

MILPER Message Number**16-232****Proponent****AHRC-OPL-C****Title****Broadening Opportunities for U.S. Army Officers****...Issued:[8/16/2016 10:19:48 AM]...**

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1. This message is valid until rescinded by CG, HRC.
 2. Department of the Army Pamphlet 600-3, Commissioned Officer Professional Development and Career Management, defines the concept of broadening as “a purposeful expansion of a leader's capabilities and understanding provided through opportunities internal and external to the Army.” Broadening is not a substitute for branch Key Development (KD) qualification. The type of broadening that is appropriate for an officer depends on what prior experiences he/she has had. Post-KD qualification as a Captain is often the first point in most officers' careers where they may participate in this type of development. However, some of the opportunities below are available for highly competitive Majors and Lieutenant Colonels. Timing is critical. Broadening often occurs following, but never in place of, KD assignments.
 3. Internal to the Army, there are both tactical and institutional broadening opportunities that allow officers to remain in his or her basic branch while gaining an increased understanding of the joint environment and the Army enterprise. Tactical broadening may include assignments to 75th Ranger Regiment, 160th Special Operations Aviation Regiment, and other Special Mission Units. Institutional broadening allows officers to serve inside or outside their basic branch in critical generating force billets such as the Combat Training Centers, Mission Command Training Program, Small Group Leader/Instructors, Reserve Officers' Training Corps, Human Resources Command, Recruiting Command, Army Commands, as well as many opportunities in regionally and/or functionally aligned headquarters. These positions broaden an officer's view of the Army and allow him/her to more fully contribute at the enterprise level.
 4. There are also several scholastic broadening programs available for our best officers. These

include scholastic pursuits at top-tier universities with follow-on employment at critical operational and strategic positions throughout the Army. Examples of scholastic broadening opportunity programs include the Joint Chiefs of Staff Intern Program, the Congressional Fellowship, the Olmsted Scholarship, and a wide variety of advanced civilian schooling opportunities with follow-on assignment to the United States Military Academy and other highly selective branch and/or functional area positions as determined by proponents.

5. Human Resources Command conducts internal selection panels in November, February, and May of each year to review officers' files to determine eligibility for best broadening fit and specifically looks at those officers who are most competitive for scholastic broadening opportunities.

6. If an officer believes he or she would be a good fit for a scholastic broadening opportunity, he or she should review the broadening opportunity program (BOP) catalog available at: <https://www.hrc.army.mil/bop>. Officers interested in a BOP Catalog opportunity must complete DA Form 4187, a universal application, and submit a 500-word essay explaining any skills, knowledge or behaviors that would uniquely qualify him or her to serve in the desired opportunity or opportunities. Essay must be endorsed by first O-6 level commander in an officer's chain of command. All requirements must be submitted prior to the program's deadline listed at the BOP Catalog.

7. If an officer is interested in a scholastic broadening opportunity at USMA, please refer to MILPER 16-208 or access the USMA website at <https://ams-external.usma.edu/apps/dean/inbound/interest/interest.cfm>. Because of the timeline and utilization requirements associated with USMA positions, officers interested in applying should discuss these opportunities early in their careers with their assignment officer. To submit an application, officers should complete an assignment interest form through the Web Enabled Selection and Tracking (WEST) system located at <http://ams-external.usma.edu/apps/dean/inbound/interest/interest.cfm>. Officers who complete this form will be contacted by the USMA department, organization, or staff element of interest with additional application requirements.

8. In many cases, officers participating in scholastic broadening opportunities incur a three-to-one Active Duty Service Obligation (ADSO), IAW AR 350-100, served consecutively with other ADSOs. Specific pre-requisites and qualification criteria are included in the BOP catalog and should be reviewed carefully before submitting an application.

9. Interested officers should contact their specific branch/functional area assignment officer not later than 15 September 2016 if interested in a broadening opportunity. Each opportunity has a different timeline, so contact your assignment officer early. Contact information is available at HRC website at: <https://www.hrc.army.mil/content/Officer%20Personnel%20Management%20Directorate>.