



UNITED STATES ARMY
THE CHIEF OF STAFF

MEMORANDUM FOR Deputy Chief of Staff, G-1

SUBJECT: Fiscal Year 2025 (FY25) Centralized Selection List (CSL) Command and Key Billet Slating Guidance

1. America's Army is the most effective and capable Army in history, as evidenced by the missions it continually accomplishes with great distinction at home and abroad. These accomplishments are the result of a diverse, highly skilled workforce with great leaders. Consequently, it is essential that we leverage the talents, knowledge, skills, and behaviors (KSBs) of our future commanders and key leaders, and strategically slate them to the right assignment for Army Readiness.

2. To best serve the Army, slate CSL selected officers to the optimal job using the following guidance:

a. First, modernize our approach by leveraging the information we have on our people to make the most informed decisions for the Army. The Career Managers at HRC will use all available information as well as technological means to slate officers to the right organization based on their unique KSBs and preferences (KSB-P). Recommend re-slating only when appropriate to achieve a more optimal slate for Army Readiness. Second, because the Army is a diverse organization, Army leaders and units should reflect this diversity, therefore, also consider diversity in slating.

b. Our Army needs our best officers and non-commissioned officers to serve in the US Army Recruiting Command (USAREC). When slating first time commanders to USAREC commands, pay particular attention to the officer's KSB-Ps. Optimize the Slate by assigning the best available and high performing officers who match the job target for recruiting commands. This means a first-time commander may command in USAREC for two years and then, upon successful completion of that command, go on to command an Operational, Training, or Strategic Support command as a second-time commander.

c. Do not slate officers out of joint duty unless they receive full tour credit. These officers may compete at CAP for a score but do not slate them to CSL positions until the officer is complete with the joint tour.

d. Colonel (O6) CSL principals must complete Senior Service College (SSC) and Lieutenant Colonel (O5) CSL principals must complete Intermediate Level Education (ILE) before they assume command. CSL principals and alternates who have not completed SSC or ILE require an exception to policy by the VCSA prior to assuming

SUBJECT: Fiscal Year 2025 (FY25) Centralized Selection List (CSL) Command and Key Billet Slating Guidance

command. Therefore, slate CSL principals and alternates, who have not completed Senior Service College (SSC) or Intermediate Level Education (ILE), to units that have assumption of command dates that accommodate the officers' projected graduation.

e. Make every effort to keep those enrolled in the Married Army Couples Program, as well as dual service couples, together without disadvantaging either spouse or putting an undue hardship on their Families.

f. All officers must be "Certified for Command" through the Command Assessment Program before assuming a CSL position.

g. All CSL selected officers must complete the required Pre-Command Courses (PCC) for their specific command as outlined in Army Regulation 350-1.

h. When slating former battalion commanders (FBC) to second time commands and key billets, slate officers with the appropriate KSB-Ps to these positions. The priority for slating talented FBC officers to these assignments is USAREC second time commands, Division G3s, Nominative / Black Book XO's, Task Force Seniors at the Combat Training Centers, and battalion commanders at the Security Forces Assistance Brigades.

3. As we continue to develop and shape the Army, it remains vital that we slate our command formations and key billets with the right officers that possess the appropriate KSBs to optimize Army Readiness.



JAMES C. McCONVILLE
General, United States Army