

## **MILPER Message Number**

**21-178**

## **Proponent**

**AHRC-ORD**

## **Title**

**FY22, Project Warrior Program Eligibility Criteria and Selection Process for Officers**

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A. Project Warrior Memorandum of Agreement, 9 April 2013.

B. DA Pam 600-3 (Officer Professional Development and Career Management), 3 April 2019.

C. DA Pam 600-4 (Army Medical Department Officer Development and Career Management), 30 March 2020.

1. This message will expire on 31 May 2022.

2. Overview. Project Warrior (PW) is an Army program with the objective to infuse observations and experiences gained from multiple, immersive Combat Training Center (CTC) rotations and First Army (1A) exercises back into the Army Professional Military Education (PME) system as instructors. The Army selects highly qualified Officers to serve as Observer-Coach/Trainers (OC/T) assigned to a CTC or 1A, followed by selection to serve as Small Group Leaders (SGL) at a TRADOC Center of Excellence (COE). Assignments as a PW OC/T include: the National Training Center (NTC), the Joint Readiness Training Center (JRTC), the Joint Multinational Readiness Center (JMRC), and First Army (1A). The Department of the Army Secretariat will provide instructions to promotion and advanced schooling selection board members that highlight the importance of the Project Warrior program and the highly selective criteria for Project Warrior participants.

3. Program Goals. The program's objective is to fill TRADOC PW-designated positions at the COEs with high performing Officers who have excelled in key leadership positions while in the Operating Force, and as OC/Ts in the CTCs.

4. Eligibility Requirements. The program is open to Active Component Captains in the following branches: Infantry, Engineer, Armor, Field Artillery, Air Defense, Aviation, Signal, Military Police, Military Intelligence, Chemical, Logistics, and Medical Service. Qualified candidates must have completed Key Developmental (KD) requirements IAW DA PAM 600-3 (or DA PAM 600-4, for MS officers) and attained a superior performance record. Participation in the PW program should not reduce the time spent in a KD assignment. Candidates must also possess superb training skills, coaching abilities, and tactical proficiencies. Officers must complete a minimum of three years at the company/battalion/brigade levels prior to entering the program. Approved PW candidates will be chosen from the most highly qualified officers in their respective control branch.

5. Project Warrior Cohorts. There are three cohorts available for nomination. Details of each Cohort are listed in paragraphs 5a, 5b, and 5c. Officers are considered candidates as approved Cohorts 1 and 2. Only those Officers who complete a 24 month assignment as a Cohort 2 (OC/T) are eligible to be selected by a COE to serve as a Cohort 3 (SGL). Only approved Cohort 3 Officers are awarded the designation of "Project Warrior Program Officer" and are authorized the designation on the individuals' Officer Record Brief (ORB). Qualifications for each Cohort include:

a. Cohort 1 (LT): Early identification of talent. Battalion Commanders identify potential PW candidates within their assigned Lieutenant (LT) populations between the 36-42 months of time-in service, based on demonstrated exemplary performance and outstanding future potential. Officers must have completed developmental assignments IAW DA PAM 600-3 (or DA PAM 600-4 for MS officers). Human Resources Command (HRC) Career Managers validate these nominations, and will prioritize Cohort 1 candidates to Captains Career Courses (CCC). Identifying LTs is critical to attaining future PW assignment goals by prioritizing officers' return to units with available CPT KD opportunities. Officers should be Year Group (YG) 2018-2020.

b. Cohort 2 (OC/T): Operating Force selection process. Officers should be YG 2015-2017, and available to complete consecutive 24 month assignments as OC/T and SGL. Officers must have completed a minimum of 36 months at company/battalion/brigade level units, and must have completed KD-requirements IAW DA PAM 600-3 (or DA Pam 600-4 for MS officers). Officers currently in KD positions are eligible to apply, but must have completed KD requirements prior to assignment as an OC/T. Brigade commanders identify potential PW candidates from their assigned Captains, who are serving in, or have completed KD assignment(s), and have attained a high performance record and outstanding future potential. HRC-OPMD will validate nominations and assign approved candidates to either a CTC or 1A. Approval as a Cohort 1 is not a prerequisite to be nominated as a Cohort 2.

c. Cohort 3 (SGL): CTC and 1A Selection Process. Officers must be currently assigned as an OC/T at a CTC or 1A having served 24 months. The CTC Commanders of Operation Groups (COG) or 1A Commander nominate PW Officers from their assigned OC/T population, utilizing an Order of Merit List (OML) by branch. Supervisors will assess PW candidates' OC/T performance and potential with specific attention given to performance during After Action Reviews and other indicators of the candidates' potential to be an effective SGL. HRC-OPMD, in conjunction with branch proponents, will validate and approve select nominations. Approved Cohort 3 assignments are for a period of 24 months as an SGL.

