



DEPARTMENTS OF THE ARMY AND AIR FORCE
JOINT FORCE HEADQUARTERS, MISSISSIPPI NATIONAL GUARD
POST OFFICE BOX 5027
JACKSON, MISSISSIPPI 39296-5027

JFH-MS-J1

11 September 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Special Forces Accession Policy

1. The Mississippi Army National Guard (MSARNG) is actively seeking candidates for Special Forces (SF). Currently, the MSARNG has one SF company, C Company, located in Grenada, Mississippi, and the battalion headquarters and Battalion Support Company, 2nd Battalion, 20th Special Forces Group (Airborne), located in Jackson, Mississippi. This memorandum outlines the requirements and procedures for MSARNG Soldiers to volunteer for SF. This policy does not apply to initial entry Soldiers who sign a guaranteed SF training option. All subordinate commanders will support Soldiers who wish to volunteer for SF, and will post this memorandum on their unit bulletin board. Soldiers interested in SF should carefully study this entire document. Serving in SF requires unparalleled dedication, both to become SF qualified and to serve on a Special Forces Operational Detachment-Alpha (SFODA). Additional information on MSARNG SF can be found at: <http://ms.ng.mil/aboutus/units/specialforces/Pages/default.aspx>. After reading this policy, Soldiers with specific questions or concerns are encouraged to contact the MSARNG Special Forces Accessions Branch via email at: 2ndbn20thSFG@gmail.com.

2. The Army's Special Forces makes up a unique, unconventional, combat arms organization. Highly trained and seasoned professionals—they are the most versatile Special Operations (SO) Soldiers in the world. SF, also referred to as the legendary Green Berets, is an elite, multi-purpose force for high priority operational targets of strategic importance. Most recently, SF played a critical role in destroying Taliban/al-Qaeda in Afghanistan, rooting out insurgents in Iraq, training foreign troops to fight terrorists or drug warlords, and crossing the globe to liberate the oppressed. As the Global Scouts for the US military, SF are experts in knowledge of foreign languages, customs and cultures. In addition, they are masters of training and organizing indigenous forces, surrogate fighters, and foreign militaries in support of US national objectives. Additional information about SF is located at: <http://www.bragg.army.mil/sorb/>.

3. Criteria for SF. Volunteers for SF must meet the criteria listed in Enclosure 1. All male Soldiers meeting the criteria and interested in SF are encouraged to apply regardless of their current MOS.

4. The Special Forces Training Pipeline. Depending on the assigned SF Military Occupational Specialty (MOS), the training pipeline can take up to two years. The pipeline is a sequential process which starts with candidates attending a Special Forces Assessment Drill (SFAD) weekend here in Mississippi. Entry into the pipeline is closely programmed in order to avoid any significant delay between training courses. Soldiers volunteering for SF training must be prepared to enter into the training pipeline within 60 days following the SFAD. A description of the SF Training Pipeline is found in Enclosure 2. Soldiers remain assigned to their home unit until they successfully complete the Special Forces Assessment and Selection (SFAS). Soldiers transferring to the MSARNG from Active Duty, Prior Service enlistees, or National Guard Inter-State Transfer Soldiers must be assigned to a MSARNG unit prior to attending Special Forces Assessment and Selection (SFAS). Only Career Management Field (CMF) 18 series (Special Forces qualified Officers and NCO's) will transfer directly to C/2-20TH SFG(A) when assessing into the MSARNG. SF pipeline

JFH-MS-J1

SUBJECT: Special Forces Accession Policy

training is funded thru the MSARNG G3. Currently, all training is conducted in an active duty for training status. This includes, SFAS, Airborne school, the Captain's Career Course, and SFQC. Once SF qualified, Soldiers will be assigned to a SFODA within the MSARNG.

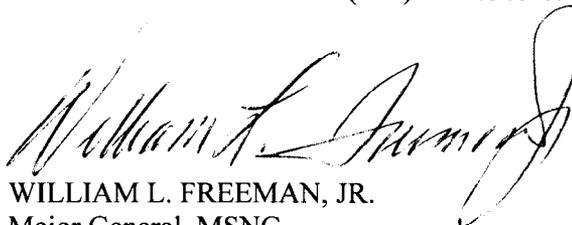
5. Special Forces Military Occupational Specialties. The CMF 18 series is subdivided into five accession Military Occupational Specialties (MOSs): 18A, Detachment Commander; 18B, SF Weapons Sergeant; 18C, SF Engineer Sergeant; 18D, SF Medical Sergeant; and 18E, SF Communications Sergeant. Soldiers will be assigned to one of the MOS tracks prior to entering SFQC. This assignment will be made based on the needs of the MSARNG, the individual's capacity to succeed in the designated MOS, and finally, the wishes of the individual Soldier. A more detailed explanation of the various SF specialties is included in Enclosure 3.

