

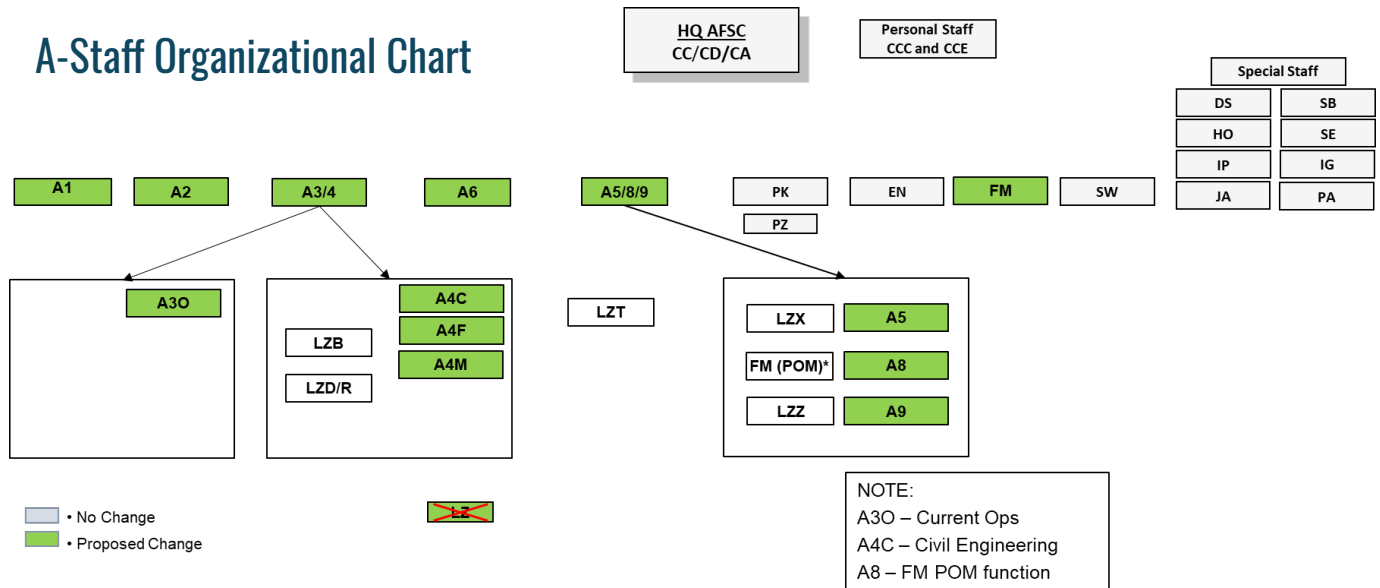


AFSC A-Staff Fact Sheet

Current as of 21 August 2024

Air Force Sustainment Center's mission is "Forging readiness and accelerating innovation for America's warfighters." To meet this mission, the center provisionally transitioned to an Air Forces staff structure, more commonly known as an A-Staff, at its headquarters, Sept. 3, 2024, with a target to reach full operational capability by Dec. 31, 2024.

A-Staff Organizational Chart



Cross-Functional Teams Providing Sustainment Across the Enterprise

Proven Construct Delivering Many Benefits

The A-staff construct is a proven organizational model that's been successfully implemented across the military. Adopting it at AFSC headquarters provides many benefits, including:

- Enables more effective support to customer depot maintenance requirements around the world.
- Creates easy-to-understand pathways to our organic industrial base capabilities.
- Puts AFSC in the best position to focus on Department of the Air Force aligned organic industrial base strategy and planning efforts more efficiently and effectively.
- Improves how we integrate as a team, provide a strategic view of our execution capabilities, and deliver opportunities for our team to excel.



