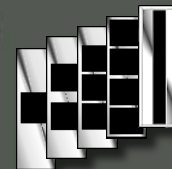




Warrant Officer Recruiting



U.S. Army Recruiting Command Fort Knox, KY

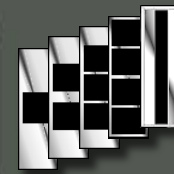


U.S. ARMY

ARMY STRONG.

WARRANT OFFICER STRONG.



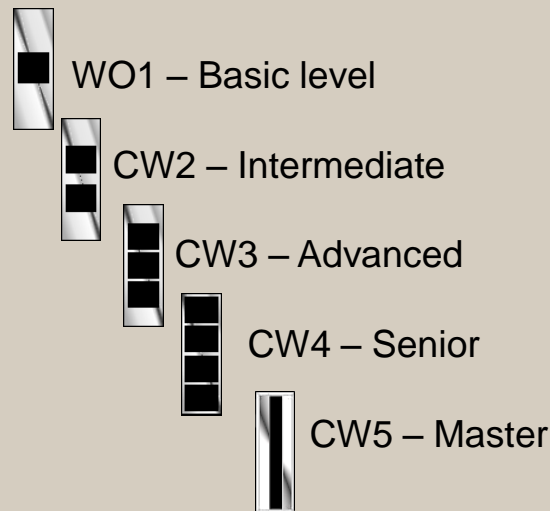


Definition of a Warrant Officer

“Warrant officers are highly specialized officers. They are self-aware and adaptive combat leaders, trainers, staff officers, and advisors. Warrant officers are competent and confident warriors, innovative integrators of emerging technologies, dynamic teachers, and developers of specialized teams of soldiers...”

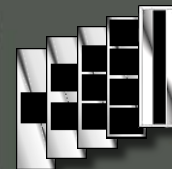
What is a Warrant Officer?

(new DA PAM 600-3 Definition)

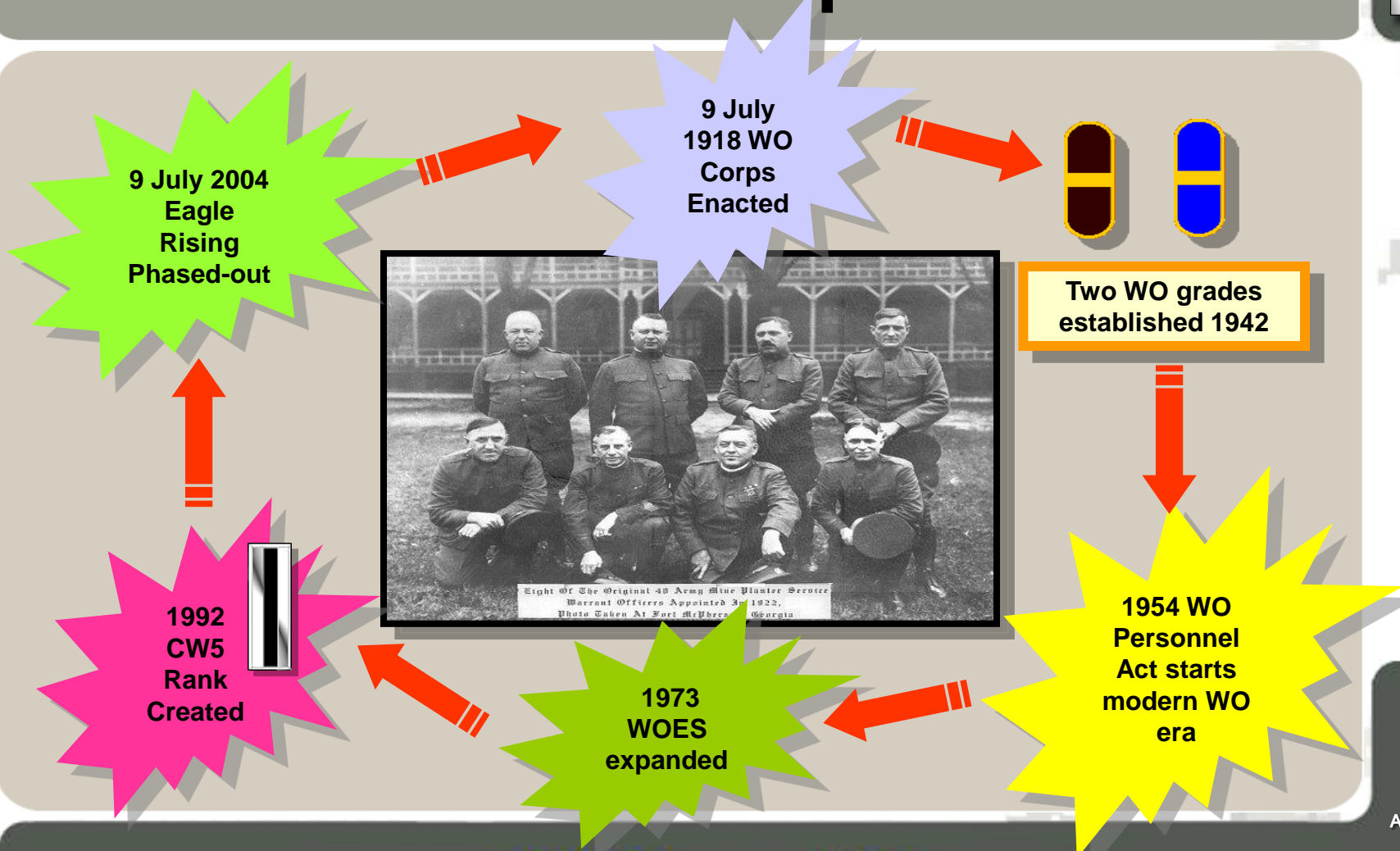


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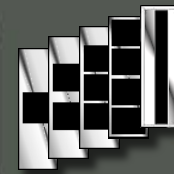


Historical Perspective



WARRANT OFFICER STRONG.





Today's Army Warrant Officer

**US Army
Warrant Officer**

**Leader/
Trainer**

**Soldier/
Officer**

**Technical
Expert / Advisor**



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Briefing Agenda

Definition of a Warrant Officer

Warrant Officer Recruiting Mission

General Requirements

Who We are Looking For

Opportunities and Benefits

Application and Processing

Q & A

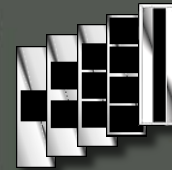


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Warrant Officer Recruiting Mission



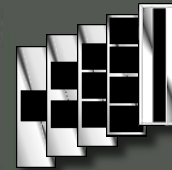
The United States Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army Warrant Officers.



