

3.1.2. 21M3I. Missile and re-entry systems; suspension and release equipment; weapon employment; nuclear surety; joint nuclear procedures; related test, handling, and support equipment; evolution of missiles; missile operations; solid and liquid rocket performance, maintenance capabilities, limitations, and employment of missile equipment; and ICBM life cycle logistics.

3.1.3. 21M3N. Nuclear weapons and warheads; nuclear armament systems; suspension and release equipment; nuclear weapons employment; Munitions Accountable Systems Officer responsibilities; nuclear weapons maintenance, life cycle management, and inspections; nuclear surety; nuclear theory, effects, and components; nuclear weapons storage; nuclear weapons movement; nuclear weapons physical security; nuclear weapons transportation; nuclear weapons maintenance documentation, records and reports; and joint nuclear procedures.

3.2. Education. For entry education requirements see [Appendix A, 21M CIP Education Matrix](#).

3.3. Training. The following training is mandatory for award of the AFSC indicated:

3.3.1. 21M1. Completion of the Munitions and Missile Maintenance Officer Fundamentals Course is mandatory and a prerequisite for attending specialty shredout courses.

3.3.2. 21M1A. Completion of Conventional Munitions Officer Course.

3.3.3. 21M1I. Completion of ICBM Maintenance Officer Course.

3.3.4. 21M1N. Completion of Nuclear Maintenance Officer Course.

3.4. Experience. The following experience is mandatory for award of the AFSC specialty shredout indicated:

3.4.1. 21M3A. A minimum of 24 months experience managing conventional munitions maintenance activities and completion of Career Field Education and Training Plan requirements are mandatory. Completion of the Combat Ammunition Planning and Production 9CAPP) course is required.

3.4.2. 21M3I. A minimum of 24 months experience managing ICBM maintenance activities and completion of Career Field Education and Training Plan requirements are mandatory.

3.4.3. 21M3N. A minimum of 24 months experience managing nuclear weapons maintenance activities and completion of Career Field Education and Training Plan requirements are mandatory. Completion of the Nuclear Accountability Course is required within 24 months of assignment.

3.5. Other.

3.5.1. For entry into this specialty (ANG and AFRC officers exempt), accessions must be screened for eligibility and meet requirements of the Personnel Reliability Program (PRP) as outlined in the HQ AETC PRP prescreening guidance.

3.5.2. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments. For award and retention of AFSCs 21MXX, completion of a current T5 Investigation IAW DoDM 5200.02_AFMAN 16-1405, *Air Force Personnel Security Program*.

NOTE: Award of the entry level without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02_AFMAN 16 -1405.

4. *Specialty Shredouts:

Suffix Portion of AFS to Which Related

A	Conventional
I	ICBM
N	Nuclear

AFSC 21R4, Staff
 AFSC 21R3, Qualified
 AFSC 21R1, Entry

LOGISTICS READINESS (Changed 30 Apr 22)

1. Specialty Summary. The Logistics Readiness specialty (AFSC 21RX) encompasses the integration of four logistics competencies at the basic, senior, and master levels for Logistics Planning, Supply Management, Distribution Management, and Leadership. Responsibilities include directing integrated logistics processes; accomplishing joint logistics planning for war fighting support and sustainment with the Joint Staff, Unified Commands, other military services, and agencies of the Office of the Secretary of Defense; and directing acquisition and wholesale logistics activities. Related DoD Occupational Group: 280100.

2. Duties and Responsibilities:

2.1. Force Development. The core of Logistics Readiness Officer (LRO) human capital development is officership and leadership with logistics competencies aligned and expanded upon throughout a career. Deliberate education, training, and experience opportunities will shape LROs for the future high-end fight and align with the vision of the LRO of 2035: the LRO of the future excels in developing and leading AF, Joint, Coalition teams for logistics community and beyond. They are in demand to serve as Group/CCs, Wing/CCs, and could grow into future MAJCOM A4s, Combatant Command J4s, and other Joint senior leaders.

2.2. Logistic Competencies: The new competency-based model in accordance with earned proficiency levels (basic/intermediate/advanced/expert) will enable LROs to think critically and drive effective decision-making for all domains among the conflict and competition.

2.2.1. Logistics Planning: Directs peacetime, contingency, and wartime logistics planning operations including deployment command and control, Logistics Readiness Centers, Combat Support Center activities, deployment, bed-down, redeployment activities, War Reserve Material (WRM) management, support agreement management, Time-phased Force Deployment Data (TPFDD) and Unit Type Codes (UTCs). Within Logistics planning, the subcompetency Plan and Support Program exists. This is the management and evaluation of logistics support capabilities.