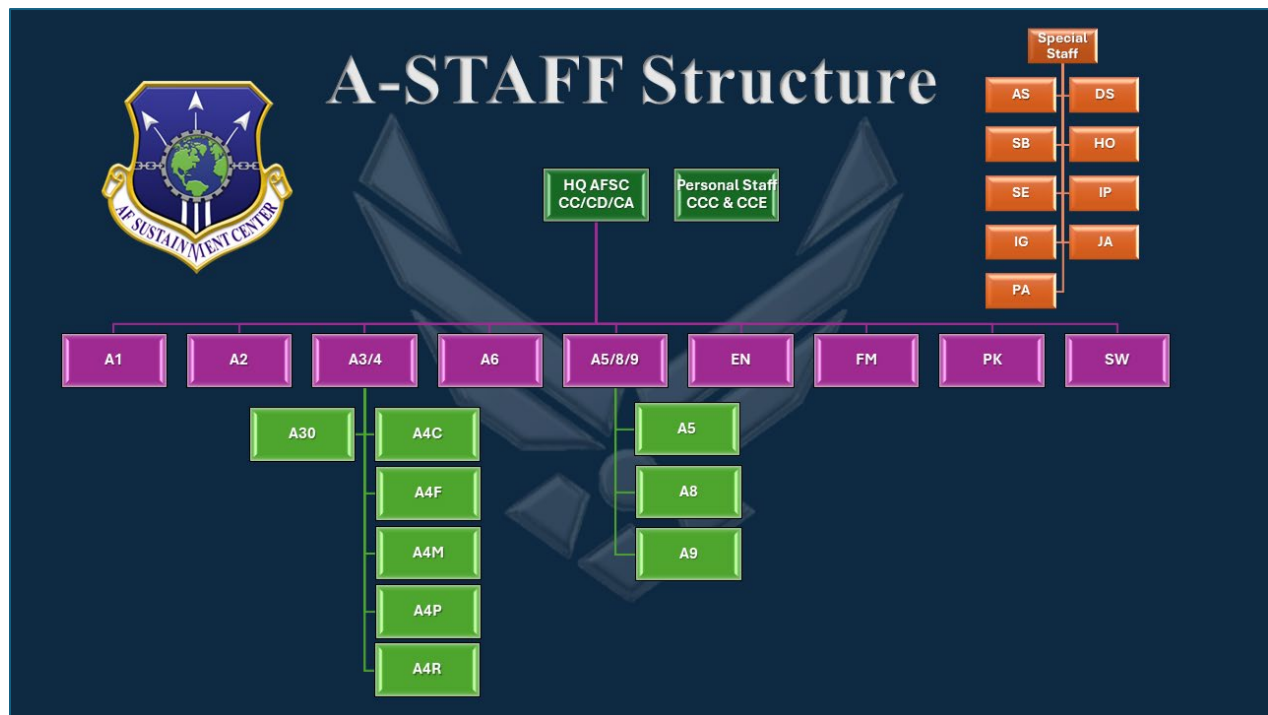
Forging Readiness and Accelerating Innovation for America's Warfighters



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Illustrated A-Staff Structure

