

**AFSC 16G4, Staff**  
**AFSC 16G3, Qualified**  
**AFSC 16G1, Entry**

**★AIR FORCE OPERATIONS STAFF OFFICER**  
**(Changed 31 Oct 23)**

**1. Specialty Summary.** Develops and writes Air Force, joint services, or combined plans, programs, and policies. Uses broad operations background and understanding of the entire spectrum of Air Force operational doctrine and employment in multi-functional areas of responsibility to satisfy mission objectives. Related DoD Occupational Group: 220700.

**2. Duties and Responsibilities:**

- 2.1. Develops and writes Air Force, joint services, or combined plans. Executes planning process based on defense guidance, and HQ USAF, major command, or joint services organization policies, directives, and procedures. Develops assumptions upon which the planning process is constrained. Develops plans that are responsive to Air Force doctrine and fully exploit the Air Force's unique war-fighting capabilities. Coordinates plans between staff agencies to ensure a coherent planning effort.
- 2.2. Programs resource allocation according to the Planning, Programming, and Budgeting System (PPBS). Executes programming actions based on guidance from major commands, joint activities, or DoD. Analyzes impact of programming decisions on war-fighting capabilities. Coordinates programming actions to facilitate issue resolution and ensure timely completion.
- 2.3. Develops and writes Air Force, joint services, or combined policies. Ensures policies are designed to maximize the effectiveness of Air Force operations in support of combat Commanders-In-Chief missions. Coordinates policy actions to facilitate issue resolution and ensure timely completion.

**3. ★Specialty Qualifications:**

- 3.1. Knowledge. Knowledge is mandatory of: Air Force, joint services, or combined plans development for the PPBS; planning or programming in multi-functional areas; and a strong operational background with in-depth understanding of all Air Force operational capabilities and doctrines.
- 3.2. Education. For entry into this specialty, advanced studies in military history, doctrine, or strategy, international affairs, or political science is desirable.
- 3.3. Training. Not used.
- 3.4. Experience. For award of AFSC 16G3, a minimum of 12 month's experience is mandatory in functions of this specialty.
- 3.5. Other.
  - 3.5.1. For entry into this specialty, the following is mandatory:
    - 3.5.1.1. Specialty requires routine access to Tier 5 (T5) information, systems or similar classified environments. For award and retention of AFSCs 16GX, completion of a current T5 Investigation IAW DoDM 5200.02\_AFMAN 16-1405, *Air Force Personnel Security Program*.
    - 3.5.2. For entry into this specialty, one of the following is desirable:
      - 3.5.2.1. ★Prior qualification (XXX3) in one of the following AFSCs: 11XX - Pilot; 12XX - Navigator; 13BX - Air Battle Management; 13DX - Combat Rescue Officer; 13MX - Airfield Operations Officer; or 13SX - Space and Missile Operations, 14NX - Intelligence, 21AX - Aircraft Maintenance, or 31PX- Security Forces.
      - 3.5.2.2. Prior qualification (XXX3) in AFSC 17DXX Cyberspace Operations, with previous assignment to combat communications, ground theater air control system, airborne communications, air operations centers, or deployable numbered Air Force (NAF) staff.
      - 3.5.2.3. Graduate of School for Advanced Airpower Studies (SAAS) or resident Air Command and Staff College.

**NOTES:**

1. 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.
2. 16G4 authorizations are restricted to organizations at NAF or above. Centers, squadrons, or flights that report directly to NAFs or above may use 16G3/4.