6. Procedure for Volunteering for Special Forces.

a. Soldiers desiring to apply for SF must submit a complete volunteer packet to the MSARNG Special Forces Accessions Branch. The volunteer packet checklist is found in Enclosure 4. Volunteer packets will be sent to MSARNG Special Forces Accessions Branch, attention MSG Eric Jude, 3152 James H. Bidy Rd, Grenada, Mississippi 38901. Candidates can also send the completed and scanned packet electronically to: 2ndbn20thSFG@gmail.com. A complete packet must be received by the SFAD Accessions Branch NLT 30 days prior to the requested SFAD. All packets will be carefully screened and ideal candidates will be invited to attend SFAD. Soldiers invited to attend SFAD will receive a detailed letter of instruction.

b. Following successful completion of SFAD, C/2-20th SFG(A) will arrange SF Physicals for Soldiers selected to attend Special Forces Preparation Course (SFPC) and SFAS, both at Ft Bragg, NC. Additional IDT periods in split training status may be required to complete the physical. Soldiers selected for SF training must attend SFPC and SFAS within 60 days of the SFAD. Failure to attend the training within this time period may necessitate returning to another SFAD.

7. The POC for all questions related to this memorandum is MSG Eric Jude at (662) 294-0303 or via email at 2ndbn20thSFG@gmail.com.



WILLIAM L. FREEMAN, JR.
Major General, MSNG
The Adjutant General of Mississippi

4 Encls

1. SF Criteria
2. SF Training Pipeline
3. SF MOSs
4. SF Volunteer Packet

DISTRIBUTION:
MSARNG Commanders

Special Forces Criteria

The SF qualification course is a MOS Producing School for enlisted Soldiers. For officers, the SFQC results in branch transfer to the Special Forces Regiment. The criteria listed below reflects the objective of producing SF qualified Soldiers and officers to serve on SF Operation Detachments.

1. The following criteria are required for all applicants (officers and enlisted):

- a. Must be a male Soldier.
- b. Must be a US Citizen (non-waiverable).
- c. Must score a minimum of 240 points on the Army Physical Fitness Test (APFT), with no less than 60 points in any event in their age group. (Note: while this is the minimum criteria, successful candidates will greatly exceed this standard.)
- d. Must be able to meet medical fitness standards as outlined in AR 40-501.
- e. Must be eligible for a "SECRET" security clearance. (Final clearance is not required to attend SFAD/SFPC/SFAS). An interim secret clearance is required to attend SFQC.
- f. No Soldier, regardless of MOS or basic branch will be recruited if he is unable to reclassify from his current MOS or basic branch into CMF 18 series.
- g. All Soldiers will be given a 50 meter swim assessment, conducted in uniform to determine whether they have the aptitude to learn how to swim.

2. Additional criteria exclusive to enlisted applicants:

- a. Enlisted applicants must be in the pay grad of E3 to E6. Soldiers in the grade of E3 who successfully complete SFAS will be promoted to E4 prior to the start of the SFQC. Soldiers in the grade of E7 may apply and will be considered on a case by case basis.
- b. Must be a high school graduate or have a general equivalency diploma (GED).
- c. Must have a general technical (GT) score of 107 or higher.
- d. Stabilization of current and detailed recruiters will not be broken.

3. Additional criteria exclusive to officer applicants:

- a. Must be in the pay grade of O2/O3.
- b. Have at least a Secret security clearance prior to final packet approval and meet eligibility criteria for Top Secret clearance.

JFH-MS-J1

SUBJECT: Special Forces Accession Policy

c. Have completed the Officer Basic Course and have been successful in your branch assignments prior to application for SF.

d. Ideal candidates will have a minimum of 36 months remaining upon completion of Special Forces Detachment Officer Qualification Course (SFDOQC) before being considered by a mandatory DA promotion board for Major. It is not uncommon for National Guard SF Officers to defer promotion to Major. SF Officers promoted to Major prior to completing at least 36 months of team time will be less competitive for follow on branch qualifying assignments.

e. Officers who are current commanders will not be considered until after they change command.