Main A-Staff Structure

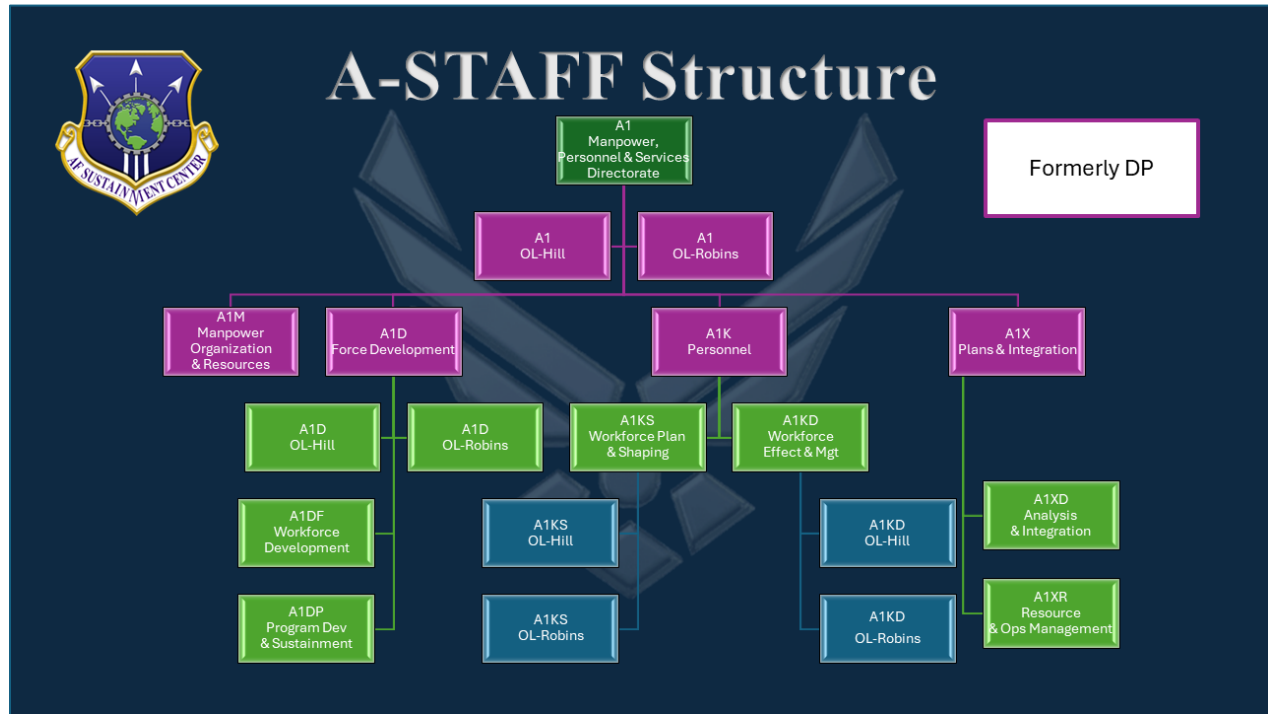


- The AFSC A-Staff structure establishes the **A1**, **A2**, **A3/4**, **A6**, & **A5/8/9** directorates.
 - Personnel Directorate (**DP**) has been converted to **A1**, and Logistics Directorate (**LG**) has been broken up with its former divisions and offices are moved into the appropriate **A3/4** and **A5/8/9** directorates, and the Intelligence Directorate (**IN**) is now the **A2**.
- The directorates of Engineering (**EN**), Financial Management (**FM**), Contracting (**PK**), and Software (**SW**) are retained without A-Staff numbering.
- The divisions of Personnel Execution (**DZ**), Financial Management Execution (**FZ**), and Logistics Execution (**LZ**) have been disestablished.
- The smaller offices of Aircraft Sustainment (**AS**), Director of Staff (**DS**), Historian (**HO**), Inspector General (**IG**), Information Protection (**IP**), Judge Advocate (**JA**), Public Affairs (**PA**), Small Business (**SB**), and Safety (**SE**) fall under the new category of **Special Staff**.



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A1: Manpower, Personnel & Services Directorate



- The A1 advises the commander on organizational actions; human capital strategies; workforce training and talent development, acculturation, mentoring and leadership; and civilian and military personnel policy and procedures. The A1 aids in the establishment and documentation of manning levels and organizational structures for forces assigned and attached to the center. Note: The title of the Directorate is mandated to include “Services;” however, the AFSC A1 does not conduct any Services functions.