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Administrative Requirements

1. **US Citizenship** (*No Waivers*)
2. **General Technical (GT) Score of 110 or higher** (*No Waivers*)
3. **High School Graduate or have a GED** (*No Waivers*)
4. **Eligible for a Secret Security Clearance** (*No Waivers*)
5. **Must Have \geq 12 Months Remaining on Enlistment Contract** (*No Waivers*)
6. **Pass Commissioning Physical for Tech or Flight Physical for Aviators.** (*Waiver Avail.*)
7. **Age: Technicians \leq 46 yrs / Aviators $<$ 33 yrs at time packet is boarded** (*Waiver Avail.*)
8. **Active Federal Service: $<$ 12 yrs at time packet is boarded** (*Waiver Avail.*)
9. **Pass the Standard 3-event Army Physical Fitness Test (APFT) and Meet Height/Weight Standards** (*Waiver Avail.*)



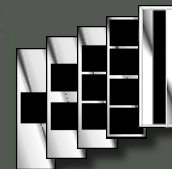
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General Information



Technician

- 13 - Branches
- 39 - MOSs



- Usually SGT or higher
- Most require ALC
- Must meet experience requirements listed on the MOS pages of our website:

www.goarmy.com/warrant



Aviator

- 1 - Branch
- 1 - MOS (*To apply for*)
- Any MOS/Rank can Apply
- Qualifying AFAST Score (90+)



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Warrant Officer MOSs

WO MOS

MOS Description

120A Construction Engineering Tech
 125D Geospatial Engineering Tech
 131A Field Artillery Targeting Tech
 140A Command and Control Systems Tech
140E Air and Missile Defense Tactician/Tech
 150A Air Traffic Control
 150U Tactical UAV Tech
 151A Aviation Maintenance Tech
153A Rotary Wing Aviator
250N Network Management Tech
251A Information Systems Tech
254A Signal Systems Support Tech
290A Electronic Warfare Tech
311A CID Special Agent
 350F All Sources Intelligence Tech
 350G Imagery Intelligence Tech
 350Z Attaché Tech
351L Counterintelligence Collections Tech
351M Human Intel Collection Tech
 352N Traffic Analysis Tech

Enlisted Feeder MOSs

12K, H, P, R, Q, T, W
 12Y or 35G and USMC 0261
 11C, 13B, D, F, M, P, R, T, 19D
 14J & 14S
14E, T
 15Q
 15W Only formerly 35K
 All CMF 15 MOS (Excluding 15P & 15Q)
All MOSs
All MOSs
All MOSs
All MOSs
13C, D, E, R, 25C, E, 29E or 35F, N, P, S, T
31D
 35F
 35G
 All MOSs with ASI 7
35L
35M
 35N

- Shortage MOS

- Non Feeder MOS




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Warrant Officer MOSs Cont.

WO MOS	MOS Description	Enlisted Feeder MOSs
352P	Voice Intercept Tech	35P
352S	Non Morse Intercept Tech	35S
353T	Intel and Electronic Warfare Tech	35T
420A	Human Resources Tech	42A/42F
740A	CBRN Tech	74D
880A	Marine Deck Officer	88K
881A	Marine Engineer Officer	88L and 21P, w/ASI S2
882A	Mobility Officer	All MOSs
890A	Ammunition Technician	89B, 89D
913A	Armament Systems Maint Tech	91F, G, K (91A, D, M, P and 15J)
914A	Allied Trades WO	91W and 91E
915A	Automotive Maint Tech	91A, B, D, H, L, M, P, S, T, W, X, and Y
919A	Engineer Equipment Maint Tech	91B, C, D, H, J, L, X
920A	Property Accounting Tech	92Y, 68J
920B	Supply Systems Tech	92A
921A	Airdrop Systems Tech	92R
922A	Food Service Tech	92G, 68M
923A	Petroleum Systems Tech	92F,L,W
948B	Electronic Systems Maint Tech	94D, E, F, H, K, L, R, V, W, Y, & Z; 29B, 25P, S
948D	Electronic Missile Systems Maint Tech	94A, M, P, S, T, & Z

 - Shortage MOS

 - Non Feeder MOS



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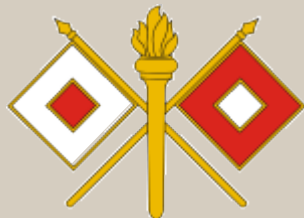
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NON - FEEDER MOSs



•153A - ROTARY WING AVIATOR



•250N - NETWORK MGMT TECH

•251A - INFO SYS TECH

•254A - SIGNAL SYS SUP TECH



•882A - MOBILITY OFFICER



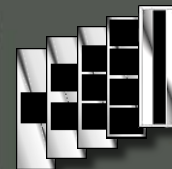
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What We are Looking For...



Soldiers who are:



- Leaders
- Self Confident
- Dependable
- Technically/Tactically Proficient
- Ethical and Moral
- Decision Makers
- Self-Sufficient
- Mature
- Able to Grasp Complex Problems
- Mentally and Physically Strong



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Opportunities and Benefits

- **Small Elite Corps**
 - Makes up 2% of the Army
and 15% Officer corps
- **Challenging Assignments**
- **Technical Training and Education**
- **Faster Promotion Potential**
- **Extended Career Path**
- **Perform Core Duties Longer**
- **Better Pay and Retirement**

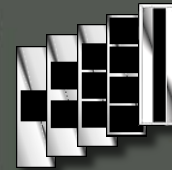


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Assignment Opportunities



White House Communications Agency

White House Fellowship Eligibility

Training-with-Industry (TWI)

(Motorola, General Dynamics, TRW)



Army Accessions Command
(TRADOC/USAREC)



Pentagon and Department of the Army

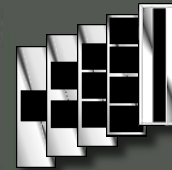
TAFT Assignments (Technical Assistance Field Team)

Australia, Egypt, UAE and other locations



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Training and Education

- Maintain G.I. Bill benefits
- Maintain tuition assistance (TA) benefits
 - Maintain E-Army U
- Degree Completion Program

Senior Service College selection/Combined advanced civil schooling

Army Logistics University, VA (TLog program)

Naval Post Graduate School, MD (XP Course cooperative)