2.2.2. Supply Management: Identifies and coordinates requirements and planning for joint supply activities throughout the DoD and manages key global suppliers to support Combatant Commander requirements. Critical elements of supply chain management include understanding and prioritizing requirements; visibility as maneuver, identifying mission-essential weapon systems and equipment; visibility of material moving through the distribution pipeline; ability to accurately forecast demands for sustainment; and privatization of supply tasks in the area of responsibility (AOR). This competency is further broken down into three sub-competencies: Life Cycle Logistics, Consumable Commodities, and Repairable Commodities. Life Cycle Logistics develops, initiates, integrates, and manages all logistics actions associates with life cycle management of weapon systems, subsystems, and equipment. Consumable Commodities is the management of commodities which are consumed, including hazardous material, Petroleum, Oil and Lubricants (POL). Finally, Repairable Commodities is the management of commodities which are repaired, including aircraft parts, equipment, and vehicles.

2.2.3. Distribution Management: Responsible for logistics pipeline management and time-sensitive delivery of material in support of peacetime, contingency, and wartime operations. Maintains in-transit visibility for shipments of personal property, passengers, supplies and equipment. This competency is further broken down into three sub-competencies: Transportation Management, Surface Transportation, and Air Transportation. Transportation Management directs transportation operations to include managing cargo distribution functions including receiving, inspecting, tracing, packaging, and shipping of supplies, Nuclear Weapons-Related Material, equipment, war readiness spares, and household goods (HHG). Surface Transportation is the management of cargo and passenger distribution functions through the surface transportation system. Finally, Air Transportation include the management of cargo and passenger distribution functions through the air transportation system.

2.2.4. Leadership: Lead through problem-solving, critical thinking, appropriate decision-making, and integration of teams. This fourth core competency is further broken down into five sub-competencies: Unit Readiness, Inspections, Budget, Training, and Organizational Management. Unit Readiness involves evaluating and preparing unit personnel and equipment for multi-domain mission requirements. Inspections include driving a proactive and effective unit inspection program. The budget includes apportion programs for all personnel. Finally, Organizational Management is organizing, planning, and leading the unit.

3. Specialty Qualifications:

3.1. 21R3 Qualification Requirements. (Note: Reference 21R Career field Education and Training Plan (CFETP), September 2021, for additional information)

3.1.1. The 21R3 upgrade is a critical milestone for all LROs as it distinguishes them as a fully qualified Air Force logistician to support peace and wartime requirements. The following is mandatory to obtain the skill level upgrade:

1. Attend and graduate from the LRO Basic Course
2. 36–48-month experience
3. Three of four 21R occupational competencies must be achieved at the Basic proficiency level (Note: the Leadership competency is mandatory of the three selected). Concurrent earning of the Logistics Planning, Supply Management, and Distribution Management is prohibited. The only competency that be achieved with the others is the Leadership competency (Note: if filling a non-21R position at base level, the only competency that is possible to achieve is Leadership competency).

3.2. The Senior LRO Skill-level Certification Requirements: fully qualified 21R3 in accordance with paragraph with 4.1

1. Seven years minimum as a 21R officer. (Note: time spent outside of the traditional Logistics Readiness positions will count

towards time as long as the officer's core ID is 21R.

2. The final competency is earned at the Basic proficiency level (four or four earned)

3. A minimum of 200 continuous learning points (CLPs) must be earned. (Note: Professional Military Education (PME) does not count toward CLP requirements).

3.3. **The Master LRO Skill-level Certifications Requirements:** Fully qualified 21R3 in accordance with paragraph 4.1. and earned Senior Badge.

1. 15 years minimum as 21R officer. (Note: time spent outside of the traditional Logistics Readiness positions will count towards time as long as the officer's core ID is 21R).

2. At least one competency must be earned at the Advanced proficiency level.

3. A minimum of 200 CLPs must be earned beyond the original 200 point for the senior badge requirement. (Note: PME does not count towards CLP requirements).

4. **21R Air Force Specialty Code (AFSC) Breakdown:** The primary AFSC (PAFSC) is defined as the awarded AFSC in which an individual is best qualified to perform their duty. The PAFSC is the highest skill level earned within a career field and as an LRO, the upgrade to 21R3 is the highest earned qualification. The AFSCs (DAFSC) may change after each assignment. (Note: the 21R4 AFSC is not a skill level upgrade. This considered a DAFSC only and is assigned to those members fulfilling a staff level billet, Numbered Air Force or Higher).