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A2: Intelligence Directorate

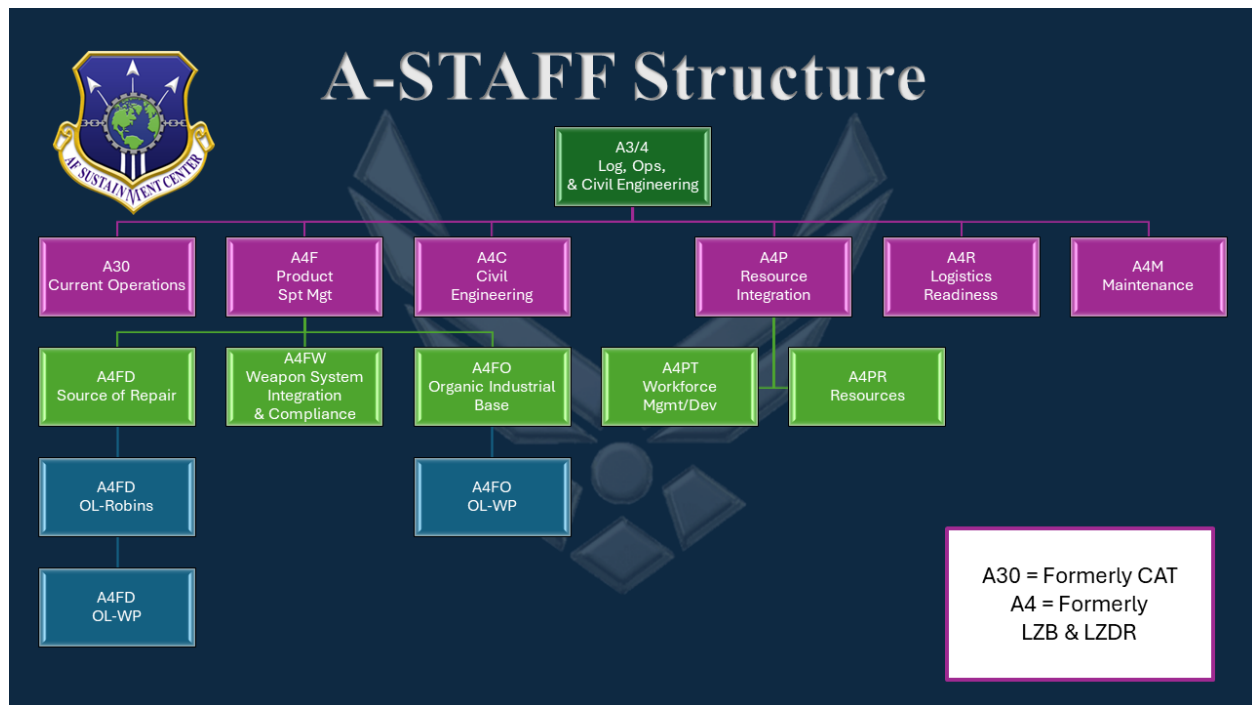


- The A2 Directorate comprises professionals from the various sustainment functions who apply their functional expertise to inform the primary processes in their charge. The team focuses on strategy, requirements development, planning, and programming to achieve rebalancing and to place increasing emphasis on cross-functional coordination and integration, both internal to AFSC and externally, with higher headquarters and MAJCOMs. The time horizon for A2 efforts is primarily focused on addressing out-year challenges (i.e., Future Years Defense Program (FYDP) out to 30 years).



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A3/4: Logistics, Operations & Civil Engineering Directorate