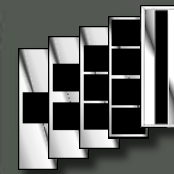
Joint Military Intelligence College, DC

Army Management Staff College, VA

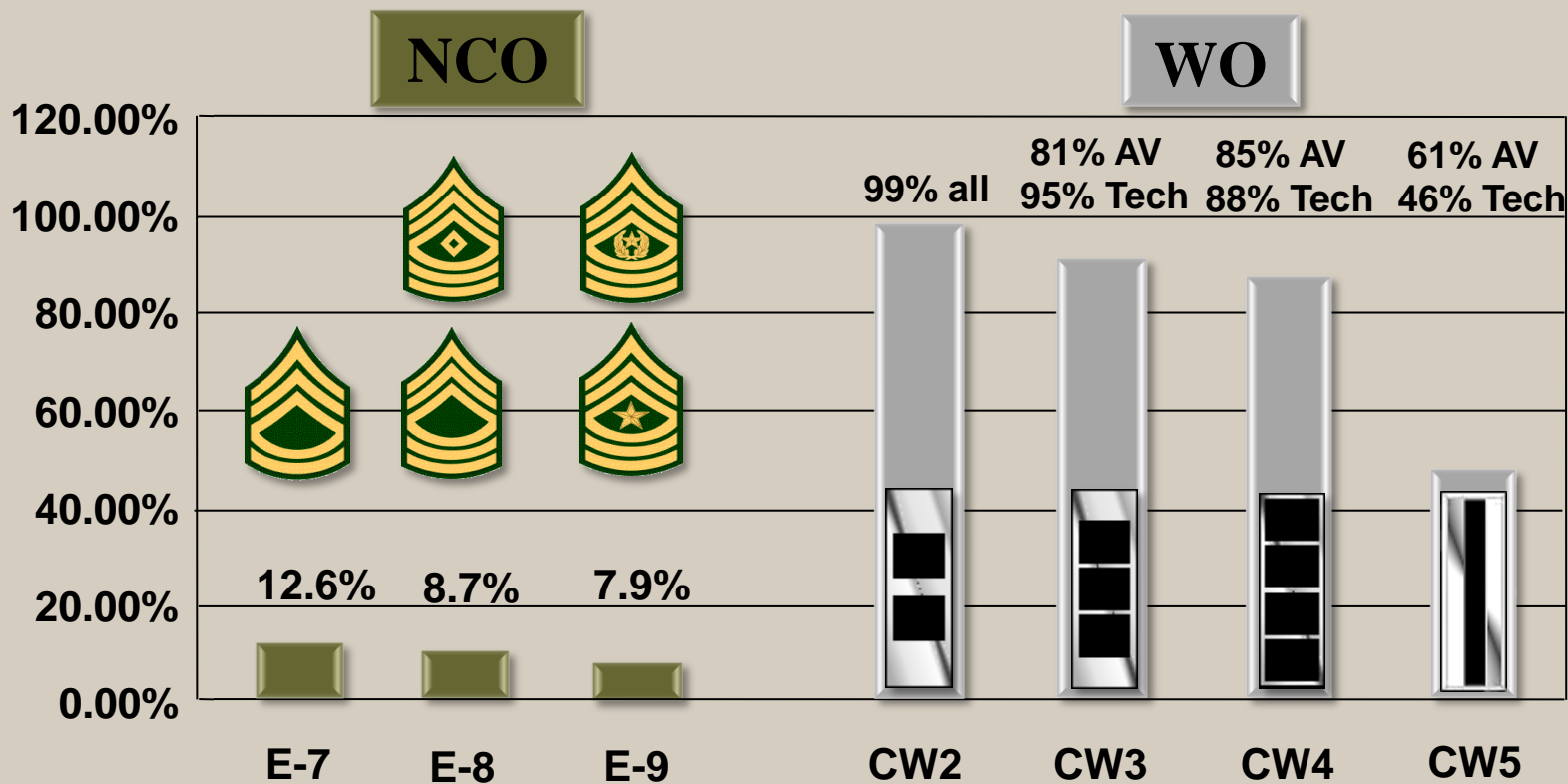


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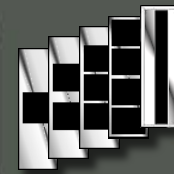


