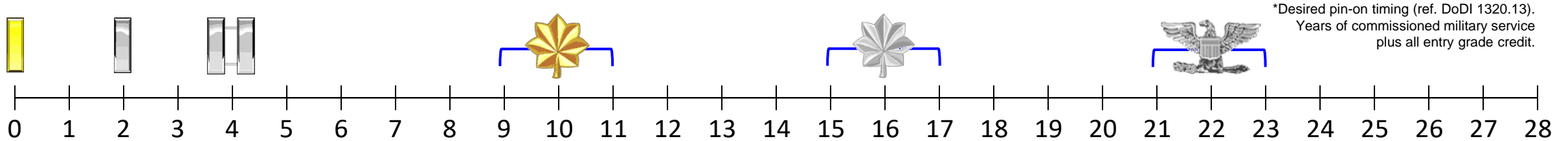




# Logistics Readiness (21R) Career Progression



\*Desired pin-on timing (ref. DoDI 1320.13).  
Years of commissioned military service  
plus all entry grade credit.

**Functional Area Experiences (CGO):**

- ❖ Deployment, Distribution & Transportation (Ground or Air Trans, Logistics Plans)
- ❖ Supply, Veh Mx, Fuels, Life Cycle Logistics
- ❖ Deployments / Operational Experience
- ❖ OIC, Flt/CC, Operations Officer
- ❖ Installation Deployment Officer

**Formal Education/Training:**

- ❖ LRO Basic and Intermediate Course
- ❖ Contingency Wartime Planners Course
- ❖ AFIT/DAU Course; Languages (Optional)
- ❖ O-3 PME (PDE): Squadron Officer School

**Special Experiences:**

- ❖ Advanced Sortie Production Course (AMMOS)
- ❖ Logistics Career and Base Lvl Broadening Acquisition Logistics, Education with Industry
- ❖ Instructor (OTS, ROTC, Functional, etc.)
- ❖ Acquisitions and/or Program Mgmt

**Functional Area Experiences (FGO):**

- ❖ Leadership: OpsO (DO), Sq/CC, SCOG/CD
- ❖ Staff: OSD, Joint, DLA, MAJCOM, NAF
- ❖ Deployments/Operational Experience

**Formal Education/Training:**

- ❖ O-4 PME (IDE): ACSC/equiv (DL or residence)
- ❖ O-5 PME (SDE): AWC/equiv (DL or residence)
- ❖ AFIT/DAU Courses
- ❖ Languages (optional)

**Special Experiences:**

- ❖ LOGTECH, Enterprise Logistics Course, Supply Chain Executive Course
- ❖ MSG, MXG, AMOG, or ABG/CD
- ❖ COCOM Exercises and/or planning
- ❖ Air Logistics Complex (Depot)
- ❖ Multi-national Logistics
- ❖ Acquisitions

**Functional Area Experiences (O-6):**

- ❖ Div Chief (HAF, OSD, JCS, COCOM, MAJCOM); DLA
- ❖ Deployments/Operational Experience
- ❖ SCOG/CC, SCOW/CV, SCOW/CC

**Formal Education/Training:**

- ❖ AAD, Languages (optional)
- ❖ Fellowships

**Special Experiences:**

- ❖ MSG or AMOG/CC, ABW/CC
- ❖ Interagency and International Partnerships
- ❖ Multi-Domain Logistics (land, maritime, air)

**Formal Instructor & Recruiting Duty:**

- ❖ Assignment target 4 CYOS or later, after 21R3 certification

## 21R – Logistics Officer Career Development Guidance

**AFSC Description:** Logistics Readiness Officer career field encompasses the integration of logistics disciplines for air and ground transportation, supply management, fuels, vehicle management and logistics plans. Their responsibilities include directing integrated logistics processes, accomplishing joint logistics planning for warfighting support and sustainment with the joint staff, unified commands, other military services and agencies of the Office of the Secretary of Defense and directing acquisition, retail and wholesale logistics activities.

**Brief Developmental History:** In 2002, Supply, Transportation and Logistics Plans officer career fields merged to create the Logistics Readiness Officer career field. The 21R career field is focused on leadership in a myriad of evolving areas of logistics. 21Rs are expected to be Team-builders, Problem Solvers, Talent Developers, strategic thinkers and communicators.

**Prior to Major:** 21Rs are expected to expand upon their basic leadership and professional skills while increasing their technical competence over the course of 2-3 base level assignments as a Flt/CC, IDO, Ops Officer and deployments in either the tactical or staff capacities with the eventual outcome as a fully qualified LRO (21R3) encompassing a minimum of three of the five proficiencies. They are expected to develop and exhibit sound leadership, judgment, critical thinking, and analytical skills through increasingly complex spans of control and responsibility. Selective programs for 21Rs include Logistics Career Broadening Program, Base Level Broadening Program, Education with Industry, Acquisition and Logistics Experience Exchange Tour, and Advanced Maintenance and Munitions Operations School (AMMOS).

**Prior to Lieutenant Colonel:** 21Rs are expected to demonstrate leadership, operational and strategic competence, strong planning and communication skills, and sustained superior performance as Operations Officers, Squadron Commanders, and Staff Officers. 21Rs should understand Joint perspectives, corporate decision-making processes, and advise, work within, and lead cross-functional operational logistics and planning teams to develop and implement strategic-level programs and policies.

**Prior to Colonel:** 21Rs will further develop as a leader in Squadron Commander as well as multiple above Wing Staff assignments (i.e., Joint Staff, COCOM, Air Staff, MAJCOM, and Air Logistics Complex). Some, but not all, 21Rs will have experience as Deputy Group Commander. Milestone training for 21Rs include LOGTECH, Enterprise Logistics Course, and Supply Chain Executive Course. Most will develop leadership depth and technical competence in at least one core area. It is not uncommon for 21Rs to have one or more squadron commands or have multiple joint assignments.

### **Career Broadening Expectations:**

- Formal instructor and/or recruiting assignments are usually after four commissioned years of service and after 21R3 certification
- 21Rs selected for AFPAK Hands, FAO, PAS, 21X, 6XX, and those who owe education paybacks, may have multiple assignments outside of traditional LRO assignments