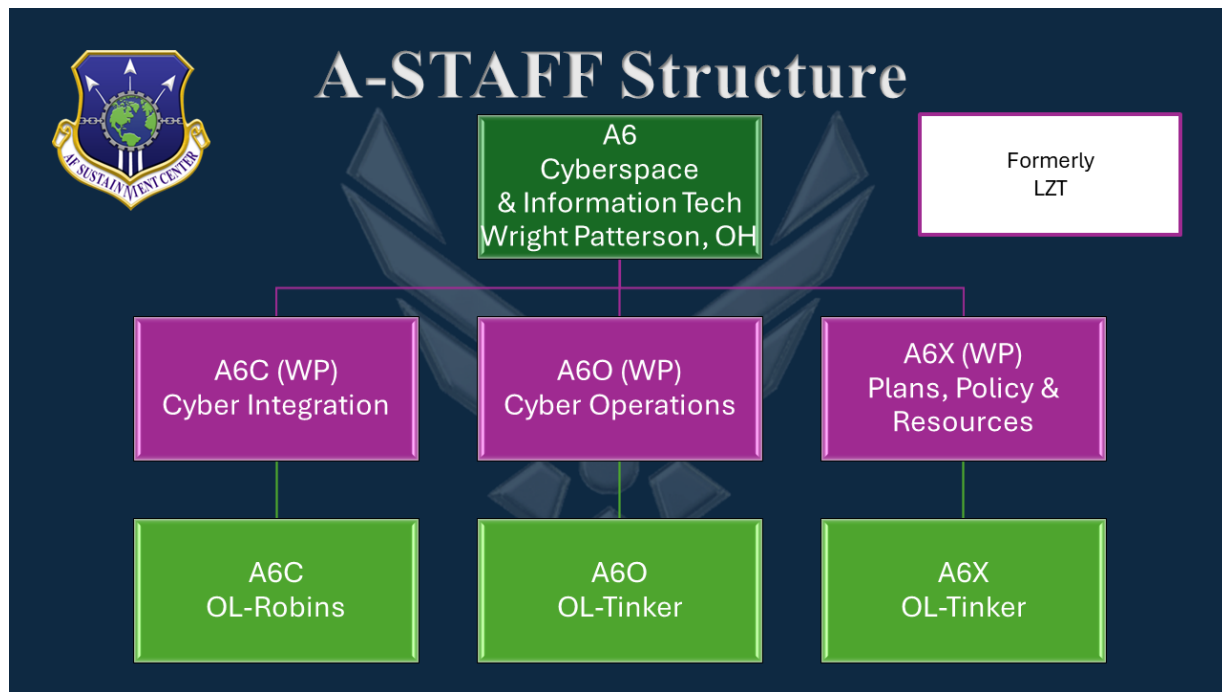


- The Logistics, Operations, and Civil Engineering Directorate is responsible & accountable for supporting the execution of AFSC's strategy and workload planning, resources, process execution and performance management to achieve AFSC/CC integrated vision for a strategy focused organization. A3/A4 has inherent authority to oversee, integrate, standardize, and direct processes, resources, and organizations to achieve AFSC goals and objectives. Responsibilities include the Center oversight function for all Center Special Access Programs (SAP) in support of the AFSC depot maintenance and sustainment activities, the Center's subordinate SAP activities to include geographically separated units (GSU), and Center focal point for all MAJCOM SAP organizations.



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A6: Cyberspace & Information Technology Directorate

