

## **Engineer and Scientist Exchange Program**

The Engineer and Scientist Exchange Program (ESEP) is a professional development exchange program that provides career-broadening work assignments for foreign military/government defense personnel in U.S. defense establishments, and for U.S. military/government personnel in foreign defense establishments. ESEP aims to promote international cooperation and understanding in military research, development, and acquisition between the U.S. and participating allies and foreign partners. Exchanges are conducted under the auspices of international bilateral Memoranda of Agreement/Understanding (MOAs/MOUs). DoD currently has 16 such agreements with various countries. The Office of the Deputy Assistant Secretary of the Army for Defense Exports and Cooperation (DASA [DE&C]) is the Executive Agent for managing the program for the U.S. Army.

ESEP is intended to provide career-broadening work assignments for early- to mid-career military/government scientists and engineers in Career Program 16. U.S. Army participants should be in target grades GS12-14, or Acquisition Demo equivalent, at the time of deployment, hold a minimum of a BS or BA degree, and have at least four years of technical experience in industry, military and/or federal civilian service.

In selecting U.S. Army participants, DASA (DE&C) considers the ways in which an ESEP placement in a particular country will strengthen trust with that host nation, the strategic impact of the assignment to the U.S. science and technology community's mission to address our Army's Enduring Challenges, and the alignment of the assignment with Army Modernization Priorities. Selection is based upon the following criteria: technology area, host country of interest, candidate profile, merits of assignment/position description, quality of application, foreign language capability (as applicable), and command endorsement. To the extent possible, DASA (DE&C) seeks "balance" across countries to which ESEP participants are deployed, and across the commands from which the candidates are selected.

To encourage participation in the ESEP, DASA (DE&C) provides central funding to U.S. Army commands to cover deployment costs associated with placement of U.S. Army civilians in ESEP assignments abroad. Selections for central funding are conducted through an annual application cycle (see below). Standard tours for centrally-funded ESEP assignments are 12-months and are conducted under Temporary Change of Station orders. Assignment extension requests (2-12 months) may be granted pending availability of funds. Central funding may also be requested for short-term ESEP assignments (179 days or less); in these instances, funding for normal travel/TDY costs will be provided.

The Administrative Professional Exchange Program (APEP) is similar to the ESEP, extending the same opportunities to U.S. Army administrative personnel. DoD currently has APEP MOUs with Germany, the United Kingdom and Australia.