

ADS Mandatory Reference: 454
 ADS Supplementary Reference: N/A

The following are required parts of essential procedures as indicated.

PRIMARY SKILL CODE LIST

| Major Back-stop Code(s) | Officers Affected/Included in Primary Skill Code | Primary Skill Code |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| 01 | SMG only | 010 |
| 02 | Program Officers | 020 |
| 03 | Executive Officers, GSOs, Personnel, and Administrative Management Officers | 030 |
| 04 | Controllers, FM, BA Officers | 040 |
| 06 | Administrative Aides, C&R, Executive and Program Assistants, and Secretaries | 060 |
| 07 | See Primary Skill Code 060 above | |
| 10 | Agriculture and Rural Development Officers | 100 |
| | NB: Agricultural Economics Officers are included in Primary Skill Code 110 (see below) | |
| 11 | Program Economics Officers and Agricultural Economics Officers | 110 |
| 12 | Backstop 12 requires a person-by-person analysis to determine the appropriate Primary Skill Code of each Officer; many will move to another Primary Skill Code or to one of the two Primary Skill Codes below: | |
| | Project Management Generalists without a relevant original Backstop | 121 |
| | Democracy and Governance Officers NB: BS 16 is not an established Backstop. | 122 |
| 14 | Rural Development Officers | |

(See Primary Skill Code 100 above)

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| 15 | Food for Peace Officers | 150 |
| 20 | Housing and Urban Development Officers (See Primary Skill Code 301 below) | |
| 21 | Private Enterprise and Trade and Development Officers | 210 |
| 25 | Engineering Officers | 250 |
| 30 | Environmental Officer Related Primary Skill Codes are as follows: | |
| | Housing and Urban Development Officers | 301 |
| | Energy Officers | 302 |
| | Natural Resources Officers and Behavioral Science and/or Science and Technology Officers | 303 |
| 50 | Medical Doctors | 501 |
| 50 | Non-Physician Health Development and Population Development Officers | 502 |
| 60 | Training, Human Resources, and Education Development Officers | 600 |
| 75 | See Primary Skill Code 303 above | |
| 85 | Legal Officers | 850 |
| 92 | Commodity Management Officers | 920 |
| 93 | Contract Officers | 930 |
| 94 | Project Development Officers | 940 |
| 95 | International Development Interns; IDIs are not differentiated by Primary Skill Code | 950 |

Due to the rank-in-person nature of the Foreign Service, and the nature of the assignment process, there will be no differentiation between current Supervisory and non-supervisory assignments in the

determination of Primary Skill Codes.