FISCAL YEAR 2025 LATERAL ATTORNEY ACCESSION BOARD,

JUDGE ADVOCATE GENERAL'S CORPS

ADDITIONAL GUIDANCE

1. **General**.

a. The applicants you recommend for selection will become the Judge Advocate General's Corps (JAG Corps) of the future. Your goal, therefore, is to select those individuals who demonstrate the greatest potential for outstanding service as Soldier-lawyers in the Regular Army (RA).

b. In analyzing individual records to determine whether an applicant is qualified for selection, the board should consider the factors listed below. No single factor is dispositive; however, non-selection may be based on a demonstrated lack of integrity, moral turpitude, or professional ineptitude. Ultimately, you should recommend those individuals that you are confident will provide principled counsel, attain mastery of the law, steward the organization, and demonstrate servant leadership while serving in the RA.

(1) **Intellect**. Judge Advocates must be intelligent enough to practice in our diverse legal functions. Academic achievement can be a strong indicator of intellect. In addition, academic success is often an indicator of self-discipline, grit, and maturity—all attributes necessary for a successful Judge Advocate. Grading systems, however, may vary among academic institutions, and you must exercise great care when evaluating and comparing the academic records of applicants.

(2) **Interpersonal Skills**. Judge Advocates must possess the ability to understand and work effectively with service members and civilians of all ranks, grades, and backgrounds.

(3) **Work Ethic**. You should carefully examine each applicant's file to find evidence of the applicant's strong work ethic.

(4) **Physical Readiness**. Judge Advocates must maintain a high level of physical readiness in order to meet mission requirements. Physical fitness is therefore an important indicator of an applicant's suitability for Army service. The board will consider general physical condition and potential to comply with the standards of Army Regulation 600-9 (The Army Body Composition Program) in evaluating an applicant's potential for Army service.

(5) **Character and Leadership Ability**. Army leaders and attorneys must possess the highest character. Judge Advocates must embody the Army Values: loyalty, duty, respect, selfless service, honor, integrity, and personal courage. In particular, honor and integrity are the bedrock of our dual professions, which enable a Judge Advocate to deliver principled counsel. Soldiers and noncommissioned officers must be able to trust their officers. Accordingly, you should select only those applicants whose records demonstrate an uncompromising commitment to these values.

(6) **Prior Military Experience**. Some applicants may have prior enlisted or commissioned service. You should review the files of these applicants for indicators of leadership potential, maturity, teamwork, and the ability to excel as a Judge Advocate. The JAG Corps also has a need for officers with special military skills and training. Military experience will be considered a positive factor.

(7) **Legal and Work Experience**. Each applicant has submitted a resume detailing his or her work experience. Applicants also have the option of submitting up to three letters of recommendation. You should carefully examine this information to assess initiative, legal and analytical skills, judgment, and maturity.

(8) **JAG Corps Intern and Extern Programs**.

(i) These programs introduce students to military legal practice and provide meaningful opportunities for supervisory Judge Advocates to evaluate their performance and potential. The board should give careful consideration to those applicants who have demonstrated superior potential through successful performance as interns or externs.

(ii) Applicants who participated in the JAG Corps Summer Internship Program had the option to apply for a JAG Corps commission in the Early Decision Accession Board, which convened at the conclusion of the summer internship period. Board members will not draw a negative inference for those applicants who were either not selected at this prior board, or those who opted out of consideration.

(9) **Communication Skills**. Judge Advocates must be effective communicators in person and in writing—precise, persuasive, and professional. You should select only those applicants whose records demonstrate superior communication skills.

(10) **Involvement in Campus and Civic Activities**. Participation and achievement in extracurricular activities is a strong indication of initiative and leadership capacity. Non-participation in such activities, should not, however, operate against an applicant's interest when heavy course loads and gainful employment in financing the expenses of college and law school have denied the applicant the opportunity to engage in extracurricular activities.

2. **Field Screening Officer's (FSO) Report**. All applicants will have been interviewed by an FSO, a Judge Advocate designated to perform recruiting and interviewing functions, who has prepared a report for your consideration. You should carefully evaluate the FSO Report, giving special attention to the FSO's assessment of the applicant's potential for JAG Corps service. The narrative justifications for an FSO's recommendation are particularly important and lend meaning to the other elements of the FSO Report. Each FSO report includes an overall recommendation on selection according to the following tiered ranking system.

a. **Absolute must select**: a truly extraordinary applicant who is outstanding in all dimensions.

b. **Must select**: a strong applicant about whom the FSO is genuinely enthusiastic; possesses the key qualities and skills needed to make a positive impact on our people and mission.

c. **Recommended for selection**: an average applicant with no glaring weakness, but few significant strengths; has potential to develop into an effective Judge Advocate with training and development.

d. **Not recommended for selection**: an applicant about whom the FSO has reservations; does not currently have the qualities or skills our dual professions demand.

e. **Absolute do not select**: the applicant is clearly deficient in multiple respects; the FSO has severe misgivings; avoid selecting.

3. **Adverse Information**. The board must independently evaluate and weigh derogatory information presented to the board. The board should evaluate indications of disciplinary action relative to an individual's overall record and potential, while, at the same time, considering the seriousness of the offense. Accordingly, the board should use care in assessing the weight placed on one incident, which may be atypical of an otherwise outstanding record.

4. **Prior Non-Selection**. Prior non-selection will not be considered a reason for non-selection by a subsequent board. The board must make an independent evaluation on the basis of the applicant's record as compared with other applicants considered by the board.

5. **Diversity and Equal Opportunity**. The strength of our Army comes from our diversity. Developing and maintaining qualified and demographically diverse leadership is critical for mission effectiveness and is essential to national security. Effective leaders understand that organizational success depends on the ability of people of different

backgrounds to work together, while bringing the value of their diverse experiences to the mission. With a culture that embraces diversity, the Army is better able to attract and keep the best men and women from across the Nation, and to operate more successfully around the world. Moreover, the success of today's Army comes from a total commitment to the ideals of freedom, fairness, and human dignity upon which our country was founded. It is vital that our Army is in fact one of equal opportunity–equal opportunity for all Soldiers is the only acceptable standard for our Army. This principle applies to every aspect of career development and utilization in our Army, but is especially important to demonstrate in the accession process. Select meritorious applicants who create and maintain an inclusive environment where individual attributes are recognized, accepted, and, most importantly, valued, regardless of race, color, national origin, religion, sex (including gender identity), or sexual orientation. In doing so our Soldiers will have a clear perception of equal opportunity in the selection process.