4. All applicants must not:

a. Be barred to reenlistment or be under suspension of favorable personnel action.

b. Have been convicted by court-martial or have disciplinary action noted in their Official Military Personnel File under the provisions of the Uniform Code of Military Justice or the Mississippi Code of Military Justice (Article 15).

c. Have been terminated for SF, ranger, or airborne duty, unless termination was due to extreme family problems.

The Special Forces Training Pipeline

1. Special Forces Assessment Drill (SFAD). SFAD is designed to identify MSARNG Soldiers who are physically and mentally prepared to attend SFAS and enter the training pipeline. SFAD consists of one MUTA 5 IDT (drill) period. Commanders shall authorize Soldiers to attend SFAD in split training status from their home unit. Soldiers attending SFAD will be provided with a split training certificate for their home unit. Additionally, each Soldier will be issued a written memorandum for their home unit Commander. This memorandum will serve to inform the home unit Commander whether the Soldier will continue on in the SF pipeline. Active Duty Soldiers separating from the Active Component, Soldiers from other state's ARNG units, Mississippi Air National Guard, and USAR Soldiers can also attend SFAD provided they have the commander's recommendation and split training authorization completed (see Enclosure 4), but they will not be reimbursed by the MSARNG. Active Duty Soldiers must attend their mandatory installation Reserve Component Career Counselor (RCCC) or Silver Siege briefing prior to attending. The SF Accessions Branch must verify each Active Duty Soldier is in the separation process with RCCC personnel prior to extending the SFAD invitation. The SFAD program assesses Soldiers on their physical conditioning level, mental acuity, general military bearing, and aptitude for SF. The SFAS physical preparation guide can be found at: <http://www.bragg.army.mil/sorb/>. At the conclusion of the SFAD, Soldiers will be counseled and placed in one of the following categories:

- a. Selected to continue into the training pipeline.
- b. Not selected; authorized to return to SFAD at a later date.
- c. Not selected; not authorized to return to SFAD.

2. Special Forces Assessment and Selection (SFAS) (21 days): Training for and participation in Special Operations missions is arduous, somewhat hazardous, and often sensitive in nature. For these reasons it is a prerequisite that every prospective "Green Beret" successfully completes the 21 day SFAS course at Fort Bragg, NC and be selected for SF training. The SFAS course assesses and selects Soldiers for attendance at the Special Forces Qualification Course. This course uses a "Whole Man" selection process that assesses each candidate for six attributes that are important for all SF Soldiers. These attributes are intelligence, trainability, physical fitness, motivation, influence and judgment. All candidates participate in a variety of activities designed to place them under various forms of physical and mental stress. It assesses potential and qualities through behavioral observation, analysis via performance measure, and recording data. All tasks are performed in a neutral environment with limited information and no performance feedback. Upon completion of SFAS, Soldiers who are selected to attend the SFQC will be transferred from their home unit to a SF unit upon completion of the SFQC.

3. Airborne School. Soldiers not already Airborne qualified will attend Airborne School prior to attending the SFQC.

4. Officers Only – Resident Maneuver Captains Career Course. After successful completion of SFAS, officers who have not attended the resident Maneuver Captains Career Course will attend prior to the SFQC.

5. Special Forces Qualification Course (SFQC). Following successful completion of SFAS and any other prerequisite course, selected Soldiers will Permanent Change of Station (PCS) to Fort Bragg, NC to attend the SFQC. The SFQC teaches and develops the skills necessary for effective utilization of the SF Soldier. Duties in CMF 18 series primarily involve participation in Special Operations interrelated fields of unconventional warfare. These include foreign internal defense and direct action missions as part of a small operations team or detachment. Duties at other levels involve command, control, and support functions. Frequently, duties require regional orientation, to include foreign language training and in-country experience. The SF places emphasis not only on unconventional tactics, but also knowledge of nations in waterborne, desert, jungle, mountain, or arctic operations. Including SFAS, the SFQC is comprised of six phases. SFAS is considered Phase One. All of remaining phases are described below. At the conclusion of the SFQC, Soldiers are awarded a CMF 18 MOS and are authorized to wear the coveted Green Beret.

