieutenants also undergo training with actual toxic chemical agents, biological stimulants, and radioactive sources in the Chemical Defense Training Facility. Upon graduation lieutenants are prepared to lead platoons and serve as battalion CBRN officers.

(b) Lieutenants have the opportunity after BOLC to attend airborne and other schools if their follow-on duty assignment requires that specific training. Ranger training is authorized for officers with a projected assignment to the 75th Ranger Regiment.

(c) BOLC graduates should expect to serve in a variety of positions ranging from battalion level assistant S3/ CBRN officer to CBRN company positions that will develop critical leadership and Chemical Branch skills. Typical duty positions include battalion/squadron staff officer, platoon leader (obscuration, decontamination, CBRN reconnaissance, or Biological Integrated and Detection System (BIDS)), and company XO. These positions build a solid foundation that is the bedrock for the remainder of the officer's career. Officers who are assigned to battalions in life cycle BCTs will be assigned for 36 months. Lieutenants entering life cycle units will stay for the unit's entire life cycle.

(d) The focus during the lieutenant years is to acquire and refine leadership and branch related coordination, logistics, and administrative skills. Inculcation of the Warrior Ethos and Army core values is essential in the

development of young officers. CBRN lieutenants should also become proficient in both common core and branch tasks. Before promotion to captain, officers should possess an in-depth knowledge of combined arms operations as well as knowledge of CBRN defense operations in combined arms organizations. Experiences on a contingency deployment or other real-world operational mission are invaluable in preparing lieutenants for detachment/company level command in an expeditionary Army.

(e) Officers who have not completed an undergraduate degree must do so during this point in their careers. The Degree Completion Program (DCP) enables selected commissioned officers to complete degree requirements at accredited civilian colleges and universities as a resident full-time student. Officers interested in the DCP must submit applications through their chain of command to the CDR, AHRC-Alexandria, Chemical Branch, OPMD, AHRC-OPB-CM, 200 Stovall St., Alexandria, VA 22332-0414 not later than five months prior to the requested DCP start date.

(2) *Captain.*

(a) Officers will attend the CBRN CCC at about the 3^d YOS to prepare for detachment/company level command and duties in brigade or higher-level staff positions. Officers have another opportunity to attend airborne and other military schools en route from the career course to their next assignment, providing their next duty assignment requires the training. Officers are strongly encouraged to participate in a master's degree program offering enrollment while attending the career course.

(b) Following attendance at the CCC, captains should expect to serve as a CBRN officer in a BCT. In this position, the officer has a major impact on the CBRN preparedness of that unit.

(c) Command is highly desirable for professional development in the Chemical Corps. CBRN company command opportunities are few and, as a result, are highly competitive. Therefore, many CBRN officers strive for branch generalist company commands, such as, battalion and brigade HHCs. Captains should aggressively prepare for and seek detachment/company level command.

(d) Following detachment/company command, officers should expect to be assigned to other positions that round out leadership and technical proficiency, such as battalion level primary staff officers, Service school instructors, CTC observer controller/evaluators (OC/Es), Active Army/RC program trainers, U.S. Army Recruiting Command (USAREC) company commanders, or technical escort battalion company commanders or team leaders. Qualified officers may be selected to participate in additional professional development opportunities, such as ACS, the Joint staff Intern Program, or the USMA Instructor Program.

(e) Officers who have served at least 24 months in a branch coded position, preferably to include company command, can be assigned to the following positions listed below:

1. CBRN BOLC/CCC small group instructor at the Chemical School.
2. OC/Es at one of the Army's CTCs.
3. Branch/generalist positions (for example, USAREC, Reserve Officers Training Course (ROTC) instructor, USMA faculty and staff, or Active Army/RC duty). (For more detail, see para 23-3d.)
4. Other nominative assignments (for example, JCS/DOD interns).
5. FA positions.
6. ACS. (Based on FA, the Chemical Branch, or overall Army requirements.)

(f) Officers will declare a functional category and go through a FDB at either their 4th or 7th YOS. This board will decide the FA and which of the 3 functional categories each officer is best suited to serve. The 3 functional categories are MF&E, operations support, and force sustainment. The formal designation of FAs is based upon the needs of the Army, officer preference, military experience, and civilian schooling. A limited number of officers will be accessed into the Army Acquisition Corps upon completion of detachment/company command. For more information about the Army Acquisition Corps accession process, see chapter 42.

