



DoD INSTRUCTION 3902.02

SPECIAL OPERATIONS FORCES FOREIGN LANGUAGE, REGIONAL EXPERTISE, AND CULTURE POLICY

Originating Component:	Office of the Assistant Secretary of Defense for Special Operations and Low Intensity Conflict
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Reissues and Cancels:	DoD Instruction 3305.06, "Special Operations Forces (SOF) Foreign Language Policy," November 19, 2008, as amended
Approved by:	Christopher Maier, Assistant Secretary of Defense for Special Operations and Low Intensity Conflict

Purpose: In accordance with the authority in DoD Directive (DoDD) 5111.10, this issuance:

- Establishes policy and assigns responsibilities for determining special operations forces (SOF) foreign language, regional expertise, and culture (LREC) capabilities and capacities.
- Renumbers DoD Instruction (DoDI) 3305.06 to DoDI 3902.02 to properly align under "Special Operations" in accordance with the DoD Numbering System.

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SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY.

This issuance applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff (CJCS) and the Joint Staff, the Combatant Commands, the Office of Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD.

1.2. POLICY.

a. LREC capabilities are enduring SOF critical competencies. Selected SOF organizations will optimize the development, maintenance, enhancement, and use of these LREC capabilities for effective conduct of core missions and activities to satisfy SOF requirements in accordance with DoDD 5160.41E.

b. LREC skill is either an explicit or implied component of SOF primary core activities for specified SOF organizations identified in Commander, United States Special Operations Command (USSOCOM) Force Planning Guidance. For these organizations, LREC skills are an element of readiness.

c. Foreign language skills may be a requirement for personnel assignment within SOF organizations. Language-dependent and language-designated positions are identified on organizational documents and managed by the appropriate agency or Military Department in coordination with their personnel offices.

SECTION 2: RESPONSIBILITIES

2.1. ASSISTANT SECRETARY OF DEFENSE FOR SPECIAL OPERATIONS AND LOW-INTENSITY CONFLICT (ASD(SO/LIC)).

The ASD(SO/LIC):

- a. In accordance with DoDI 5111.10, coordinates with the Under Secretary of Defense for Personnel and Readiness (USD(P&R)) and the Secretaries of the Military Departments to establish policy for SOF LREC requirements consistent with DoDD 5160.41E.
- b. Monitors compliance with this issuance.
- c. Coordinates with the Secretaries of the Military Departments on SOF foreign language skill proficiency bonuses.
- d. Designates an individual to serve as a Senior Language Authority to represent SOF equities in the Defense LREC Program and participate in the Defense Language Steering Committee in accordance with DoDD 5160.41E.
- e. Coordinates with the USD(P&R) for biennial capability-based reviews, to identify SOF-specific language capability needs based on the National Security Strategic Guidance and the National Defense Strategy.
- f. Coordinates with the USD(P&R) on the DoD Strategic Language List, in accordance with DoDD 5160.41E.
- g. Informs the Secretary of the Army, in their capacity as the DoD Executive Agent for the DoD Contract Linguist Program as delegated in DoDD 5160.41E, of all SOF-specific linguist contract support.

2.2. USD(P&R).

The USD(P&R):

- a. Coordinates with the ASD(SO/LIC) for SOF-specific policy changes to the DoD LREC Program.
- b. Coordinates with the ASD(SO/LIC) for biennial capabilities-based reviews, in accordance with DoDD 5160.41E, to identify DoD language capability needs based on the National Security Strategic Guidance and the Secretary of Defense's National Defense Strategy.
- c. Coordinates with the ASD(SO/LIC) on updates to the DoD Strategic Language List.

2.3. SECRETARIES OF THE MILITARY DEPARTMENTS.

The Secretaries of the Military Departments:

- a. Coordinate with the ASD(SO/LIC), the Commander, USSOCOM, and the SOF Service component commanders to establish and maintain personnel programs and policies supporting the LREC capability of SOF personnel.
- b. Ensure that assigned military personnel receive initial culture training in accordance with DoDI 5160.70. Ensure successful completion of this training is annotated in individuals' personnel records to enable the verification of training status.
- c. Coordinate with the ASD(SO/LIC) on SOF foreign language skill proficiency bonuses.