a. Phase I, Course Orientation and History (2 weeks): This phase includes three modules, which include: (1) the history of SF and orientation of the student to the standards and expectations of SFQC; (2) introduction to tactical combat skills and responsibilities of each MOS; and (3) airborne operations refresher.

b. Phase II, Language and Culture (18-24 weeks): Phase 2 of SFQC focuses on language and culture. Students receive instruction in three basic language skills: speaking, participatory listening, and reading. Students will also be taught an overview of physical and social systems, economics, politics and security.

c. Phase III, Tactical Combat Skills (13 Weeks): The SF tactical combat skills provides Students with the combat skills required to successfully operate on an SFODA. Students will master the following tactical skills: advanced marksmanship; small-unit tactics, mounted operations, urban operations, mission analysis, advanced special operations level 1, sensitive site exploration, and military decision making process. At the end of phase 3, Soldiers will enroll in SERE level C, where they will receive intensive training in support of the Code of Conduct, survival skills, techniques of evasion, resistance to exploitation and resolution skills in all types of environments. The first phase lasts approximately 10 days, and involves academic instruction. The second phase is a 5 day field training exercise to practice the survival and evasion skills taught.

d. Phase IV, Military Occupational Specialty (MOS) Skill Training (14-50 Weeks): Each Soldier is assigned to one of the five military occupational specialties as provide below:

(1) 18A Officer Course: This course trains and qualifies officers in the basic skills and knowledge required to perform duties as an SFODA commander with an emphasis on adaptive thinking and leadership that fosters critical thinking and creative solutions. This training also includes SF planning and working in joint and interagency operations, engineer and weapons

training, communications and medical training, special reconnaissance, direct action, unconventional warfare, foreign internal defense and counterinsurgency operations.

(2) 18B Weapons Sergeant Course: This course trains and qualifies NCOs in the basic skills and knowledge required to perform duties as a weapons sergeant on a SFODA. Students become proficient in a wide variety of small arms, antitank weapons, air defense systems, crew-served weapons and mortars. The cadre focuses on training students with foreign weapons and equipment. This phase concludes with a light infantry, live-fire training exercise.

(3) 18C Engineer Sergeant Course: This course also trains and qualifies NCOs in the basic skills and knowledge required to perform duties as an engineer sergeant on a SFODA. These students learn pre-engineering subjects, field construction techniques, field fortifications, land mine warfare (U.S. and foreign mines), bridging, engineer reconnaissance, target analysis and demolitions. This phase culminates with an engineering field training exercise.

(4) 18E Communications Sergeant Course: This course trains and qualifies NCOs in the basic skills and knowledge required to perform duties as a communications spectrum using some of the most sophisticated communications equipment in the Army. Each student gains an understanding of basic electronics, antenna theory and construction, cryptography, installation, operation, maintenance of various radio systems, basic computers and SF communications techniques and procedures. This phase culminates with a long-range communications exercise.

(5) 18D Medical Sergeant Course (50 Weeks): Unlike the other MOS courses, the 18D course is 50 weeks long. The Special Warfare Medical Group is responsible for all medical training at the Joint Special Operations Training Center, Fort Bragg, N.C. The medical phase of the Special Forces Medical Sergeants Course consists of the Special Operations Combat Medic (SOCM) portion and an additional training cycle that completes the 18Ds medical training. Upon completion of the SOCM portion, a Soldier is capable of providing basic primary care for his special operations team for up to seven days and is capable of sustain a combat casualty for up to 72 hours after an injury, as required. As part of this course, students also receive clinical training in both emergency pre-hospital and hospital settings. This training is conducted during a four-week deployment to one of two major metropolitan areas: Tampa or Jacksonville, Florida. The additional training cycle covers specialized training in medical, surgical, dental, veterinary, laboratory, pharmaceutical and preventive medicine subjects and includes four weeks of clinical experience at selected health care facilities throughout the United States. The focus of this training is on honing student skills as independent, general practice, health care providers. Upon completion of this course, students are trained to function as independent health care providers.

c. Phase V, Unconventional Warfare Culmination Exercise (Robin Sage) (4 Weeks): Robin Sage is a problem-solving field training exercise where students put their knowledge and skills to use as SF teams. During this unconventional warfare exercise, the students are required to apply the lessons learned from previous months of SF MOS training and field training to include survival and foreign language based scenarios. This exercise involves the students, counterinsurgent and guerrilla personnel (other service members), auxiliary personnel and cadre. This scenario stresses realism as the student teams train a mock guerrilla force in a hostile

JFH-MS-J1

SUBJECT: Special Forces Accession Policy

environment using civilians in the surrounding community as the auxiliary. By the conclusion of Robin Sage, the students have been placed in situations where they are required to use MOS and leadership skills, language and cultural skills and their abilities are tested to work in adverse and ambiguous conditions.

d. Phase VI, SFQC: The final phase consists of graduation, out-processing and initial assignment within the MSARNG.

