



Adjutant General



Year Group 2025

INTELLIGENCES: Interpersonal, Logical-Mathematical, Linguistic,

SKILLS: Adjutant General (AG) is a highly competitive branch comprised of officers that are responsible for managing the Army's diverse talent and readiness of the personnel in their organization. They provide critical Human Resources (HR) and Military Pay (MILPAY) support, while positively impacting the daily lives of Soldiers & Families. They integrate data analytics processes, utilize the latest in cutting-edge Army HR technology, and leverage the Military Decision-Making Process in order to provide commanders with recommendations and help visualize data. They are physically fit leaders and mentally agile project managers who foster an environment of trust and teamwork. They may serve as commanders, executive officers, platoon leaders, or staff officers who take full ownership of all aspects of personnel services and support operations, talent management, postal operations, and proactively manage current & future requirements.

KNOWLEDGE: Individuals with varying experiences and academic backgrounds contribute to the success of the AG branch.

➤ **RELEVANT EDUCATION:** AG branch desires officers with degrees that include, but are not limited to: human resources, business/data analytics, organizational leadership, business management, mathematics, English, history, and computer science, and other disciplines such as social & behavioral sciences. Fundamentally, all AG officers should have a strong academic foundation that requires a demonstrated ability to conduct research/analysis and convey results in oral and written communication.

➤ **RELEVANT TRAINING / EXPERIENCE:** AG branch desires officers with experience or interest in staff operations, private-sector human resources management, and/or data sciences. AG officers seek IPPS-A Functional Course, Postal Supervisor and/or Postal Operations Course qualification; Credentials including HR Certification Institute (aPHR, PHR, SPHR), Lean Six Sigma, Project Management Program, Oracle PeopleSoft, Microsoft Office Specialist, Microsoft 365, Microsoft Business Intelligence, Python, and Certified Analytics Professional certifications.

BEHAVIORS: (In addition to foundational)

➤ **ANALYTICAL THINKING**
➤ **ANALYZE DATA**
➤ **CONSCIENTIOUSNESS**
➤ **COOPERATION/TEAMWORK**

➤ **CRITICAL THINKER**
➤ **CULTURALLY AWARE**
➤ **DECISION MAKER**
➤ **DETAIL-FOCUSED**

➤ **GENERAL COMMUNICATOR**
➤ **LEADER**
➤ **MANAGER**
➤ **PROCESS INFO AND DATA**

➤ **REASONING**
➤ **PROBLEM SOLVER**
➤ **SELF-MANAGER**
➤ **SYSTEMS THINKING**
➤ **TECHNICALLY COMPETENT**

TALENT PRIORITIES:

1. **DETAIL-FOCUSED:** Thorough, perceptive, and precise in all matters. Possesses a keen eye – notices everything.
2. **COMMUNICATOR:** Precise, efficient, and compelling in both written and spoken word.
3. **LOGICAL / ANALYTICAL:** Uses reason and thinks in terms of cause and effect. Able to decompose and solve complex problems.
4. **PROBLEM SOLVER:** Able to choose between best practices and unorthodox approaches to reach a solution. Accomplishes the task.
5. **INTROSPECTIVE:** Contemplative by nature and is self-aware.
6. **INTERPERSONAL:** Skilled in developing appropriate relationships; able to connect with others to effect positive results.