2.4. COMBATANT COMMANDERS WITH GEOGRAPHIC AREAS OF RESPONSIBILITY.

The Combatant Commanders with geographic areas of responsibility:

- a. Ensure their assigned sub-unified special operations command identifies SOF LREC requirements that support operational needs and forwards the requirements to the Commander, USSOCOM, in accordance with DoDI 5160.70, CJCS Manual S-3130.03, CJCS Instruction 3126.01, and applicable USSOCOM policy.
- b. Coordinate with the Commander, USSOCOM to establish and maintain personnel programs and policies supporting the recruiting, assignment, and professional development of LREC-qualified SOF personnel. Assignments, training, and education will reflect continued development of expertise in a specific region and language.
- c. Identify SOF LREC requirements and skill levels required to meet current and planned operational and security needs in coordination with commanders of the theater special operation commands, and report them to the Commander, USSOCOM biennially. The biennial reports include:
 - (1) Foreign LREC requirements and skill levels necessary to support SOF missions and activities within the theater.
 - (2) LREC requirements for the conventional forces assigned to SOF organizations.

2.5. COMMANDER, USSOCOM.

The Commander, USSOCOM:

- a. Studies and validates SOF LREC requirements and skill levels to support operational requirements.

b. Forwards validated LREC requirements and skills identified for conventional forces which are organic to SOF organizations and necessary to support the operational needs of SOF organizations through the Service SOF components to the appropriate Military Departments for validation and integration into manning documents.

c. Programs resources to train SOF personnel to provide and maintain sufficient LREC-skilled SOF to satisfy constrained SOF LREC requirements.

d. Proposes, initiates, and maintains readiness reporting of the LREC capability of SOF organizations whose manning documents reflect SOF language requirements.

e. Reports SOF LREC skill requirements to the CJCS, in accordance with CJCS Instruction 3126.01.

f. Identifies specific SOF organizations for which LREC skill is a component of SOF primary core activities in the annual USSOCOM Force Planning Guidance.

g. Monitors the assignment of LREC-qualified SOF personnel and promotes assignments that capitalize on and enhance individual LREC expertise.

h. Plans, conducts, evaluates, and monitors exercises requiring SOF LREC use.

i. Ensures the commanders of the theater special operation commands include LREC capability requirements in Annexes A and E, Appendix 5 of their operation and concept plans in accordance with CJCS Manual S-3130.03, CJCS Instruction 3126.01, and USSOCOM Directive 350-17.

GLOSSARY

G.1. ACRONYMS.

ACRONYM	MEANING
ASD(SO/LIC)	Assistant Secretary of Defense for Special Operations and Low-Intensity Conflict
CJCS	Chairman of the Joint Chiefs of Staff
DoDD	DoD directive
DoDI	DoD instruction
LREC	language, regional expertise, and culture
SOF	special operations forces
USD(P&R)	Under Secretary of Defense for Personnel and Readiness
USSOCOM	United States Special Operations Command

G.2. DEFINITIONS.

This term and its definition are for the purpose of this issuance.

TERM	DEFINITION
representative	Defined in DoDD 5160.41E.

REFERENCES

- Chairman of the Joint Chiefs of Staff Instruction 3126.01, “Language, Regional Expertise, and Culture Capability Identification, Planning, and Sourcing,” November 18, 2020
- Chairman of the Joint Chiefs of Staff Manual S-3130.03, Planning and Execution Formats and Guidance¹
- Commander, United States Special Operations Command, “Force Planning Guidance,” current edition
- DoD Directive 5111.10, “Assistant Secretary of Defense for Special Operations and Low-Intensity Conflict,” May 5, 2021
- DoD Directive, 5160.41E, “Defense Language, Regional Expertise, and Culture (LREC) Program,” August 21, 2015, as amended
- DoD Instruction 5160.70, “Management of the Defense Language, Regional Expertise, and Culture (LREC) Program,” December 30, 2016
- National Security Strategic Guidance
- Secretary of Defense “National Defense Strategy” current edition
- United States Special Operations Command Directive 350-17, “The Special Operations Forces Language Training Program Standards,” April 22, 2019

¹ This manual can be accessed by authorized individuals at <https://intelshare.intelink.sgov.gov/sites/jointstaff/sjs/imd/directives/shared%20documents/cjcs%203130.03a.pdf>