Special Forces Military Occupational Specialties.

1. 18A – SF Detachment Commander. Training includes: teaching the officer student the planning and leadership skills he will need to direct and employ other members of his detachment. Upon graduation from the SFQC, officers will branch transfer to the Special Forces branch.
2. 18B – SF Weapons Sergeant. Training includes: Tactics, anti-armor weapons utilization, functioning of all types of U.S. and foreign light weapons, indirect fire operations, man-portable air defense weapons, weapons emplacement, and integrated combined arms fire control planning.
3. 18C – SF Engineer Sergeant. Training includes: Construction skills, field fortifications, and use of explosive demolitions.
4. 18D – SF Medical Sergeant. Training includes: Advanced medical procedures to include trauma management and surgical procedures.
5. 18E – SF Communications Sergeant. Training includes: Installation and operation of SF high frequency and burst communications equipment, antenna theory, radio wave propagation, and SF communication operation procedures and techniques. Training culminates with an around-the-world communications field performance exercise.

Note: The Special Forces Warrant Officer (180A) and the Special Forces Intelligence Sergeant (18F) are available once Soldiers obtain experience serving on a Special Forces Detachment.

Special Forces Volunteer Packet

1. Volunteer statement. (Appendix A)
2. Military biographical sketch. (See Appendix B for sample)
3. Split Training Authorization and Commander's Recommendation. All Soldiers attending SFAD must have authorization from their home unit. Soldiers whose Commander declines to recommend them for SF may still attend SFAD; however, a negative endorsement by a Commander will be given substantial consideration by the SFAD cadre. The home unit 1SG or SGM, if authorized by the Commander, may complete the recommendation for enlisted Soldiers. (See Appendix A for sample)
4. The last three (3) OER's or NCOERs. (If applicable)
5. A current APFT score card within 1 year of application.
6. A copy of current SECRET Security Clearance verification (for Soldiers who possess a clearance).
7. One (1) electronic copy on compact disc (CD-RW) and one (1) hard copy of the e-QIP form (if no current security clearance).
8. Completed AGTX-Form 32 (Appendix A)

JFH-MS-J1
SUBJECT: Special Forces Accession Policy

(APPENDIX A) MISSISSIPPI ARMY NATIONAL GUARD
SPECIAL FORCES VOLUNTEER STATEMENT

JFH-MS-J1

DATE _____

MEMORANDUM FOR 2/20TH SFG(A), Attn: _____

SUBJECT: Special Forces Volunteer Statement of _____ (rank) _____ (name).

1. I hereby volunteer for Special Forces (SF) training and duty under the provisions of the MSARNG SF Policies and Procedures memorandum (dated _____). If not already airborne qualified, I volunteer for airborne training and understand that failure to successfully complete airborne training will disqualify me from SF training and duty.

2. Upon successful completion of Special Forces Assessment and Selection (SFAS) and prior to my departure from my losing command, I agree to reenlist or extend my enlistment to meet the 36 month remaining service obligation.

3. Are you a U.S. Citizen? Yes ___ No ___ Non US citizens or personnel that hold dual citizenship are ineligible for a Secret Security clearance and may not attend SF training.

4. Are you currently on a mobilization order or have you received official notification of a mobilization?

5. Have you been convicted by a court-martial or have disciplinary action under UCMJ (Article 15) or MCMJ (Section 15) in your official military personnel file? Yes ___ No ___ If so, why and when did you receive the disciplinary action _____.
(Soldiers that have disciplinary action noted in their official military personnel file **may not apply**. This provision can only be waived by the Commanding General, United States Army Special Warfare Center and School on a case by case basis.)