(g) Captains should continue to gain an in-depth understanding of combined arms operations and become proficient in all captain level common core and branch tasks for CBRN officers. These tasks provide the foundation of CBRN operations and leadership required to effectively serve in the branch at increasing levels of responsibility. Captains require a working knowledge of command principles, battalion and brigade level staff operations, and combined arms and CBRN operations at the battalion to brigade levels. An officer should also dedicate time to complete the Chemical Corps Professional Reading Program to gain a historical perspective on tactical, strategic, and leadership challenges of interest to Chemical Corps Soldiers.

(h) Desirable developmental assignments for CBRN captains include—

1. Detachment/company commander.
2. Brigade CBRN officer.
3. Primary battalion staff officer.
4. USACMLS CBRN BOLC/CCC SGI.
5. CTC OC.
6. Technical escort team leader.

(i) Other developmental assignments include instructor for USMA, ROTC, or USACMLS and JCS/OSD intern.

(3) *Major.*

(a) CBRN officers who remain in the MF&E functional category will serve in branch, functional group (maneuver support), or branch/FA generalist assignments. Their primary professional development objective is to continue to strengthen Chemical Corps tactical skills and leadership; however, at this level officers begin to attain JIIM experience and exposure. Majors will attend the resident ILE common core and Advanced Operations and Warfighting Course (AOWC); successful completion qualifies for the award of Joint Professional Military Education I (JPME I).

(b) CBRN majors should aggressively seek assignments as a battalion/brigade XO or S3, major level unit commander, brigade primary staff officer, tactical CBRN operations officer, special forces group or separate brigade or regiment CBRN officer, DA or Joint staff officer, or CTC OC/Es. Many CBRN officers seek XO/S3 positions in other than CBRN battalions. Other developmental assignments include: branch chief at the USACMLS; Army, corps or ACOM/ASCC/DRU/combatant command staff; Command and Staff College faculty and staff; Service school instructor; duty with chemical/biological arms control/verification activities, or Active Army/RC support. Majors will also serve in other branch/generalist positions such as ROTC or USMA faculty and staff and inspector general positions. Those officers selected for the School of Advanced Military Studies (SAMS) at Fort Leavenworth will serve at a corps headquarters or the 20th Support Command (CBRNE) headquarters as planners.

(c) Majors should continue self-development efforts to become experts in all aspects of the Chemical Corps and Joint and multinational operations. Self-development should include correspondence courses (such as the Defense Strategy Course) and civilian education. Officers should devote time to a professional reading program to broaden their warfighting perspective. Officers should strive to complete a master's degree or equivalent at this point in their career. For requirements at this grade, majors should have completed multiple developmental assignments as a captain, assignments as a major in the Chemical Branch coded positions for at least 24 months, and ILE.

(d) Desirable developmental assignments for CBRN majors include—

1. Battalion/brigade level XO or S3.
2. Major level commander.
3. Tactical CBRN operations officer.
4. Major level CBRN officer.
5. Brigade primary staff officer.
6. ACOM/ASCC/DRU, DA, or Joint staff officer.
7. CTC OC.

(4) *Lieutenant colonel.*

(a) Officers selected for lieutenant colonel in the MF&E functional category should seek assignments of greater responsibility in the branch, functional group, and branch/FA generalist positions. The objective for lieutenant colonel assignments is to seek positions that provide greater contributions to the branch and the Army that continue to develop overall JIIM skills. The two pinnacle assignments for CBRN lieutenant colonels are battalion commander and division CBRN officer.

(b) CBRN lieutenant colonels are centrally selected by a DA board to serve as commanders of CBRN battalions, brigade special troops battalions, training battalions, ammunition plants, chemical facilities, depots, base support battalions, garrisons, and recruiting battalions. Commands are typically 24 months in length.

(c) CBRN lieutenant colonels are chosen to serve as Division CBRN Officers by the Chief of Chemical at the USACMLS. Division CBRN officer assignments are typically 24 months for CONUS and Korea and 36 months for Germany.

(d) Desirable developmental assignments for CBRN lieutenant colonels include—

1. Lieutenant colonel level command.
2. Division CBRN officer.
3. Brigade XO/S3.
4. Corps, ACOM/ASCC/DRU, HQDA, OSD, or Joint staff officer.
5. ROTC professor of military science.
6. Duty with chemical/biological arms control/verification activities.

(e) Other challenging positions include duty at field operating agencies, and division chief at the USACMLS.

(f) Selection for SSC is extremely competitive. Officers are selected to either attend SSC in residency or to complete SSC through the AWC Distance Education Course. A HQDA board centrally selects both of these courses. Self-development objectives should continue to build warfighting and branch technical expertise as well as support the officer's FA when applicable.

