



# Chemical Talent Priorities

Year Group 2021



**INTELLIGENCES:** Interpersonal, Linguistic, Logical-Mathematical

**SKILLS:** Chemical, Biological, Radiological, and Nuclear (CBRN) Officers must be adaptive, intelligent, and agile leaders. The diverse nature of the organizations they support also requires these officers to possess broad knowledge of all branches and understand how CBRN defense capabilities integrate into combined arms maneuver. CBRN Officers must possess resident expert knowledge and conceptual understanding to process vast amounts of information in order to prioritize and act on that information. The destructive potential of CBRN threats that maneuver units confront demands that CBRN Officers possess the ability to analyze difficult situations and advise commanders or senior leaders on complex scenarios. The scope of the threats they combat requires an ability to utilize the latest technologies in order to counter the threat posed from weapons of mass destruction (WMD) and hazardous materials (HAZMAT) and ensure interoperability with joint forces as well as interagency and international partners.

**KNOWLEDGE:** The Chemical branch values officers with academic backgrounds from a wide variety of disciplines and majors. Varied individual experiences provide officers with the foundation necessary to become a CBRN expert that is capable of assessing CBRN threats and solve complex problems.

➤ **RELEVANT EDUCATION:** Applied Sciences and Engineering; Biology; Biochemistry; Biochemical Engineering; Chemistry; Chemical Engineering; General Sciences; Life Sciences; Math/Mathematical Sciences; Microbiology; Nuclear Engineering; Nuclear Physics; Physical Sciences; Emergency Management and/or Disaster Management; Homeland Security (not all inclusive).

➤ **RELEVANT TRAINING / EXPERIENCE:** Leadership experiences requiring independent operations with minimal oversight; leading small teams with an emphasis on communication, problem solving, execution under stressful timelines; participation in sports and athletic programs; airborne school; ranger school; Academic Enrichment Programs; research activities; community engagement and outreach programs; volunteer service (not all inclusive).

**BEHAVIORS:** (In addition to foundational)

➤ ADAPTABLE  
➤ AGILE  
➤ ALERT  
➤ ASSERTIVE  
➤ AWARE

➤ INNOVATIVE  
➤ CRITICAL THINKER  
➤ DETAIL FOCUSED  
➤ DISCIPLINED  
➤ PRECISE

➤ EXPERT  
➤ FIT (PHYS / MENT)  
➤ FLEXIBLE  
➤ HARD WORKING  
➤ PROACTIVE

➤ PROBLEM SOLVER  
➤ STRESS TOLERANT  
➤ TENACIOUS  
➤ CONFIDENT  
➤ DILIGENT

## **TALENT PRIORITIES:**

1. **COMMUNICATOR:** Precise, efficient, and compelling in both written and spoken word.
2. **MENTALLY TOUGH:** Stress tolerant and emotionally mature. Performs well even under extreme psychological duress.
3. **INSPIRATIONAL LEADER:** Motivates teams to work harmoniously and productively towards a common goal.
4. **MULTI-TASKER:** Rapidly processes and prioritizes multiple demands simultaneously. Takes appropriate action when multiple things compete for his or her attention.
5. **PROBLEM SOLVER:** Able to determine requirements, develop work processes, delegate responsibilities, and lead teams to desired outcomes.
6. **LOGICAL/ANALYTICAL:** Uses reason and thinks in terms of cause and effect. Able to deconstruct and solve complex problems.

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