6. I am aware that, if so determined by the appropriate SF commander, I may be declared unsuitable for further SF training. _____ (Initials)

7. Have you ever applied for and/or attended SFAD, SFAS or the SFQC? Yes ___ No ___ . If so, when? _____
How many times have you attended SFAD? _____ SFAS? _____

8. Which SFAD do you want to attend? _____ If approved to attend SFAS, which SFAS class do you want to attend?: _____.

9. (Enlisted Personnel) Upon successful completion of SFAS, I request reclassification from my present PMOS of _____ to 18B- Weapons; 18C- Engineer; 18D- Medic; 18E- Communications (list in preference order). I understand the final MOS decision will be made by the 2/20th SFG(A) based on the needs of the MSARNG.

1 _____ 2 _____ 3 _____ 4 _____ (All must be listed). My GT Score is: _____. Rank _____

10. What is your language choice, in order of preference (i.e. Russian, French or Arabic)? 1 _____
2 _____ 3 _____

11. (Officers) I request branch transfer from _____ to Special Forces Branch upon graduation from the Special Forces Detachment Officer Qualification Course.

Last Name: _____ First Name: _____ MI: _____ SSN: _____

Unit, Address, and Zip Code _____

Unit Phone: _____ Home Phone: _____ Cell Phone: _____

E-MAIL ADDRESS _____

SIGNATURE _____

(APPENDIX B) BIOGRAPHICAL SUMMARY (Sample)

10 Sept 2011

Churchill, William C. 123-45-6789
2LT, Infantry, MSARNG

How did you hear about us (website, friend, etc.)? Please be as specific as possible:

MOS: 11A5P

Secondary MOS: None

GT Score: 123

Marital Status and Dependents: Married, 2 children

Data and Place of Birth: 6 January 1980, Jackson, Mississippi

Mandatory Removal Date (Officers): 31 May 2033

ETS Date (Enlisted): N/A

Home Address: 123 Rainey Road, Jackson, MS 39212

Home Telephone: 601-555-5555

Mobile Telephone: 601-555-5556

Present Assignment (if applicable): Platoon Leader, Co. B 1-141 IN

Unit Telephone: 601-555-5557

Civilian Occupation: Quality Control Manager, Dell Computer

Business Telephone: 555-555-5558

Enlisted Service: 2 years 6 months

Source and Date of Commission (if applicable): Mississippi State University ROTC, 1 May 2004

Years of Active Commissioned Service (if applicable): 2 years 3 months

Total Years of Service: 6 years 0 months

JFH-MS-J1

SUBJECT: Special Forces Accession Policy

Military Schools Attended

Infantry OSUT, Ft. Benning, GA
Airborne, Ft. Benning, GA
Infantry Officer Basic Course, Ft. Benning, GA

Year Completed

2001
2001
2005

Civilian Education

High School, Clinton, MS
Mississippi State University, Starkville, MS

U.S. Decorations/Badges

Airborne Badge
National Defense Service Medal
Army Service Medal
GWTSM

Chronological List of Appointments (Promotions for enlisted SM's)

Second Lieutenant MSARNG 1 May 2004

Chronological List of Duty Assignments

MSARNG – Not on Active Duty

Enlisted, Co. A, 1-141 IN

Cadet, Co. B, 1-141 IN

ROTC Gold Bar Recruiter, Mississippi

Platoon Leader, Co. C, 1-141 IN

From

To

Jan 01

May 02

May 02

May 04

May 04

Sep 04

Sep 04

Present

Foreign Travel

Mexico, Guatemala, Nicaragua, Iceland

Athletics

High School football, baseball

College, Intramural sports

Hobbies/Interests

Hunting

Competitive shooting

Mountain biking

Professional Organizations

Quality Control Managers Association

Gulf Coast Conservation Association

Mississippi Whitetails Unlimited

SAMPLE COMMANDER'S RECOMMENDATION

(Office Symbol)

(Date)

MEMORANDUM FOR MSARNG Special Forces Pilot Team

SUBJECT: Commander's Recommendation for _____ (SM's Name).

1. I am familiar with the MSARNG Policy and Procedures for Volunteering for Special Forces (date....). I understand that while the Commander's recommendation is not required to volunteer for Special Forces, it is give great weight by 2/20TH SFG(A).

2. I have reviewed the criteria for Special Forces and validate that this Soldier meets minimum criteria.

3. I recommend/do not recommend this Soldier for Special Forces for the following reasons:

4. The POC for this memorandum is _____ at _____
(phone number) and _____ (email address).

Name
Rank, BR, MSARNG
Position