Promotion Comparison

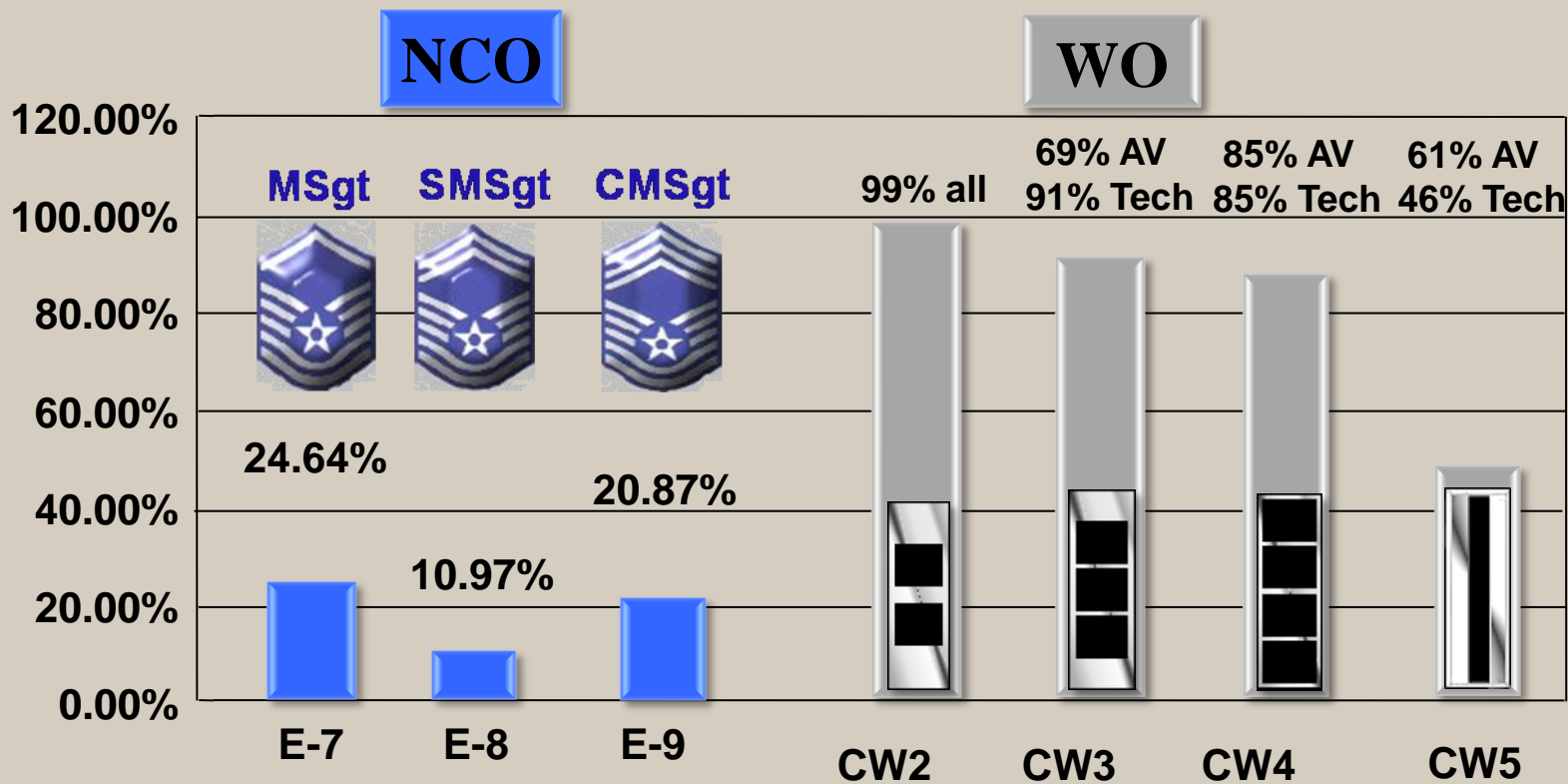


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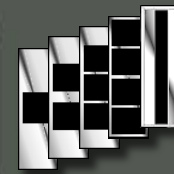
Promotion Comparison



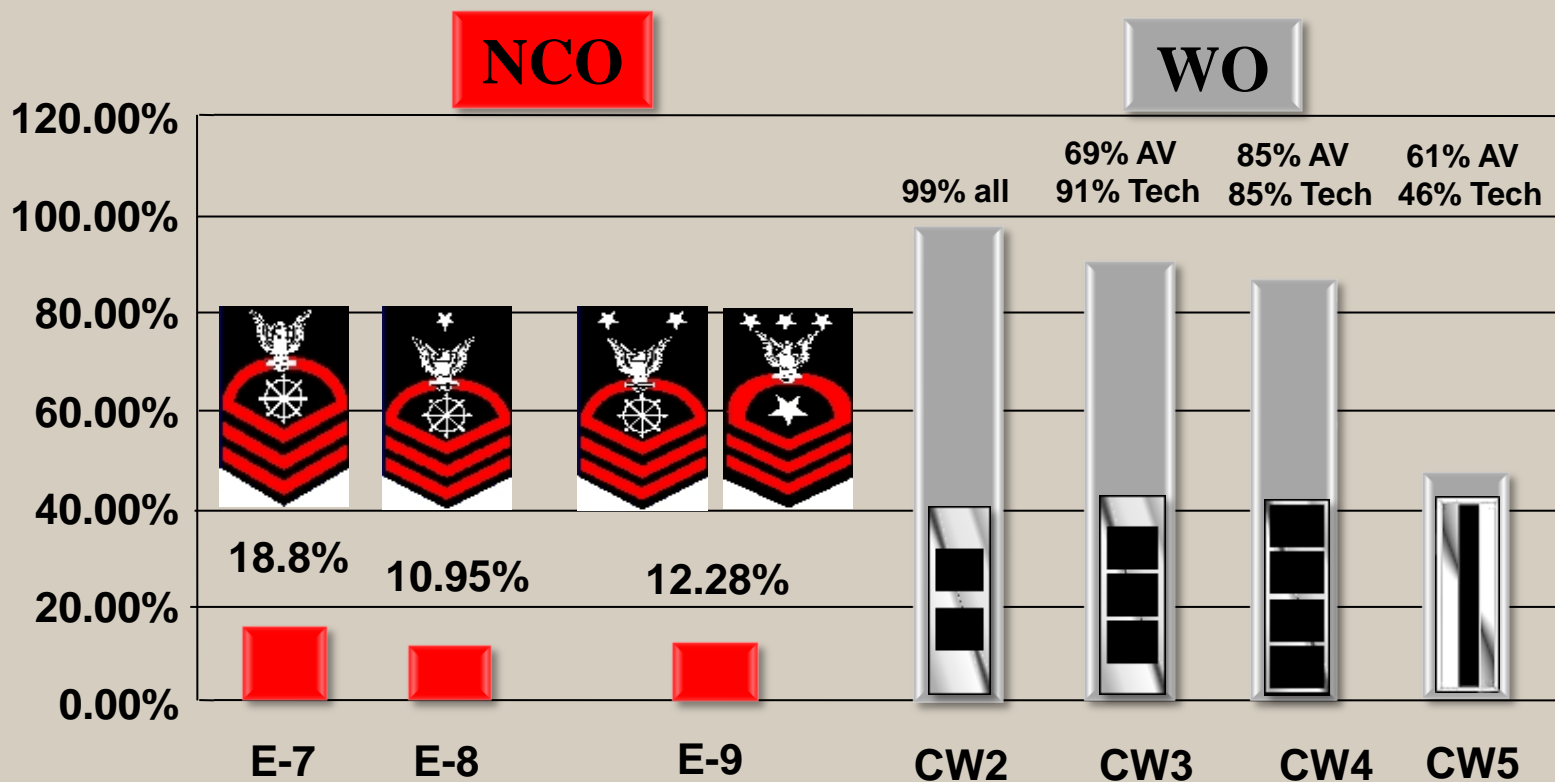
WARRANT OFFICER STRONG.



ARMY STRONG.



