



Branch Talent Priorities Year Group 2023

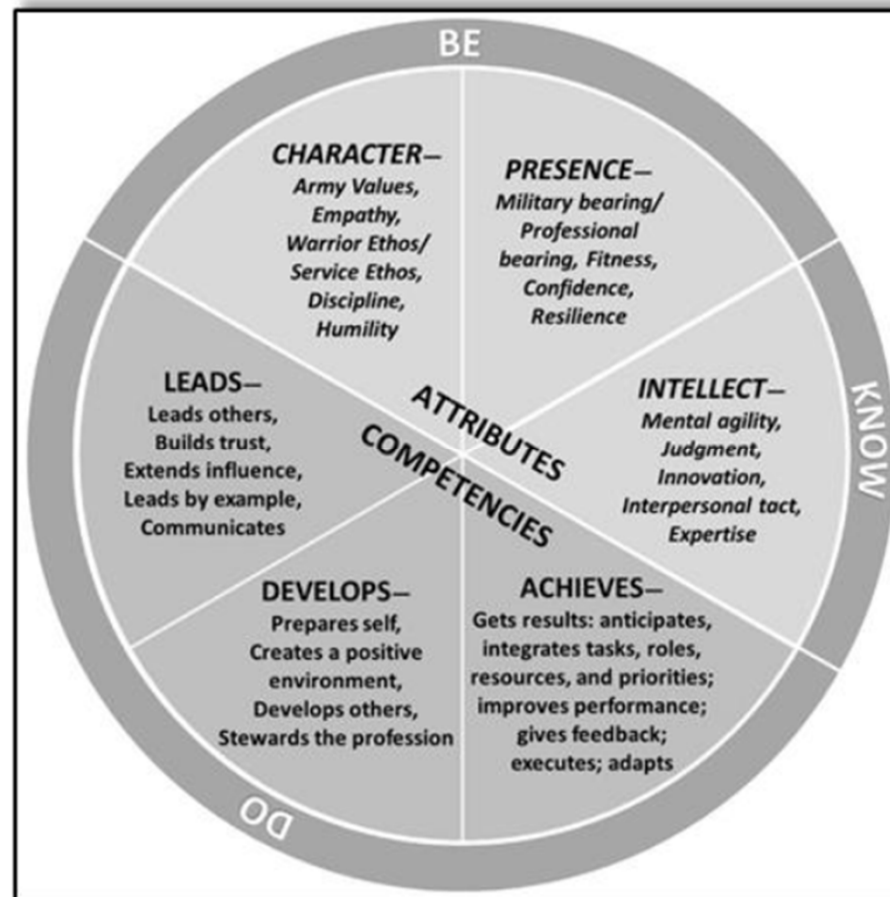


U.S. ARMY®

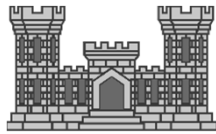
ARMY STRONG.SM

ADP 6-22 Provides the Normative *Baseline* for Officers: Talent Management *Builds Upon* that Baseline

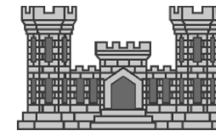
According to ADP 6-22, *Army Leadership*, **every** officer must possess the baseline attributes (**who an officer is**) and competencies (**what an officer does**) found in Figure 1-3, below. Without them, a person is **not** suited to officership:



Talent Management builds upon this normative baseline. It identifies, develops, and employs the **unique skills, knowledge, and behaviors** **every** officer possesses.



Engineer



Year Group 2023

INTELLIGENCES: Interpersonal, Logical-Mathematical, Spatial

SKILLS: The Engineer Branch is looking for candidates to become tactical and technical warriors that are devoted to providing maneuver commanders and ground forces with freedom of action at every echelon. Engineer officers have unique opportunities to enhance their leadership talents and development through military schools, credentialing/certification programs, and advance civil schools exclusive to the Engineer Regiment. Collectively, these skills make Engineer officers superb project managers and tenacious problem solvers that are capable of operating in ambiguous environments solving the nation's toughest problems. Engineer leaders possess the drive to succeed and master all challenges, and are willing to exploit opportunities for self-development.

KNOWLEDGE: The Engineer branch strongly desires officers with academic backgrounds in the domain-specific disciplines listed below, with emphasis on degrees accredited by the Accreditation Board for Engineering and Technology (ABET), the National Architectural Accrediting Board (NAAB), the Landscape Architecture Accreditation Board (LAAB), the Planning Accreditation Board (PAB), and the American Council for Construction Education (ACCE). These disciplines provide foundations in scientific, design, and management methods that support mission-related problem solving.

➤ **RELEVANT EDUCATION PRIORITY 1:** Engineering (Architectural, Civil, Mechanical, Electrical, Systems, Environmental, Chemical, Nuclear, Geological, Geotechnical); Architecture (to include Environmental Design); Landscape Architecture; Planning (Urban, City, Regional, Environmental); Construction or Building Management/Science; Engineering or Project Management; Geosciences (include GIS, Geodesign, Geography, Geology, Geospatial Information).

➤ **RELEVANT EDUCATION PRIORITY 2:** STEM degrees and others include Management Science; Leadership Management; Military Science; Communications; Economics; Finance; Law; History; Political Science; National Security; Public Policy; International Relations

➤ **RELEVANT EDUCATION PRIORITY 3:** All other disciplines.

