



SECRETARY OF THE ARMY
WASHINGTON

10 AUG 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2015-30 (Professional Military Education, Leader Development and Talent Management for Warrant Officers)

1. References:

- a. Chairman of the Joint Chiefs of Staff Instruction 1800.01E (Officer Professional Military Education Policy), 29 May 2015.
- b. Army Regulation (AR) 350-1 (Army Training and Leader Development), 19 August 2014.
- c. AR 600-3 (The Army Personnel Development System), 26 February 2009.
- d. AR 614-100 (Officer Assignment Policies, Details, and Transfers), 10 January 2006.
- e. Department of the Army Pamphlet 600-3 (Commissioned Officer Professional Development and Career Management), 3 December 2014.
- f. Army Leader Development Strategy 2013.

2. This directive supplements Army policy on professional military education (PME), leader development and talent management for warrant officers by requiring completion of PME as a prerequisite for capstone and key warrant officer assignments.

3. The Army's ability to develop its leaders in all cohorts remains a competitive advantage for our Nation. As we continue to increase our reliance on technology, equipment and systems, the Army must synchronize leader development policies to ensure that the warrant officers responsible for those systems retain the tactical and technical skills required to support our formations. We must also actively manage our warrant officer talent pool through developmental assignment policies that broaden leader experience and better align individuals with Army requirements. As the force is reduced, commissioned warrant officer roles and responsibilities must continue to evolve to meet the requirements of Army 2025 and beyond. To that end, an effective balance in their training, education and broadening experiences must be in place to support the complexities of the unfolding strategic environment. This directive provides Army guidance to facilitate that critical balance.

4. Warrant officers serve as leaders at all echelons and as the primary integrators and managers of Army systems. They operate by design in specialized roles across the

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range of Army and joint, interagency, intergovernmental and multinational environments. It is critical that warrant officers complete their requisite PME within established timelines to ensure that they are fully prepared for the demands of their highly specialized roles. Consequently, warrant officers who do not possess the PME for their grade level are prohibited from serving in the following assignments and roles:

- a. Command at any level;
- b. PME instructor;
- c. Headquarters, Department of the Army centralized selection boards (including all warrant officer accession boards, U.S. Army Recruiting Command selection boards and special branch-level boards);
- d. Chief warrant of the branch, regimental chief warrant officer, command chief warrant officer or key Army 011A billets. Brigade-level command chief warrant officers will attend Pre-Command Course Phases I and III. Branch and regimental command chief warrant officers will attend Phase III only;
- e. Army Senior Warrant Officer Council;
- f. U.S. Army Human Resources Command (HRC) career manager; or
- g. Broadening assignments (including all senior warrant officer 011A (branch/military occupational specialty immaterial) and joint, interagency, intergovernmental and multinational positions).

5. All key active component chief warrant officer 4 and chief warrant officer 5 011A positions are nominative capstone and broadening assignments. Consequently, only officers who have been carefully developed through attendance at the right education, at the right time and with the right assignment experiences will be selected for the following key Army 011A billets:

- Army Staff (ARSTAF) Senior Warrant Officer (SWO);
- Army Deputy Chief of Staff, G-1 Warrant Officer Promotions and Policy Integrator;
- Army Deputy Chief of Staff, G-3/5/7 Warrant Officer Leader Development;
- U.S. Army Forces Command, Command Chief Warrant Officer;
- U.S. Army Training and Doctrine Command G-3/5/7 Warrant Officer Leader Development;

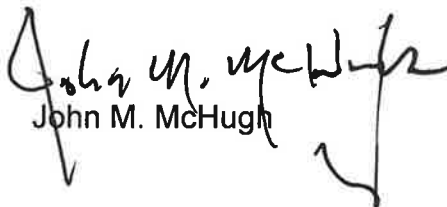
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- Combined Arms Center Command Chief Warrant Officer;
- Center for Army Leadership Warrant Officer Integration Officer;
- School of Advanced Leadership and Tactics Mid-Grade Learning Continuum Warrant Officer Cohort Integrator;
- Deputy Commandant, Warrant Officer Career College (WOCC);
- U.S. Army Training and Doctrine Command Initial Military Training Warrant Officer Policy Integrator;
- HRC SWO;
- Commander, Headquarters and Headquarters Company, WOCC;
- Commander, 1st Warrant Officer Company, WOCC; or
- Senior Training, Advising and Counseling Officer, 1st Warrant Officer Company, WOCC.

6. To facilitate talent management for warrant officers, HRC and the ARSTAF SWO will closely monitor key 011A positions for adherence to this directive. Maximum use in all active component 011A assignments is 36 months with no more than 18 months for company-level commanders and the senior training, advising and counseling officer. The ARSTAF SWO will work in concert with each organization and HRC to properly manage all Army 011A assignments. The list of key and capstone positions in paragraph 5 is subject to change based on Army requirements.

7. This policy is effective immediately and applies to the Active Component, U.S. Army Reserve and Army National Guard. All requests for an exception to this policy will be submitted through the Office of the Deputy Chief of Staff, G-3/5/7 to the Vice Chief of Staff, Army for decision.

8. The Deputy Chief of Staff, G-3/5/7 is the proponent for this policy and will incorporate the provisions of this directive into the next revisions of references 1b-1e. This directive is rescinded upon publication of the revised documents.


John M. McHugh

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