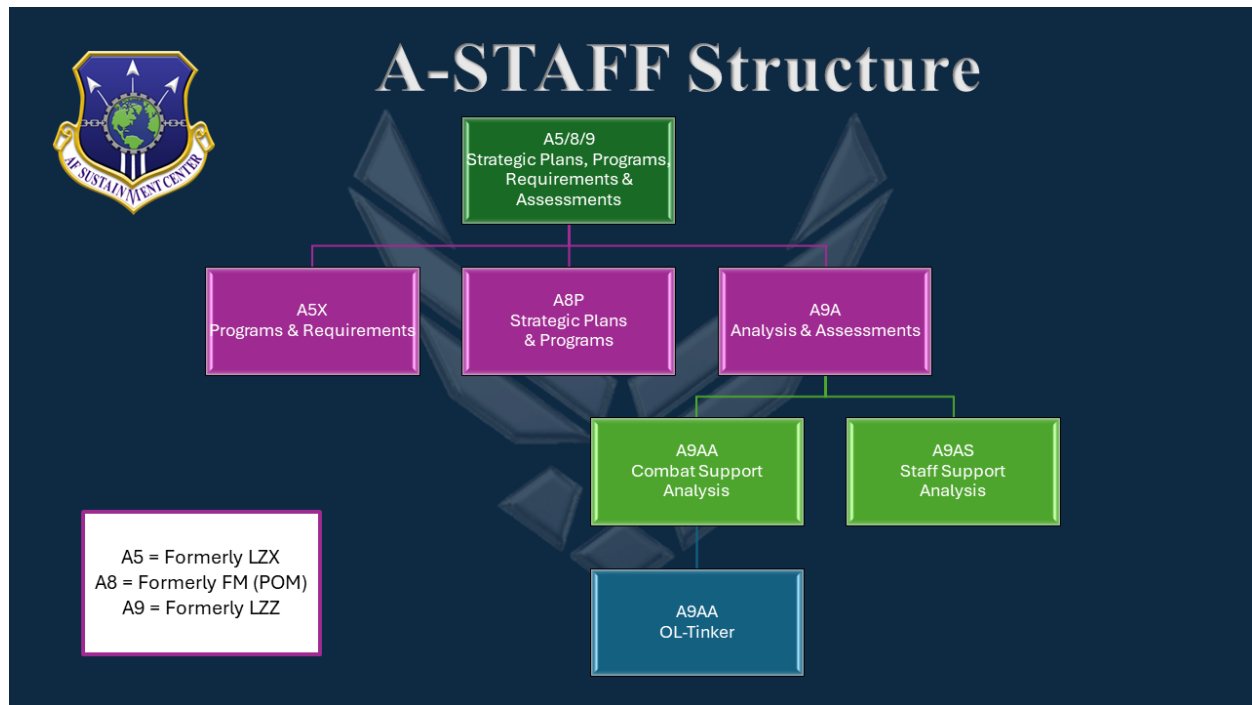


- A6 is AFSC's Enterprise Center IT Office. A6 is responsible for all aspects of digital integration. Specifically, AFSC is the Digital Depot lead to provide secure connectivity to the industrial floor, transparency, and connectivity across the Enterprise supporting proactive equipment maintenance and equipment usage data; modernizes AFSC's end-to-end Business Processes with Industry Leading Technologies integrated in a cost-effective manner; ensures efficient/effective Cyber Security compliance of AFSC's information technology (IT)/operational technology (OT) investments to include management of Depot Support System (DSS) boundary, hosting cyber tabletop exercises, and maintaining AFSC's cyber terrain list. Additionally, AFSC manages AFSC IT/OT Portfolio, implementing the Portfolio Management (PfM) four phases (analyze, select, control, & evaluate); implement Digital Depot OT solutions to include Industrial Internal of Things, Digital Infrastructure, Data environment, and Product Lifecycle Management (PLM) for Organic Industrial Base. Develops, implements, and maintains operations to support a resilient comprehensive cybersecurity professional workforce through providing strategic management of the Cyber Operations Systems (COS) functional workforce (military/civilian/ contractor) across the Center enterprise. Responsible for assessing current and projected Digital Depot requirements and workforce requirements determining gap analysis and strategizing to meet shortfalls. AFSC advocates and manages budget activities and funds management for associated workload.



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A5/8/9: Strategic Plans, Programs, Requirements & Assessments Directorate

