**AFPAK HANDS FAQs**

**What is AFPAK Hands?**

The objective of the AFPAK Hands, or APH, program is to identify, select, train, and manage a cohort of Department of Defense experts in order to bring greater unity and cohesion to the fight in Afghanistan. AFPAK Hands will be placed in positions of strategic influence to ensure progress towards achieving U. S. Government objectives in the Afghanistan-Pakistan region. The targeted end-state is a program that will support critical elements of the strategy while preserving the member’s career progression.

**How many positions will make up AFPAK Hands for all uniformed services?**

Currently, 230 positions in Afghanistan have been identified for all uniformed services and 10 positions in Pakistan. Each position in Afghanistan will have three fills (one in training, one in theater, and one out of theater), and each position in Pakistan will have two fills (one in theater and one out of theater) for a total of 710 members.

**How many sourced by Navy?**

38 AFPAK Hands positions (35 in Afghanistan and 3 in Pakistan) have been identified by the Joint Staff’s Pakistan Afghanistan Coordination Cell (PACC) to be sourced by Navy. For the Afghanistan billets, there is a 3 for 1 sourcing plan (one member in training while one member is arriving in theater, and the other member is departing theater to start their CONUS portion or off-ramp), which equates to 105 members filling requirements at any one point in time. For the three Pakistan billets, there is a 2 for 1 sourcing plan (one member in theater, while the other member is on their CONUS tour), which equates to 6 members at any one point in time. The total for these two locations translates into 111 total Navy requirements.

**Are there gender restrictions?**

For all but one of the current billets, there are no official gender restrictions.

**Is AFPAK Hands the same thing as an IA / GSA?**

No. All AFPAK Hands positions are considered to be permanent billets.

APH duty is more correctly described as a Joint Tour to Afghanistan, which includes four months of language training, two months of personal security training, and approx. three weeks of cultural/regional expertise/counter-insurgency (COIN) training, all under an initial set of Temporary Additional Duty (TEMADD) orders of 510 to 575 days nominal length for each tour spent in theater.

**Where will AFPAK Hands be assigned (Permanent Duty Station)?**

The two available PDS/HUB locations for APH billets are either in Tampa, FL or Washington D.C.

**What are the experience and qualifications requirements to apply for an AFPAK Hands billet?**

AFPAK Hands are drawn from a mix of designators and ratings, and will be specially selected to capitalize on or further develop proficiencies in COIN doctrine, regional languages, and culture. While prior experience in the region, language proficiency, or a COIN background is desired for many of the positions, they are not required.

**What is the expected “timing” required for filling the AFPAK billets (3 fills for each position description)? Will there be a lag between billet fills (e.g., 6-months)?**

One AFPAK Hand (already identified) will begin pipe-line training as one counterpart is arriving in theater, and the other is departing theater.

**How much time will I spend in theater? At my PDS (Home Base/HUB)?**

Each hand will have a matched counterpart, and will rotate between a CONUS home base and positions in theater that directly influence U. S. Government strategy in the region. However, the nominee can expect to spend 12 months in theater for one of their two rotations and 10 months in theater for the other (22 months total). As for time at the PDS, the primary timeframe that will be spend at the HUB location will be for 12 months after the first tour in theater.

**How long is each assignment?**

For most billets, the total time spent in the program is approx. 46 - 48 months (7 months training, 12 months in theater, 12 months CONUS, 7 months training, and 10 months in theater). However, for the two O-6 billets assigned to the program, total time spent will be approx. 32 months (7 months training, 12 months in theater, and 12 months CONUS).

**Is this considered a 4 year minimum tour for purposes of OBLISERVE, retirement, or resignation?**

To be determined.

**Will this assignment be counted as sea duty?**

To be determined.

**Will I receive Joint Credit?**

Officers are eligible to self-nominate via the E-JDA process for joint experience following completion of their APH tours. Joint service within the AFPAK region should receive 3-points per month through the self-nomination process. Additionally, officers will be eligible to self-nominate for 1-point per month of joint experience for their CONUS joint service. APH personnel will be eligible for Joint Qualified Officer (JQO) nomination following accrual of 36 joint experience points and completion of JMPE Phases I and II. Additional information can be found at the following website:

[www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/JOINTOFFICER/Pages/default.aspx](http://www.public.navy.mil/BUPERS-NPC/OFFICER/DETAILING/JOINTOFFICER/Pages/default.aspx).

**What training will be provided in connection with this assignment?**

Enroute training will include 4 months of language training at DLI, 8 weeks of combat training at the Joint Readiness Training Center on Ft. Polk in Vernon Parish, LA. AFPAK Hands can expect to receive additional cultural, regional expertise, and COIN training throughout their tours, particularly when in CONUS.

**Will there be language training involved?**

All AFPAK Hands will receive 4 months of language training at the Defense Language Institute Foreign Language Center - Washington, DC (DLIFLC-W).

**Will I be eligible for Foreign Language Proficiency Bonus (FLPB):**

Members must take the Defense Language Proficiency Test (DLPT) to qualify for FLPB. Eligibility will depend on the member’s test score, and be paid in accordance with current Navy FLPB policy.

**How will this assignment affect my career?**

DoD, Joint Staff, and Navy leadership have cited protecting an AFPAK Hand’s career progression as one of the goals of the program. It is recognized by leadership that members will be assigned to billets of importance to the national interest. That said, performance in the billet will, as always, be the key to how the assignment will affect a member’s career.

**Will I receive any consideration when negotiating follow on orders similar to other GWOT assignments? (Choice of coast, location, ship etc.)**

To be determined.

**Can my family be co-located with me?**

AFPAK Hands will have the options of PCSing their families to their CONUS HUB location.

**Who can I contact for more information on specific billets / opportunities?**

For now, contact your Detailer, or check the APH links at the following websites:

<http://www.npc.navy.mil/Officer/>

**AFPAK Hands Related Acronyms:**

* AFPAK Hand: Afghanistan-Pakistan Hand
* APH: AFPAK Hand
* COIN: Counter-insurgency
* COMISAF: Commander, ISAF
* COMUSFOR-A: Commander, U. S. Forces-Afghanistan
* DLIFLC-W: Defense Language Institute Foreign Language Center - Washington, DC. Classes are conducted at one of a number of commercial contract schools in the Northern VA/DC Metro area. DLIFLC-W FAQs can be found at: <http://www.dliflc.edu/faq.html>
* DLPT: Defense Language Proficiency Test
* FLPB: Foreign Language Proficiency Bonus
* GIRoA: Government of the Islamic Republic of Afghanistan
* ISAF: International Security Assistance Force
* PACC: Pakistan Afghanistan Coordination Cell. A Joint Staff team specifically stood-up to administer the establishment of the APH program.
* PRT: Provincial Reconstruction Team