Promotion Comparison



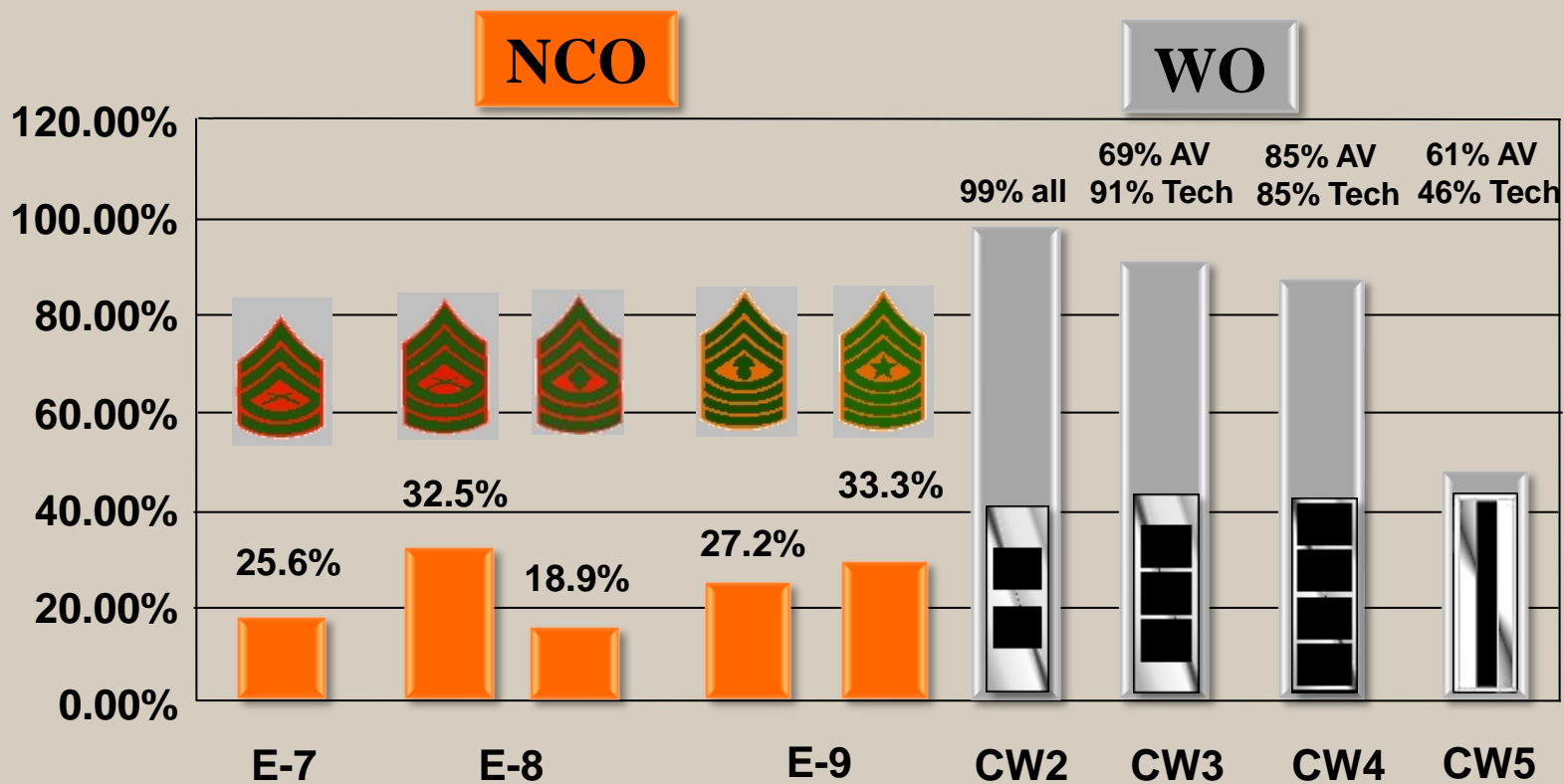
WARRANT OFFICER STRONG.



ARMY STRONG.



Promotion Comparison



WARRANT OFFICER STRONG.

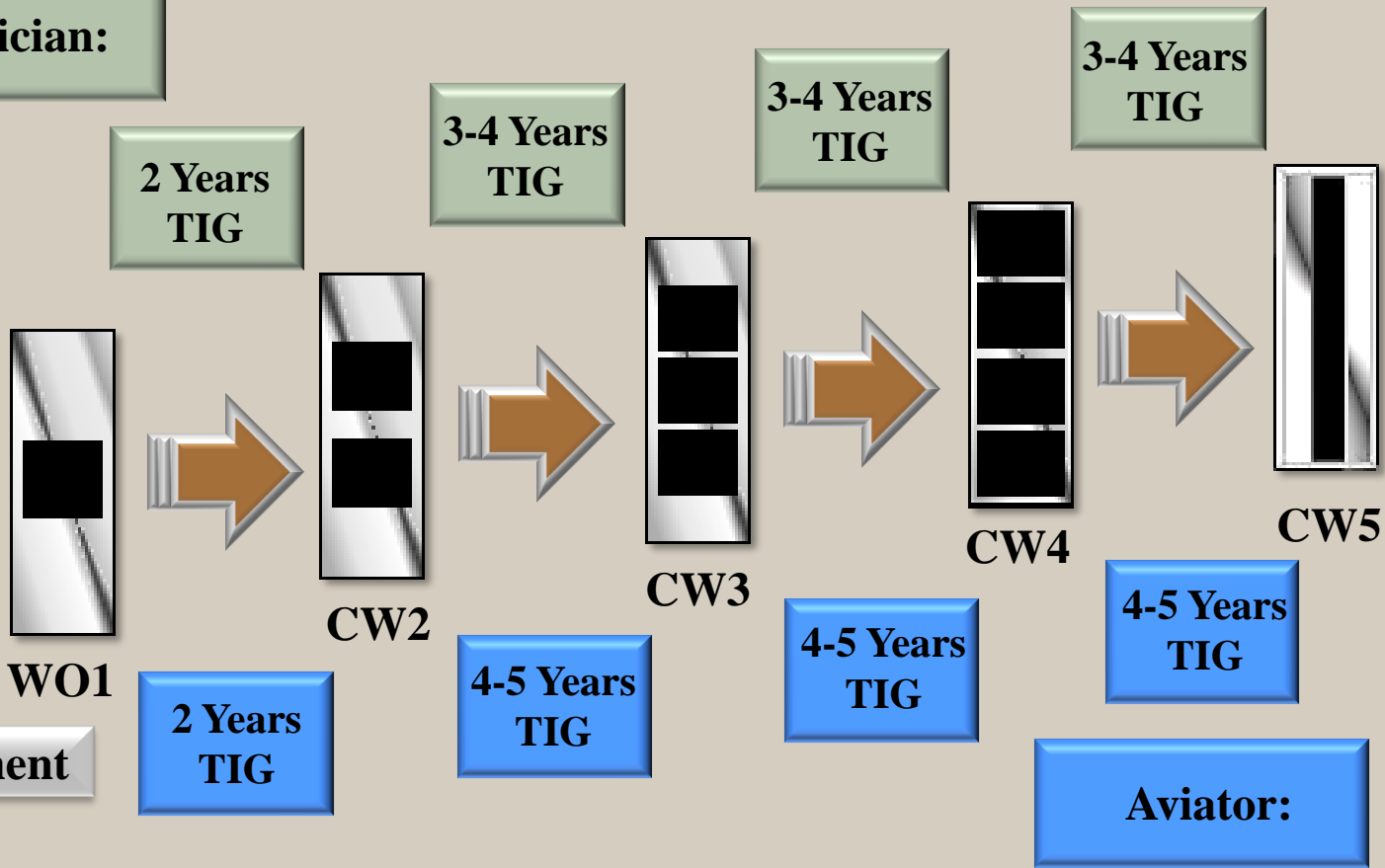


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Warrant Officer Promotions

Technician:



Appointment

Aviator:



