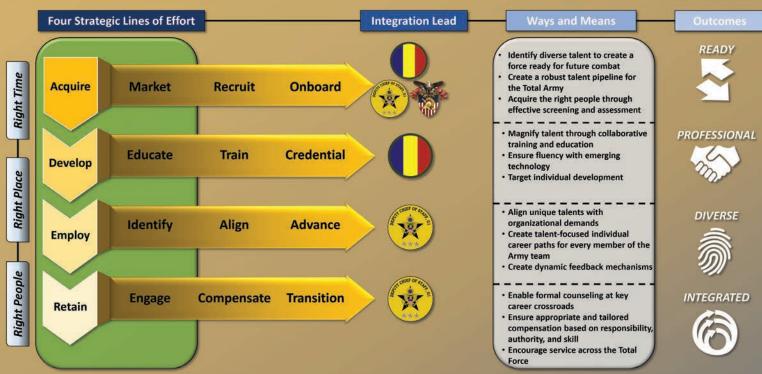
# HIP-POCKET GUIDE

# SOLDIERS, CIVILIANS, AND FAMILIES FIRST

### THE ARMY PEOPLE STRATEGY





# HIP-POCKET GUIDE

# THE ARMY TALENT ALIGNMENT PROCESS (ATAP)

MARKET ROLES AND RESPONSIBILITIES



#### ATAP is a decentralized, regulated, market-style hiring system that aligns officers to jobs based on preferences

#### **Human Resources** Command

priorities

preference

- Identify supply and demand trends Determine officer eligibility and project
- position vacancies Validate vacancies based on manning

## Unit

- Complete officer inventory
- Validate any projected position vacancies
- Post detailed position descriptions, to include desired and required KSBs, within the Assignment Interactive Module (AIM) 2.0

#### Officer

- Update resumes within AIM 2.0
- Clearly outline the unique knowledge, skills, and behaviors (KSBs) developed

throughout career

#### ENABLE THE ARMY PEOPLE STRATEGY, CREATING A PROFESSIONALLY-DEVELOPED OFFICER CORPS

#### Phase 2 Execute the Market

Phase 1

Set the

Market

- Determine time window for market interaction
- Enable interactions between potential unit/officer pairs
- Assess resumes Dialogue with officers
- Conduct interviews
- Preference available officers in rank order

#### Review vacant positions Interact with units or position

- incumbent Complete interviews
- Preference desired assignments in rank order

#### SUESTAIN THE FUTURE FORCE FOR DECISIVE VICTORY IN THE EVOLVING NATURE OF FUTURE MULTI-DOMAIN WARFARE

# Phase 3

Clear the

Market

- Conclude market interaction
- Match officers to jobs according to
- Initiate sponsorship
  - Confirm incoming officer data
- Accept preference position

  - Initiate clearance request, if necessary
  - Provide update and status of information requested by gaining unit

Key **Benefits** 

The Army gains insight into its officers' talents and preferences for optimal management

The Unit has full assignment process transparency and can most effectively build their team

The Officer can more effectively manage their career - individual preference carries more weight