➤ **RELEVANT TRAINING/EXPERIENCE:** Cadet Troop Leading Time / Leader Development Time (CTLT / CLDT) with Engineer Unit, or Academic Enrichment Program in engineering or related activity. Cadets in accredited engineering programs are encouraged to complete the Fundamentals of Engineering Exam (FEE) prior to graduating (Reimbursable after commissioning).

BEHAVIORS: (In addition to foundational)

➤ **ADAPTABLE**
➤ **AMBITIOUS**
➤ **CHARISMATIC**
➤ **COMMITTED**

➤ **DEPENDABLE**
➤ **EXPERT**
➤ **INNOVATIVE**
➤ **INSPIRING**

➤ **INTELLECTUALLY CURIOUS**
➤ **INTERPERSONAL**
➤ **MENTALLY TOUGH**
➤ **PERCEPTIVE**

➤ **PHYSICALLY FIT**
➤ **PLANNING & ORGANIZING**
➤ **PROACTIVE**
➤ **VERBAL REASONING**

TALENT PRIORITIES:

1. **DOMAIN-SPECIFIC EDUCATION:** Possessing a degree in engineering (ABET-preferred), architecture or environmental design (NAAB-preferred), construction management/science (ACCE-preferred), landscape architecture (LAAB preferred), planning (PAB-preferred), high performers in science, technology, engineering, and math (STEM) disciplines.

2. **PROBLEM SOLVER:** Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.

3. **PROJECT MANAGER:** Able to determine requirements, develop work processes, delegate responsibilities, and lead teams to desired outcomes.

4. **COMMUNICATOR:** Precise, efficient, and compelling in both written and spoken word.

5. **DETAILED FOCUSED:** Thorough, perspective, and precise in all matters. Possesses a keen eye and notices everything.

6. **MULTI-TASKER:** Rapidly processes and prioritizes multiple demands simultaneously. Takes appropriate action when multiple things compete for his or her attention.

Talent Demand Crosswalk

Year Group 2023

#	Talent Demand	AD	AG	AR	AV	CM	CY	EN	FA	FC	IN	MI	MP	MS(70)	MS(67)	OD	EOD	QM	SC	TC	TOTAL
1	Bodily-Kinesthetic																				0
2	Communicator	1	1	1		1		1	1		1	1		1		1		1	1	1	13
3	Cross-Culturally Fluent	1											1								2
4	Detail-Focused	1	1					1		1				1			1				6
5	Domain-Specific Education						1	1		1											3
6	Innovative			1	1		1								1	1		1	1		7
7	Inspirational Leader					1	1				1	1									4
8	Interdisciplinary				1				1				1		1	1				1	6
9	Interpersonal		1		1								1	1	1	1			1		7
10	Introspective		1																		1
11	Logical/Analytical	1	1			1	1			1		1	1	1		1	1			1	11
12	Mentally Tough	1				1			1		1	1	1	1			1		1	1	10
13	Multi-Tasker			1	1	1		1	1		1				1			1		1	9
14	Perceptive											1	1					1			3
15	Physically Fit	1							1		1										3
16	Problem Solver		1	1		1	1	1		1	1	1		1				1			10
17	Process Disciplined									1							1				2
18	Project Manager							1		1									1	1	4
19	Prudent Risk Taker			1	1										1		1	1			5
20	Spatially Intelligent				1										1						2
21	Technologically Adept			1			1												1		3
	Total Talent Demands	6	6	6	6	6	6	6	5	6	6	6	6	6	6	5	5	6	6	6	

- 1 branch specifically requests domain-specific education as a talent priority
- branch desires academic expertise in certain areas
- branch desires a broad distribution of academic expertise

Talent Definitions

Year Group 2023

Bodily-Kinesthetic: Coordinated, dexterous, hands-on person. Keen sense of body and sensory awareness. Learns through physical activity.
Communicator: Precise, efficient, and compelling in both written and spoken word.
Cross-Culturally Fluent: Aware of and able to operate across different cultural settings (e.g., geographic, demographic, ethnographic, generational, technological).
Detail-Focused: Thorough, perceptive, and precise in all matters. Possesses a keen eye – notices everything.
Domain-Specific Education: Possess relevant academic disciplines desired by specific branch.
Innovative: Creative, inquisitive, and insightful. Easily identifies new solutions and catalyzes change.
Inspirational Leader: Motivates teams to work harmoniously and productively towards a common goal.
Interdisciplinary: Synthesizes and applies knowledge from multiple disciplines into a coherent, overarching perspective.
Interpersonal: Skilled in developing appropriate relationships. Able to connect with others to effect positive results.
Introspective: Contemplative by nature - self-aware.
Logical/Analytical: Uses reason and thinks in terms of cause and effect. Able to decompose and solve complex problems.
Mentally Tough: Stress tolerant and emotionally mature. Performs well even under extreme psychological duress.
Multi-Tasker: Rapidly processes and prioritizes multiple demands simultaneously. Takes appropriate action.
Perceptive: Effectively discerns the deeper meaning or significance of one's observations (e.g., events, people and communication).
Physically Fit: Physically tough, gritty, and tenacious. Performs well even under extreme physiological duress. Committed to a lifestyle of physical fitness.
Problem Solver: Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.
Process Disciplined: Diligently abides by procedures designed to ensure accuracy, effectiveness, and safety.
Project Manager: Able to determine requirements, develop work processes, delegate responsibilities, and lead teams to desired outcomes.
Prudent Risk Taker: Acts boldly yet maintains appropriate focus upon personal, Soldier, and unit safety.
Spatially Intelligent: Easily perceives, understands, and operates within the multi-dimensional world.
Technologically Adept: Understands and comfortably uses the latest technologies.