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Extended Career

ALARACT NOV 08



Total Years Active
Federal Service

30 + Years of WO SVC
*If Promotion
Gates Met / Age 62

20 Years

26 Years

29 Years

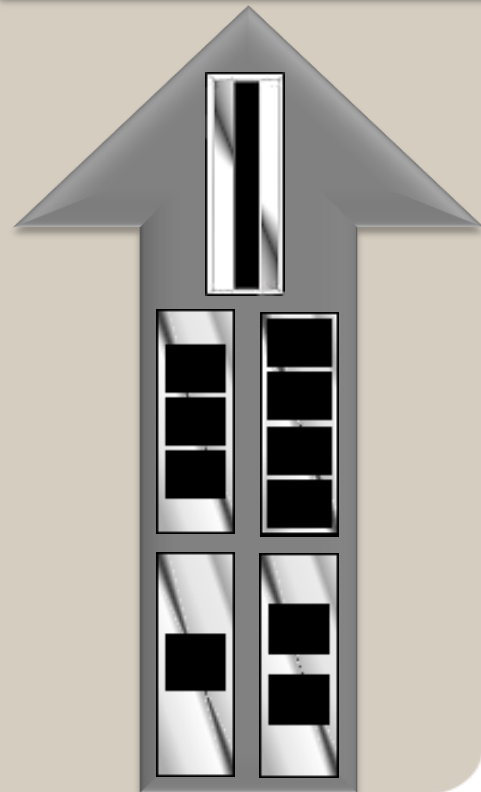
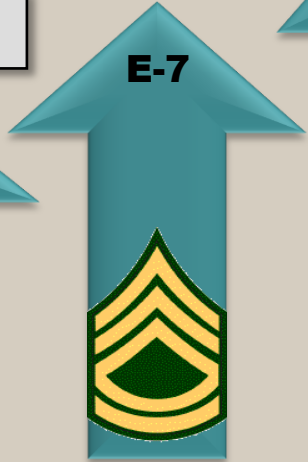
32 Years

E-6

E-7

E-8

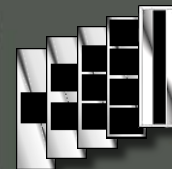
E-9



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Retirement Pay Comparison

CW3	20	\$2,842 (50%)	<u>\$751</u>
E-7/SFC	20	\$2,091 (50%)	
CW4	24	\$4,037 (60%)	<u>\$1027</u>
E-8/MSG	24	\$3,010 (60%)	
CW5	30	\$6,071 (75%)	<u>\$1177</u>
E-9/SGM	30	\$4,894 (75%)	

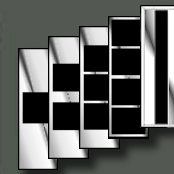
Based on January 2011 Pay Scale

Source- <http://www.dod.mil/cgi-bin/finalpayhigh3.pl>



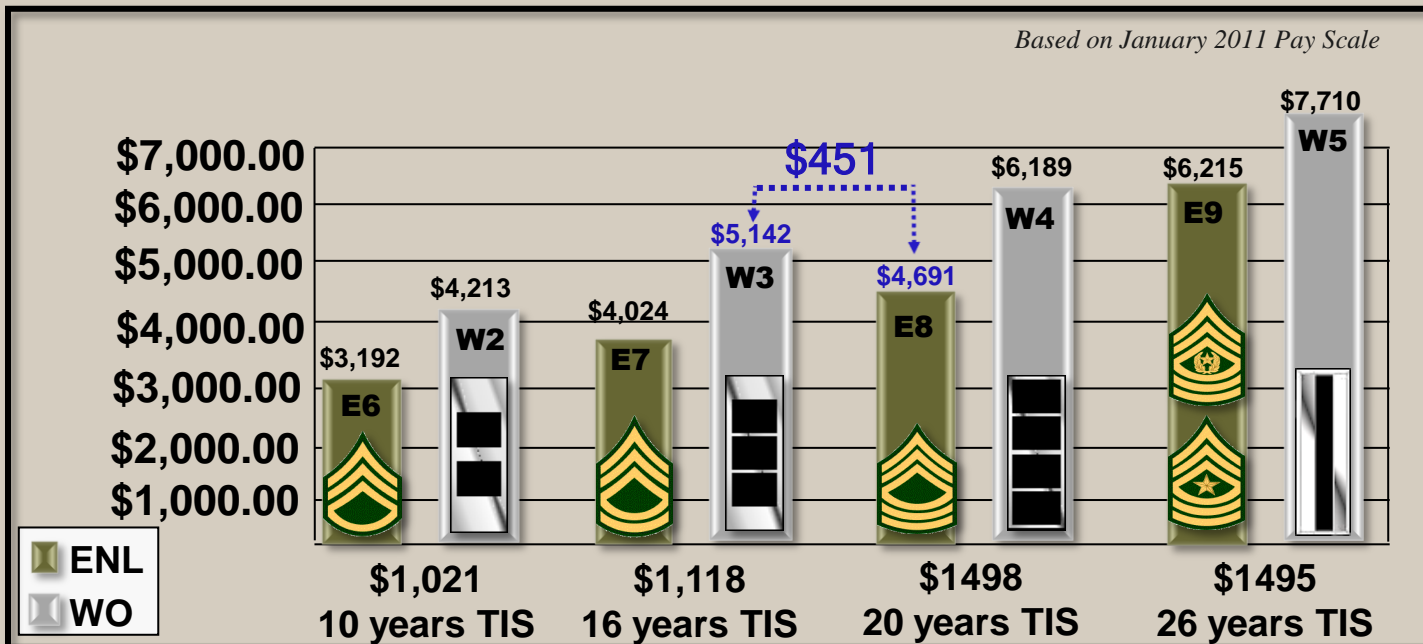
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Base Pay Comparison

Based on January 2011 Pay Scale



Snapshot

- E-5 vs W1 at 6 years TIS = Approximate \$836
- E-6 vs W1 at 8 years TIS = Approximate \$652
- E-7 vs W1 at 10 years TIS = Approximate \$327



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Additional Benefits



Flight Pay



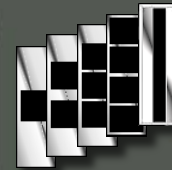
Years of Aviation Service	Monthly Rate
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840



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WHO Applies to Become a Warrant Officer

- **Soldiers who want to make a difference**
- **Soldiers who want to advance their careers**
- **Soldiers who want to stay in their career field**
- **Soldiers who want a opportunity to excel at a higher level**
- **Soldiers who want better pay and opportunity**
- **Soldiers who desire more post military career opportunities**



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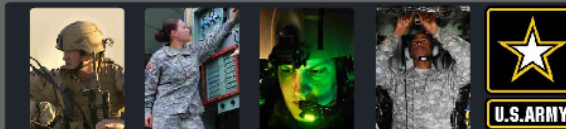
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Where to Start...