(g) For requirements at this rank, lieutenant colonels should have successfully completed requirements as a major as well as assignments as a lieutenant colonel in Chemical Branch coded positions for at least 24 months.

(5) *Colonel.*

(a) The primary objective for this grade is optimal application of a colonel's tactical and technical capabilities and executive and leadership skills in those positions that best support the OSD, unified combatant command, and multinational force requirements.

(b) CBRN colonels are assigned to command and senior staff positions in a wide variety of branch and branch/FA generalist positions.

(c) The following developmental assignments are considered key for CBRN colonels:

1. Colonel level command.
2. Assistant Commandant, USACMLS.
3. Corps or Army CBRN officer.
4. ACOM/ASCC/DRU, HQDA, OSD, or Joint staff (division chief level).
5. Army, ACOM/ASCC/DRU or combatant command CBRN officer.
6. Director, USACMLS.

(d) For requirements at this rank, colonels should have successfully completed requirements as a lieutenant colonel as well as assignments for colonels in Chemical Branch positions for at least 12 months.

b. *Branch/FA generalist assignments.* Officers above the rank of lieutenant can expect to serve in branch/FA generalist assignments that may or may not be directly related to the Chemical Branch. In the past, CBRN officers have rarely filled these positions based on the availability of CBRN officers. As the inventory of CBRN officers dictates, the opportunity to serve in positions such as ROTC instructor, recruiting command, and inspector general may be available.

c. *Joint assignments.* Field grade CBRN officers can expect to be considered for Joint duty assignments worldwide. After assignment to KD positions, majors and lieutenant colonels should aggressively seek opportunities for Joint qualification. Joint experience is important to the Army and professionally develops officers for advancement into senior leadership positions. At this point in their career, officers should be working toward JPME II qualification.

d. *Other assignments.* Chemical Branch officers may be assigned to organizations and duties beyond those indicated above. These other assignments may include White House/Congressional fellowships, National Security Council duty, United Nations duty, and Chemical Branch representative at allied Service schools. The spectrum of possible assignments is large. These assignments can be characterized as highly responsible and important, requiring mature, skilled, and well-grounded officers. Officers should continue to broaden their experiences by also serving in JIIM assignments as well as functional group assignments (maneuver support).

e. *Army Acquisition Corps.* Qualified CBRN officers may request accession into the Army Acquisition Corps. An annual Army Acquisition Corps accession board selects a small number of CBRN officers following successful completion of command. These officers are managed as Army Acquisition Corps (FA 51) officers and work strictly within the acquisition arena in the force sustainment functional category for the rest of their careers. An Army Acquisition Corps officer's career development is focused toward serving as a program manager or as a commander of an acquisition command. Throughout their acquisition career, they continue as members of the Chemical Corps Regiment. This link between the Chemical Corps and Army Acquisition Corps should be strong so that the best possible CBRN-related equipment and systems are developed and procured. (Additional information on the Army Acquisition Corps can be found in chap 42.)

f. *ACS.* Some Chemical Corps positions require advanced degrees. An advanced degree can provide additional opportunities for select assignments. The Corps annually sends officers to graduate school to obtain advanced science degrees in disciplines, such as chemistry, biochemistry, microbiology, and environmental engineering. Selection is strongly tied to the manner of performance, undergraduate GPA, GRE scores, and the individual officer's career time line. Officers incur a Service obligation of 3 years for each year of school in accordance with AR 350-100. Upon graduation, officers will serve a follow-on utilization tour in a validated position for 2 or 3 years. (Further details on ACS can be found in AR 621-1.)

g. *Additional military schooling.* Officers have additional opportunities to become proficient in several areas that provide additional skill identifiers. Some of these programs and courses are Explosive Ordnance Disposal, CBRN Reconnaissance and Surveillance Unit Leaders Course/L1, Technical Escort/L3, BIDS, Fox Reconnaissance Vehicle/L5, Stryker NBC Reconnaissance Vehicle/L6, and CBRN Responder/R1.

h. *Branch detail officers.* The following applies to branch officers who are detailed:

(1) Under the branch detail program, some Adjutant General Signal, Finance, Military Police, Transportation, Military Intelligence, Ordnance, and Quartermaster Corps officers are detailed to recipient branches for 4 years. As a recipient branch, the Chemical Corps receives officers each year from donor branches to fill its lieutenant authorizations. See AR 614-100, chapter 3 for specific details on the Branch Detail Program.