6. Nomination and Selection Process for Officer Cohorts in FY21. An Officer may volunteer for any Cohorts 1 and 2 as long as they meet the eligibility requirements. Requests generated by the individual Officer, or an Officer's chain of command, require both commander notification and concurrence by the respective Officer's control branch. In the absence of commander-

endorsed nominations, HRC-OPMD may nominate officers to enter the PW program.

a. COHORT 1.

(1) Officer submits a DA Form 4187 or Letter of Recommendation, recommending approval, and signed by his/her Battalion Commander to the respective HRC Career Manager prior to the Officer's pre-scheduled Captains Career Course.

(a) SECTION IV remarks on DA Form 4187 or Signed Letter of Recommendation will read:

(b) I nominate the above Officer for consideration as a Cohort 1 candidate in the PW program. The Officer has displayed exemplary performance and potential to excel in a KD assignment as a CPT. The officer has completed a LT developmental assignment IAW DA PAM 600-3 (or DA Pam 600-4 for MS Officers).

(2) The Career Manager, in conjunction with HRC PW Program Manager, will review the Officer's file, validate the Officer's career timeline, and send concurrence/non-concurrence to nominating Battalion Commander.

(3) Approved PW candidates are notified and assigned to the earliest eligible CCC.

(4) Upon completion of CCC, the candidate will be assigned to a unit to compete for KD assignment. HRC Career Managers will notify Brigade Commanders of incoming PW candidates as a consideration tool when determining the brigade KD slate.

b. COHORT 2.

(1) Officer submits a DA Form 4187 or Letter of Recommendation, signed by his/her Brigade Commander to his/her HRC Career Manager NLT 03 August 2021. Officers must be identified by this date in order to support ATAP 22-02 market timeline.

(a) SECTION IV remarks on DA Form 4187 or Signed Letter of Recommendation will read:

(b) I nominate the above Officer for consideration as a candidate in the PW program. The Officer has displayed exemplary performance and excellent tactical proficiency and coaching abilities. The officer has completed a CPT/O-3 level KD assignment IAW DA Pam 600-3 (or DA Pam 600-4 for MS officers).

(2) The Career Manager, in conjunction with HRC PW Program Manager will review the Officer's file, validate the Officer's timeline, and if selected will apply the Project Warrior label in AIM 2.0 for officers in the active marketplace NLT 23 September 2021. The Career Manager will send concurrence/non-concurrence to the nominating Brigade Commander.

(3) IAW ATAP EXORD 116-20, all Project Warrior Officers will participate via in the ATAP 22-02 Marketplace via AIM 2.0. Officers approved for CTC or 1A assignment will be notified by their Career Managers NLT 15 March 2022.

(4) Approved PW candidates are notified and assigned to CTCs or 1A, reporting between 1 April 2022 and 30 September 2022.

c. COHORT 3.

(1) CTC COGs/1A Commander create an OML by branch of all Project Warrior Cohort 2 candidates, include concur/non-concur input, and return to HRC PW Program Manager NLT 23

August 2021.

(2) HRC Career Managers coordinate PW 22-02 assignment requisitions with TRADOC COE Account Managers NLT 23 September 2021.

(3) HRC notifies CTC, 1A, and TRADOC PW POCs of approved PW Program Officers NLT 15 March 2022 via RFO process.

(4) PW Officers are notified and assigned to COEs, reporting between 1 April 2022 and 30 September 2022 NLT 15 March 2022 via the RFO process.

7. Departure from Project Warrior Program. Project Warrior is a highly competitive program. Voluntary departure from the program or recommendation for removal from leadership will not be viewed punitively in connection with performance evaluations, promotion potential, and future assignment consideration. Respective commanders/COGs/COE commandants can recommend removal of an Officer as a candidate or approved PW Program Officer. Leaders will inform the individual's Career Manager of any derogatory information, unfavorable performance, or adverse actions pending against PW Officers. The Officer Readiness Division Chief, HRC-OPMD, retains authority to remove Officers from the PW program. If an Officer is not selected to the next cohort or removed from the program, the Officer will remain at his/her current location until his/her Year-Month Available to Move (YMAV) date, or may be subject to re-assignment based on needs of the Army.

8. Points of Contact:

a. HRC-OPMD PW Program Manager. MAJ Eric B. Williams, HRC-ORD at 502-613-6332, or [usarmy.knox.hrc.mbx.opmd-project-warrior@army.mil](mailto:usarmy.knox.hrc.mbx.opmd-project-warrior@army.mil).

b. Candidate and CMD Team POC. Officers interested in the PW Program and/or the chain of command should contact the individual's Career Manager for more information about the PW program and specific questions regarding an individual candidate's status. Career Managers contact information may be found on the appropriate branch link on the HRC-OPMD homepage.

<https://www.hrc.army.mil/content/Officer%20Personnel%20Management%20Directorate>.