UNITED STATES ARMY WARRANT OFFICER RECRUITING



- Home
- Applicant Information
- Selection Information
- Warrant Officer MOS
- Application Forms
- Briefing Schedule
- FAQ's
- Contact Us

Popular

Find Us On facebook

Warrant Officer Recruiting Briefings in Your Area

Warrant Officer Selection Board Schedule

Warrant Officer Selection Board Results

Check Your Warrant Officer Application Status

Warrant Officer Application Checklist Download

Warrant Officer MOS

Warrant Officer MOS List

Enlisted MOS Conversion List (Army)

Meet The Challenge... Become An Expert In Your Field

Warrant Officer Branch Mission

The U.S. Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army Warrant Officers.

Warrant Officers are highly specialized experts and trainers in their career fields. By gaining progressive levels of expertise and leadership, these leaders provide valuable guidance to commanders and organizations in their specialty. Warrant Officers remain single-specialty Officers with career tracks that progress within their field, unlike their Commissioned Officer counterparts who focus on increased levels of command and staff duty positions.

Hot Topics

- News
- Application Processing
- Packet Submission Process
- Downloads

Special Announcement - The revised suspense date regarding packet submission for the **18-22 July 2011** Warrant Officer Selection Board is **1 May 2011**. Please remember to send your application to: newwarrantpackets@usarec.army.mil

APFT Waivers - The revised AR 350-1 is dated 18 Dec 09 with an effective date of 18 Jan 10 and is online. Paragraph 3-12, i(3) states:

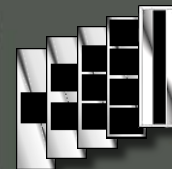
"Candidates enrolling in WOCS or OCS must pass the standard three-event APFT as an enrollment

www.goarmy.com/warrant

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The Application

!!!Download from our Website!!!

Board Packet

1. Checklist (*MILPO/PSB Letter or S-1*)
2. DA Form 61 (*HT/WT & APFT Statement*)
3. Letters of Recommendation
(*Next Slide*)
4. Resume
5. ERB (*Enlisted Record Brief*)
6. OMPF (*10 Years of NCOERs and all AERS in order newest to oldest*)
7. College Transcripts
8. DA Form 6256 (*AFAST Form from Test Center*) *This form is for MOS 153A only*
9. Official Photo

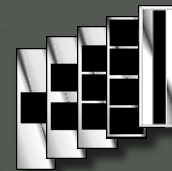
Supporting Documents

10. Security Clearance (*Clearance Memo*)
11. USAREC Form 1932
(*Physical Cover Sheet*)
12. DA Form 160-R
13. Statement of Understanding
14. Waivers (*Next Slide*)
15. DA Form 705 (*APFT Score Card*)
16. DA Form 3349 (*Permanent Profile Sheet*)
17. Conditional Release
(*Reserves & Other Services*)



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Letters of Recommendation

- USAREC Form 1936
- Letters Must Not be Older than 12 Months
- If using former Commander - we recommend having current Commander review packet! *(Only applicable if PCS occurred within 60 days)*
- Letters of Recommendation required:
 - Company Commander or First Level of UCMJ Authority *(Must have)*
 - Battalion Commander or Second Level of UCMJ Authority *(Must have)*
 - Senior Warrant Officer Letter of Recommendation *(CW3 to CW5 – MOS Dependent)*
- Note: **If requesting an APFT Waiver, BN CDR LOR must state: “You are physically capable of completing the training and worldwide deployment.”**



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Waiver Requests

WAIVER	APPROVAL AUTHORITY	TURN AROUND TIME	NOTES
AGE	DA G1	4–6 Weeks	1
AFS	DA G1	4–6 Weeks	1
APFT	DA G3	4–6 Weeks	1,2,3,4,5
Moral	HRC	1–2 Weeks	1,6
Prerequisite	Proponent	1–2 Weeks	1
Medical	USAREC G3	1–2 Weeks	7

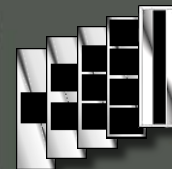
1. Example in Sample Application available at briefings or for download on our website.
2. DA Form 705 (APFT Score Card) must be included with application
3. BN CDR's LOR must state: "The applicant is physically capable of completing training and worldwide deployment"
4. Must have a Permanent Physical Profile
5. Permanent Physical Profile and physical must be dated within 12 Months
6. Can submit Waiver ahead of Application. (Instructions on website)
7. Waiver request NOT prepared by the applicant



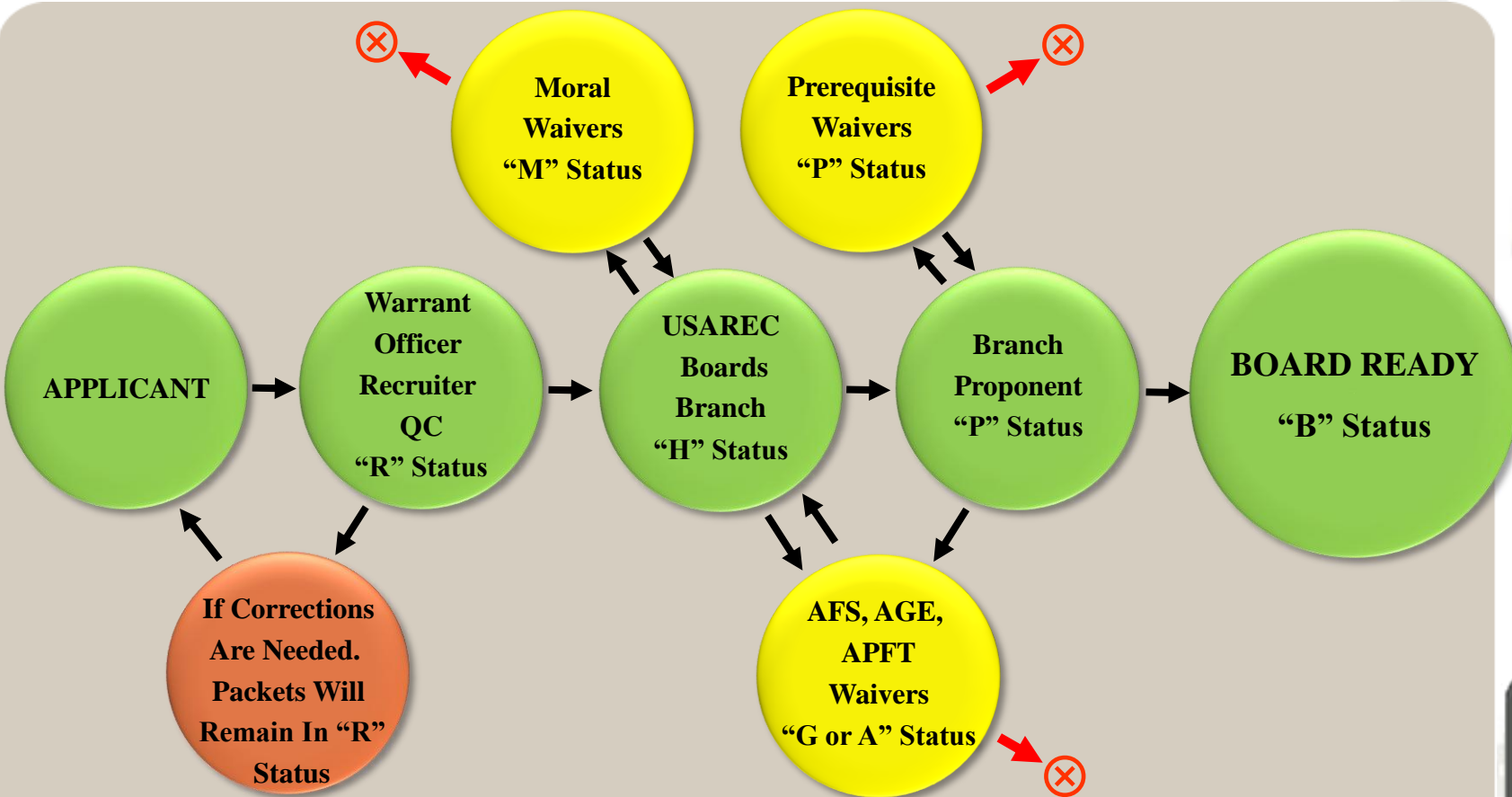
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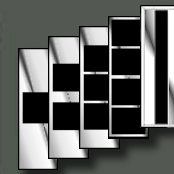