(2) Lieutenants detailed to the Chemical Corps follow the same career development path as basic branch CBRN lieutenants. They can expect opportunities to serve at the battalion level as an assistant S3/CBRN officer and in platoon leader and executive officer positions at the company level. These officer development opportunities are the foundation for successful careers in every branch of the Army. At the end of the detail period, officers revert to their basic branch. These officers normally attend a transition course sponsored by their basic branch before serving subsequent assignments. (See chap 3 for additional information concerning the branch detail program.)

15-4. Assignment preferences and precedence

a. Preferences. The Chemical Branch has diverse assignment opportunities that allow for numerous career development paths. The professional development goal of Chemical Branch officers is to produce and sustain highly qualified technically, tactically, and operationally oriented officers to lead the Chemical Branch in combat, and on other assigned missions. Assignments in the Chemical Branch that provide experiences on a contingency deployment or other real-world operational mission are particularly important in developing leaders in an expeditionary Army. Requirements for individuals in the Joint Domicile Program are listed in AR 614-100 and requirements for the Exceptional Family Member Program are listed in AR 608-75. All Family concerns for individuals in these programs will be considered by assignment officers to support these individuals.

b. Precedence. Assignment to developmental leadership positions will have precedence, although there is flexibility on the sequence of assignments. Typically, Chemical Branch officers should seek assignments in the following order: CBRN BOLC, battalion staff (as an assistant S3/CBRN officer), platoon leader, CCC, BCT staff, detachment/company command, post-command assignment, battalion S3 or XO or brigade S3 (as a major), ILE, JIIM assignments, HQDA staff assignment, troop assignment (as a lieutenant colonel) such as battalion level command, division CBRN officer, SSC, JIIM assignments, HQDA staff assignment and troop assignment (as a colonel) such as brigade level command, and corps or Army CBRN officer.

15-5. Duration of critical officer life cycle assignments

a. Key CBRN positions. At the company grade level, because of the wide variety of assignments, no one quantitative standard will define success. The most important objective for the CBRN officer is to become versatile and proficient in the full range of CBRN operations. Captains should strive to serve as a company or detachment commander for a minimum of 12 months, with a goal of 18 months. Majors should seek to serve in an S3 and/or XO position for 12 to 24 months. Selected lieutenant colonels and colonels will serve 2 years in battalion and brigade commands. Colonels selected for garrison command have command tours of 2 years in length, with an option of a third year.

b. Chemical Branch life cycle. Figure 15-1, above, displays a Chemical Branch life cycle with typical developmental assignments.

15-6. Requirements, authorizations, and inventory

a. Goal. The goal is to maintain a healthy, viable career path for CBRN officers. To do this the field grade inventory must be optimized in order to meet branch authorizations, to provide sufficient flexibility to support branch/generalist positions, and to provide majors the opportunity to serve as a battalion S3/XO while attempting to stabilize for 3 years.

b. OPMS implementation. The numbers of authorized CBRN billets, by grade, will vary as force structure decisions are made and actions to implement them are taken. Officers desiring additional information on Chemical Branch authorizations or inventory are encouraged to contact the personnel proponent office at the USACMLS or the AHRC Alexandria Chemical Branch assignment officer.

15-7. Key officer life cycle initiatives for the Chemical Corps

a. Structure. The Army will make changes to the structure of CBRN organizations through the Total Army Analysis (TAA) process. Other minor changes are possible due to the iterative nature of the restructuring and re-coding process.

b. Acquire. Officers will continue to be accessed into the Chemical Branch through the USMA, ROTC, and Officer Candidate School. Accessions are based on the needs of the Army and officer preference. Because of the lack of branch-specific civil schooling and opportunities for relevant experience, there will be few opportunities for direct commissioning in the Chemical Branch.

c. Distribute. Chemical Branch officers will continue to rotate between TOE and TDA units in CONUS and OCONUS with a goal of longer assignments at one station.

(1) *Stabilized installation assignments.* Officers assigned to installations with ample professional development opportunities may be stabilized for extended periods. Some company grade officers may be offered the opportunity to attend CCC, and return to their initial installation.

(2) *Life cycle units.* Officers at all levels assigned to life cycled units (generally the SBCTs and BCTs) will remain in the unit for a minimum of 3 years. Branch detailed officers will remain in their detail branch until after completion of the assignment to the BCT.

(3) *Cyclic units.* The majority of the installations will be managed on a cyclic manning system. Replacements will be sent to these units and installations periodically to maintain readiness of the units. Tour lengths and developmental positions opportunities can vary. Branch detail officers will remain on standard branch detail time lines.

d. Deploy. Chemical Corps officers are warfighters who remain personally and professionally prepared to deploy worldwide at all times. Whether assigned to deployable TOE units with high levels of readiness or fixed site TDA organizations, all Chemical Corps officers must be deployable to accomplish missions across the range of military operations. CBRN officers may deploy at any time with their units to deter potential adversaries and to protect national interests or as individuals to support Joint and multinational operations other than war, such as humanitarian and peace

keeping missions. Chemical Corps officers must prepare themselves and their Families for this most challenging life cycle function.

e. Sustain.

