



CHIEF NATIONAL GUARD BUREAU INSTRUCTION

NGB-GO
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MANAGEMENT OF THE NATIONAL GUARD GENERAL OFFICER CAREER MANAGEMENT BENCH

References:

- a. Title 10, United States Code
- b. Title 32, United States Code

1. Purpose. This instruction establishes a process for managing a collective body of National Guard (NG) General Officers (GO) to maximize the quality and expertise of senior leaders in accordance with (IAW) references a and b. The NG GO Career Management Bench (The Bench) provides NG GOs with assignment and training opportunities to enhance Title 32 professional development and prepares select NG GOs for service as Title 10 senior leaders.

2. Cancellation. None.

3. Applicability. This instruction applies to all elements of the National Guard Bureau (NGB). Hereafter, the term "States" refers to all States, Territories, and the District of Columbia, and the term "Adjutants General" refers to The Adjutants General of the States, Territories, and, in the case of the District of Columbia, the commanding general of the District of Columbia National Guard.

4. Policy. It is NGB policy that resources, including education quotas and assignment opportunities, are managed to advance the careers of eligible officers designated for The Bench.

a. Nominations. Applicants must meet the following criteria to be eligible for career management.

- (1) Officers must be nominated by The Adjutants General of their States.

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(2) All nominees must either be current NG GOs who are General Officer of the Line (GOL) qualified or possess or have been nominated for a GOL certificate of eligibility (COE) for federal recognition as a brigadier general or major general.

b. Vetting. Two appointed groups of GOs examine nominees to determine their potential for senior leader positions.

(1) Adjutant General Advisory Panel. The Adjutant General Advisory Panel reviews all nominees and recommends those candidates who meet a specified set of objective criteria to the CNGB. From those recommended by the Advisory Panel, the CNGB selects the GOs for The Bench. The CNGB will select the members of the Advisory Panel, which is comprised of:

(a) The Adjutants General from six of the States.

(b) One NG lieutenant general who serves as the Advisory Panel President.

(2) Executive Leader Advisory Board. The Executive Leader Advisory Board compiles an order-of-merit listing (OML) of all officers on The Bench. The CNGB will select the members of the Advisory Board, which is comprised of:

(a) All NG GOs serving as federally recognized lieutenant generals, including the Vice Chief of the National Guard Bureau, the Director of the Army National Guard, and the Director of the Air National Guard.

(b) The Adjutants General from four of the States plus:

1. One regular Army lieutenant general.

2. One regular Air Force lieutenant general.

3. Up to three additional NG GOs.

c. GO Federal Recognition Board (GOFRB). The Executive Leader Advisory Board may identify officers on The Bench to meet a GOFRB for a COE. Although endorsement by The Adjutant General of the respective State is required in all cases, these officers will not count toward the limited number of officers that each State is authorized to nominate to meet the GOFRB.

5. Definitions. None.

6. Responsibilities.

a. NGB GO Management Office (NGB-GO). The NGB-GO will:

(1) Send The Adjutants General a request, before the Adjutant General Advisory Panel convenes, for nominations of officers for The Bench. The request will include detailed instructions for composing the nomination packages and requirements for submitting the supporting documentation.

(2) Provide detailed criteria for officers to be nominated for The Bench.

(3) Receive nomination packages.

(4) Develop and staff a CNGB memorandum of instructions for the Adjutant General Advisory Panel and the Executive Leader Advisory Board.

(5) Provide administrative support for the Adjutant General Advisory Panel and Executive Leader Advisory Board.

(6) Notify The Adjutants General of the results of the Adjutant General Advisory Panel.

(7) Coordinate and staff nominations with the Joint Staff and the Services.

(8) Announce GO selections and assignments.

b. The Adjutants General. The Adjutants General will nominate highly qualified officers for The Bench.

c. Adjutant General Advisory Panel. The Advisory Panel will:

(1) Convene semi-annually, or as directed by the CNGB.

(2) Score officer nomination packages using a scoring system approved by the CNGB.

(3) Recommend a cut-off line to determine whose nominations to provide to the CNGB as candidates for The Bench.

d. Executive Leader Advisory Board. The Advisory Board will:

(1) Convene semi-annually and off cycle from the Adjutant General Advisory Panel or as directed by the CNGB.

(2) Consider officers on The Bench and compile an OML of the best-qualified officers using the CNGB's criteria.


(3) Identify key assignments for developing and enhancing NG GOs for future NG senior leader positions.

(4) Meet with the CNGB to conduct a slating process for GO position nominations, training opportunities, and retirement considerations.

7. Summary of Changes. This is the initial publication of CNGBI 0800.01.

8. Releasability. This instruction is approved for public release; distribution is unlimited. NGB directorates, The Adjutants General, and Joint Force Headquarters-State may obtain copies of this instruction through <<http://www.ngbpdc.ngb.army.mil>>.

9. Effective Date. This instruction is effective upon publication and must be reissued, cancelled, or certified as current within five years of its publication.


FRANK J. GRASS
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Enclosure:

GL -- Glossary

GLOSSARY

PART I. ABBREVIATIONS AND ACRONYMS

CNGB	Chief of the National Guard Bureau
COE	Certificate of Eligibility
GO	General Officer
GOFRB	General Officer Federal Recognition Board
GOL	General Officer of the Line
IAW	In accordance with
NG	National Guard
NGB-GO	National Guard Bureau General Officer Management Office
OML	Order-of-merit listing
The Bench	National Guard General Officer Career Management Bench

PART II. DEFINITIONS

(NONE)