Application Process



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Selection Board

DA Centralized Board Held at USAREC
 Comprised of Branch and Warrant Officers

APPLICANT	MOS	VOTE	OML#
WADE	100A	36 -2	1
O'NEAL	100A	35 +4	2
MORNING	100A	35 +3	3
PAYTON	100A	34 +3	4
WILLIAM	100A	33 +6	5
HAZEL	100A	28 +2	6
DIAZ	100A	28 +2	7
BRANCH	100A	12 +4	8
JONES	100A	9 +5	9

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	VOTE	INITIALS
MEMBER 1	5 +	
MEMBER 2	4 +	
MEMBER 3	5	
MEMBER 4	3 +	
MEMBER 5	5 -	
MEMBER 6	6	
MEMBER 7		
MEMBER 8		
MEMBER 9		

TOTAL POINTS:
28 +2

HQ USAREC Form 1877, 1 Apr 86

Vote Using "Total Person" Concept

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Selection Board



- Board Schedule Posted on Web Site
- WO Packet Automatically Gets Two Looks
- Two Time Non-Select Must Wait a Year
- Board Results Released in MILPER message



Fully Qualified - Selected - Q-S



Fully Qualified - Nonselect (First Board) - FQ-NS



Non Competitive - Nonselect (Second Board) - NC-NS

[Applicants may immediately re-apply with a waiver](#)



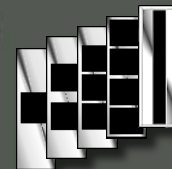
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Warrant Officer Candidate School



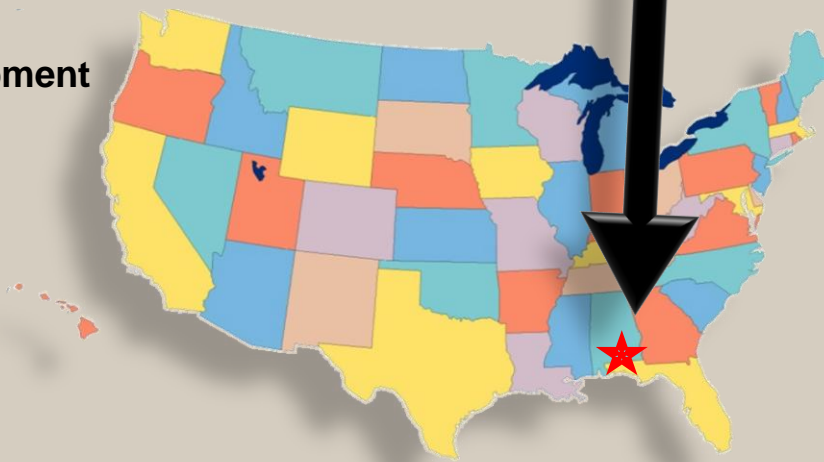
- **Selectees will attend Warrant Officer Candidate School (WOCS)**
 - E5 graduated from PLDC/WLC, and E6 and above = 4 weeks and 4 days
 - E5 non-graduate from PLDC/WLC and all E1 to E4 = 6 weeks and 4 days
(Other services = 6 weeks and 4 days with exceptions)
- **WOCS and Flight School are located at Fort Rucker, Alabama**
- **Graduation = Conditional Promotion (Appointment to WO1)**

Skill Enhancement

Professional Development

Leadership Potential
Self Discipline
Attention to Detail
Time Management

Leadership
Communication
Management
Ethics

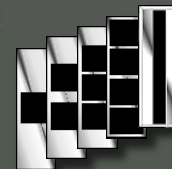


<http://usawocc.army.mil/>



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A Day in the Life of a Candidate

1st Warrant Officer Company

0500 - Wake Up

0530 - First Formation

0530 - 0635 - PT

0635 - 0730 - Hygiene

0730 - 0815 - Breakfast

0815 - 1230 - Academics

1230 - 1330 - Lunch

1330 - 1720 - Academics

1730 - 1820 - Admin

1805 - 1900 - Dinner



1900 - 2245 - Candidate
Leadership Designs and
Implements Schedule
To Accomplish Specified Tasks

2245 - 0500 - Lights Out



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Final Notes

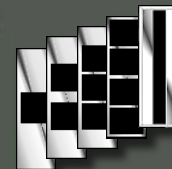
- **Packet deadline: Posted on website, generally two months prior to board week.** *(Should be sooner if waivers are requested)*
- **Send your packet to USAREC “Electronically”**
(Detailed Instructions on our Web site)
- **Verify your application status on line!**
- **153A Applicants - Study for AFAST**
- **QC your own packet**
– Get as many people as you can to review your packet. Errors slow down the entire process.
- **All the information you need is on our website.**

www.goarmy.com/warrant

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Summary

- **Definition, Requirements, and What It Takes...**
- **Opportunities and Benefits**
- **Application and Processing Procedures**
- **Not for Everyone**
- **Increased Expectations**
- **Step Up to the Challenge**



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Questions?

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Suggestions, Questions, or Advice please e-mail the
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