(1) *Promotion.* Chemical Branch officers will compete for promotion only within the MF&E functional category. Knowledge, skills, experience, duty performance, and adherence to branch requirements are all factors that influence promotion. Promotion rates will be determined by Army needs/The Defense Officer Personnel Management Act (DOPMA) goals.

(2) *Command.* Chemical Branch commanders will continue to be centrally selected for battalion and brigade level command. All CBRN officer command opportunities are in the MF&E category. Commands are located in four functional categories: operations, strategic support, recruiting and training, and installation. Officers have the option of selecting the category or categories in which they desire to compete for command, while declining competition in other categories. The results of the command selection process are announced in the CSL.

(3) *OER.* The OER will reinforce the linkage between officer development and OPMS. Starting with captain, the rater will recommend the rated officer for the functional category which best suits their abilities and interests.

f. Develop. Officer development will continue to occur through a methodical sequence of progressive assignments in TOE units with troops, staff/TDA assignments, and institutional training assignments. Self-development continues to be an essential component of officer development. The goal is to professionally develop officers to expertly employ CBRN and obscuration assets and have knowledge of maneuver skills in support of combined, Joint, and multinational/coalition operations. Development occurs through the Army and Joint school systems as well. Other officer development areas include ACS to support the needs of the Army and individual preferences.

g. Separate. The officer separation process remains unchanged.

15-8. Chemical Reserve Component officers

a. General career development. RC CBRN officer development objectives basically parallel those planned for their Active Army counterparts. Junior officers must develop a strong foundation through assignments in their branch before specialization begins. The U.S. Army RC CBRN officer plays a vital role in the Chemical Corps combat support mission. The RC comprises the majority of all CBRN units and more than half of the personnel associated with the Chemical Corps force structure. Therefore, interaction and interoperability between the Active Army and RCs are essential. Reserve officers commissioned into the Chemical Corps are designated branch code 74 (Chemical) by the Commander, AHRC-St. Louis. See chapter 7 for guidance on RC officer development.

b. Branch developmental opportunities.

(1) Even though RC CBRN officers are limited by geographical considerations, they should strive for CBRN assignments that yield the same developmental opportunities as their Active Army counterparts. RC career progression is often constrained by the geographic dispersion of units. There may not be sufficient positions in a geographic area to continue in CBRN assignments. Therefore, planned rotation into progressively challenging CBRN positions by RC commands is essential to producing the best-qualified CBRN officer.

(a) To meet professional development objectives in the USAR, CBRN officers must be willing to rotate between TPU, the IRR, and the IMA, Army Reserve Element (ARE), and Active Guard Reserve (AGR) programs.

(b) Professional development objectives in the ARNG differ from the USAR in that ARNG officers rotate between TPUs normally within their own states. ARNG officers also have an opportunity to apply for and serve in Military Technician Programs (MilTec) and the Title 32 or Title 10 AGR programs.

(c) These transfers are necessitated by geographical considerations, the need to provide as many officers as possible the opportunity to serve with troops in leadership and staff positions, or to complete PME requirements. Such transfers will normally be temporary, and should not be seen as impacting negatively on the officer's career. The success of an RC CBRN officer is not measured by length of Service in any one component or control group, but the officer's breadth of experience, duty performance, and adherence to branch development goals. Officers may elect to apply for a FA beginning at the rank of captain. AGR officers will be boarded and assigned a CF designation as a senior captain or junior major. For additional guidance on RC officer development, see chapter 7.

(2) CBRN officers in the IRR may find assignments in RTU, IMA positions in Active Army organizations, installations, or HQDA agencies, as well as tours of ADSW, AT, or TTAD. Assignment in the IRR can also be used for completing PME requirements.

(3) Typical assignments could include the following:

(a) Positions in CBRN TPUs or CBRN positions in non-CBRN units.

(b) IMA program which provides officers the opportunity to train in the positions they will occupy upon mobilization.

(c) Counterpart Training Program.

(d) Positions in AREs.

(e) AGR tours where AGR officers serve full-time in support of either the ARNG or USAR. They receive the same benefits as Active Army officers, including the opportunity for retirement after 20 years of AFS.

c. Life cycle development model. Professional development requirements are normally satisfied by attendance at