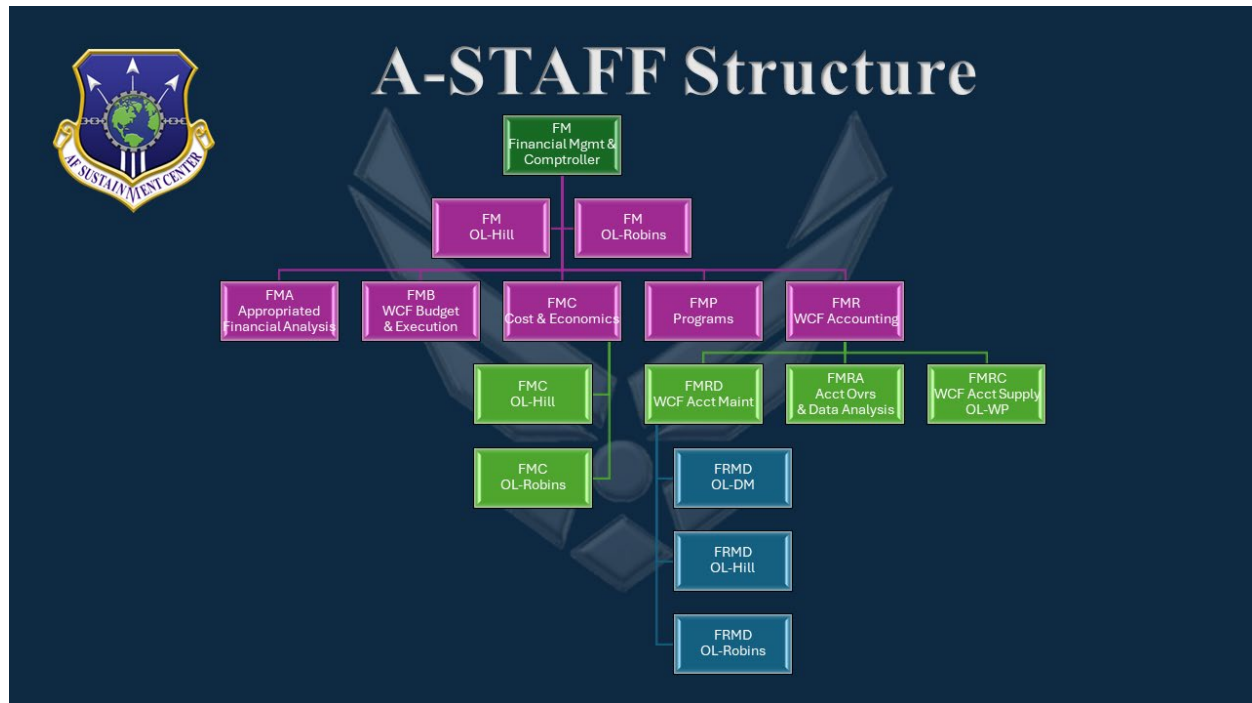


- **A5** supports the AFSC Commander in defining the AFSC enterprise organizational lines of effort and objectives to meet the future vision of AFSC and maintain strategic alignment to Command and Air Force goals and objectives. Focal point for organic industrial base planning, strategic workload analysis, and governance processes. Serves as the AFSC strategic Command, Control, and Communications lead.
- **A8** is responsible for all Air Force Sustainment Center strategic requirement planning. Oversees the development and presentation of Center Program Objective Memoranda (POMs). Provides single planning and programming point of contact to MAJCOM. Identifies and prioritizes AFSC capability gaps across the Enterprise and advocates for solutions through the Air Force Planning, Programming, Budgeting and Execution process. Center focal point for development planning.
- **A9** provides sustainment center performance assessment and executive decision support. Provides integrated, commander-level insight to performance of key sustainment business areas: worldwide supply chain management, depot maintenance, infrastructure support; conducts center-level analysis to assess & recommends synchronized COAs to improve overall center performance. Indicates how well the center is performing its mission and recommends opportunities for AFSC leadership to commit resources to improve future center effectiveness and efficiency.



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FM: Financial Management & Comptroller Directorate



- Professional Airmen resourcing today's Air and Space Force missions and delivering knowledgeable service to Airmen and Guardians while using innovation, data-driven analysis, and technology to support and accelerate installations and senior leaders in a complex fiscal environment to fly, fight, and win and remain Semper Supra. FM capabilities provide enterprise-wide financial program integration and oversight for managed funds and financial management operations.